

UNIVERSITY of NORTH CAROLINA
PEMBROKE

Drug-Free Schools and Campuses Regulations (EDGAR Part 86)

Biennial Review: Academic Years 2017-2018 & 2018-2019

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**The University of North Carolina at Pembroke: Biennial Review
(2017-2019)**

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I. Executive Summary

The Drug-Free Schools and Campuses Regulations [EDGAR – Part 86] requires that an institution of higher education must certify that it has adopted and implemented a Drug and Alcohol Abuse Prevention Program (DAAPP) as a condition for receiving funds or financial assistance under any federal program. The DAAPP aims to prevent the unlawful possession, use, or distribution of alcohol and other drugs by university students and employees.

The University of North Carolina at Pembroke has conducted the following biennial review to assess the effectiveness of the current DAAPP at UNCP as well as to provide information regarding the current policies and enforcement of those policies on campus.

A printed copy of this biennial review can be accessed within the Division of Student Affairs Office in the University Center Annex and within Counseling and Psychological Services in the Brave Health Center. A printed copy of the report is available upon written request through contacting the Associate Vice Chancellor for Student Affairs. All policies and/or additional reports discussed within the biennial review can be found by following the hyperlink on the electronic copy, or by requesting a hard copy of the report in which the documents will be included as appendices.

II. Scope of the Review

The biennial review examined the effectiveness of UNCP's DAAPP, the distribution of the DAAPP to the campus community, and the enforcement of alcohol- and drug-related policies for the academic years 2017-2018 and 2018-2019. It also reviewed the resources available on campus to prevent alcohol and other drug problems on campus as well as services available to treat alcohol and other drug problems for students and employees.

Members of the Committee on Substance Abuse Prevention gathered information from multiple campus departments including, but not limited to, Counseling and Psychological Services, Student Health Services, UNCP Athletics, Police and Public Safety, the Office of Student Conduct, Fraternity and Sorority Life, Housing and Residence Life, and the Office of Human Resources. Data has been collected in a variety of ways to assess the current DAAPP on campus. A summary of information collected from programs offered on campus can be found below.

A. Committee on Substance Abuse Prevention

The Committee on Substance Abuse Prevention (CSAP) is a comprehensive and interdisciplinary team of campus professionals that provides informed guidance and advises the university community with coordinated drug-related education, prevention, and intervention services. The CSAP defines itself as an advisory board for the prevention, intervention, and education policies and activities concerning the use and/or abuse of tobacco, alcohol, and other drugs. A staff member of Counseling and Psychological Services serves as chairperson of the CSAP. The CSAP is responsible for overseeing all changes related to UNCP's Drug and Alcohol Policy and for conducting this biennial review of the University's Drug and Alcohol Abuse Prevention Program (DAAPP) in compliance with the Drug-Free Schools and Campuses Act (DFSCA).

B. Biennial Review Contributors/CSAP Members

| | |
|---|--|
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III. Annual DAAPP Notification Process

The UNCP Drug and Alcohol Policy is disseminated in various university publications. It is contained with the university catalog, the Student Code of Conduct, the Faculty Handbook, the Staff Handbook and other relevant materials. Once per year, the UNCP Drug and Alcohol Prevention Program shall be emailed as an attachment in PDF and MS Word formats to each member of the university community, including all students, faculty and staff. The most recent version of the UNCP Drug and Alcohol Program shall be emailed to all new employees during the on-boarding process.

The Office of the Vice Chancellor for Student Affairs will send the policy to all new students who enroll during spring and summer semesters. The Office of Human Resources will provide the UNCP Drug and Alcohol Policy to all persons accepting employment after the annual distribution date.

The DAAPP is also located on [UNCP's website](#) for all community members to access at any time. All UNCP community members signing in to Braveweb for the first time in the academic year receive a prompt to review the document as well. Once per academic year, the UNCP Drug and Alcohol Prevention Program (DAAPP) is emailed as an attachment in PDF and MS Word formats to each member of the university community, to include all students and employees. A copy of this email is included below:

UNC Pembroke students, faculty, and staff:

In accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, and the Higher Education Opportunity Act, adopted by Congress in 2008, The University of North Carolina at Pembroke prohibits the unlawful manufacture, possession, use or distribution of controlled substances or illicit drugs on campus. The university will take all necessary and lawful actions to eliminate illegal drugs from the university community.

UNCP offers drug and alcohol educational and counseling services through the Counseling Center, Student Health Services, Housing and Residence Life, and UNCP Police and Public Safety.

In accordance with the Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations UNCP is obligated to distribute its Drug and Alcohol Abuse Prevention Program (DAAPP) report to all students and employees on an annual basis.

Please take this opportunity to read the report.

Sincerely,

Dr. Lisa L. Schaeffer
Vice Chancellor for Student Affairs

A. Students

Students new to UNCP and their parents are informed of the University Drug and Alcohol Policy during New Student Orientation and Transfer Orientation. Students and their parents are reminded that all policies are available on the [UNCP website](#). The Office of the Vice Chancellor for Student Affairs will send the DAAPP to all new students who enroll during spring and summer semesters.

The DAAPP was emailed to all students on October 9th, 2019 of this academic year. Previously, the DAAPP was located in the UNCP handbook and on UNCP's website. Students were not emailed directly to review the DAAPP document, but received a prompt in Braveweb to review the document before signing in for the first time.

B. Employees

The most recent version of the UNCP Drug and Alcohol Abuse Prevention Program (DAAPP) shall be emailed to all new employees during the on-boarding process. The Office

of Human Resources will provide the UNCP DAAPP to all persons accepting employment after the annual distribution date.

The DAAPP was emailed to all employees on October 9th, 2019 of this academic year. Previously, the DAAPP was located in the UNCP handbook and on UNCP's website. Employees were not emailed directly to review the DAAPP document, but received a prompt in Braveweb to review the document before signing in for the first time.

IV. Alcohol and Other Drug Data

A. Prevalence Rate

██████████ Counseling and Psychological Services Data

CCAPS Data: Counseling and Psychological Services at UNCP utilizes the Counseling Center Assessment of Psychological Symptoms (CCAPS) to formally assess students seeking services in the center. The CCAPS is a 62-item instrument with eight distinct subscales related to psychological symptoms and distress in college students (including substance use), and incorporates a general Distress Index.

Data from CCAPS scores between 7/1/2017 and 12/1/2019 reflect that distress resulting from substance use is lower for UNCP students seeking counseling services than the national average. The average score for UNCP CAPS was 0.53 for substance use distress while the national average score was 0.74.

Regarding client change, pre- and post-test levels of change on the CCAPS assessment indicate higher rates of change for substance use issues for students seeking services from CAPS when compared to other universities. From 7/1/2017 to 12/1/2019, the rate of change for students with moderate and/or elevated distress in the areas of alcohol use was 84.5%; CCAPS change results for clients with high levels of distress was 90%. Average change was calculated by subtracting each client's last scorable CCAPS administration from their first scorable CCAPS administration and then averaging these differences by subscale.

AUDIT: Counseling and Psychological Services at UNCP also utilizes the Alcohol Use Disorder Inventory Test to screen students seeking services for alcohol-use related concerns. Data from this screener between 7/1/2017 and 12/1/2019 indicate that 89% of students seeking services scored between 0 and 7 on the screener—indicating low risk for alcohol use disorder.

CCAPS Screener for Athletes: Beginning in fall 2018, CAPS piloted a screener version of the CCAPS assessment with UNCP student athletes during their start-of-semester wellness screenings. Results from this piloted screener indicate that UNCP student athletes scored lower for alcohol use concerns than the national pilot mean. The national pilot mean was 0.22 while the mean for UNCP students was 0.10.

Scores in the moderate range of this screener are most consistent with college students who are receiving treatment at university counseling centers. Scores in the elevated range are most consistent with high levels of distress. 6.31% of UNCP student athletes scored in the moderate and/or elevated range, while 1.80% scored in the elevated range for alcohol use; nationally 12.73% of student athletes scored in moderate and/or elevated range, while 5.85% scored in the elevated range.

Everfi Data

As part of UNCP's comprehensive prevention education program, all newly enrolled undergraduate students must complete AlcoholEdu for College and Sexual Assault Prevention for Undergraduate Students. Graduate students must complete Sexual Assault Prevention for Graduate Students. These online courses contain learning modules that empower students make well-informed decisions about alcohol and other drug use. The courses also provide education about best personal safety practices and the importance of bystander intervention.

Since the implementation of these courses, UNCP has increased completion rates from the 2017-2018 academic year to the 2018-2019 academic year. Completion rates for the fall 2019 semester are high as well. In fall 2019, 95% of students registered for AlcoholEdu for College and Sexual Assault Prevention for Undergraduates completed part one of the courses; 76% of graduate students completed Sexual Assault Prevention for Graduates. Part one completion numbers are listed in the table below.

| | AlcoholEdu for College | Sexual Assault Prevention for Undergraduates | Sexual Assault Prevention for Graduates |
|-----------|------------------------|--|---|
| 2017-2018 | 1158 | 1327 | 186 |
| 2018-2019 | 2594 | 2690 | 221 |
| Fall 2019 | 1953 | 2021 | 223 |

AlcoholEdu for College Impact Reports from 2017-2018 and 2018-2019 indicate that UNCP students have slightly decreased high-risk drinking behavior. UNCP students score significantly lower for high-risk drinking behavior than national averages collected through Everfi course surveys. A higher percentage of UNCP students identify themselves as abstainers or non-drinkers than the national average; UNCP students identifying themselves as moderate drinkers, heavy episodic drinkers, or problematic drinkers is significantly lower than national averages.

Survey data from 2017-2018 indicated that UNCP students scored 2% higher than the national average for high-risk drinking behaviors with outcomes related to sexual assault. 14% of UNCP students responded that they were taken advantage of sexually in conjunction with their drinking behavior; the national average was 12%. 7% of UNCP students responded that they took advantage of another person sexually in conjunction with their drinking behavior; the national average was 5%. These percentages increased in 2018-2019. For students who drank in the last two weeks before the survey, 12% of male respondents stated that they had been taken advantage of sexually where 9% was the national average; 9% of UNCP female students responded in this way with 11% being the national average. For students who drank in the last two weeks before the survey, 12% of male UNCP students responded that they had taken advantage of someone sexually whereas the national average was 6%. Consistent with the national average, 2% of female students responded that they had taken advantage of someone sexually while drinking.

In 2017-2018, 89% of students reported that completing AlcoholEdu for College prepared them to make responsible decisions about drinking. In 2018-2019, 90% of students responded that AlcoholEdu for College helped them establish a plan ahead of time to make responsible decisions about substance use. 89% responded that AlcoholEdu for College helped them learn to be effective bystanders in high-risk situations. In 2018-2019, 68% of UNCP students responded that AlcoholEdu for College had changed their perceptions of others' drinking behavior.

B. Incidence Rate

Student conduct and Clery Report data are reflected in the tables that follow. The number of drug and alcohol-related violations and fatalities that occur on campus or as part of the institution's activities and are reported to the Vice Chancellor for Student Affairs Office. All other sanctioning follows the minimum requirements in the UNCP Drug and Alcohol Policy based on the number of violations.

| 2016-2018 Statistics for Arrests and Disciplinary Referrals on Campus | | | | | | | | | | | | |
|---|-----------|------|------|-----------------|------|------|------------|------|------|-----------------|------|------|
| INCIDENTS | ON CAMPUS | | | RESIDENCE HALLS | | | NON-CAMPUS | | | PUBLIC PROPERTY | | |
| | 2016 | 2017 | 2018 | 2016 | 2017 | 2018 | 2016 | 2017 | 2018 | 2016 | 2017 | 2018 |
| LIQUOR LAW VIOLATIONS | | | | | | | | | | | | |
| ARREST | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISCIPLINARY REFERRALS | 13 | 14 | 20 | 9 | 8 | 19 | 0 | 0 | 0 | 0 | 1 | 1 |
| DRUG VIOLATIONS | | | | | | | | | | | | |
| ARREST | 3 | 6 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| DISCIPLINARY REFERRALS | 87 | 50 | 80 | 47 | 26 | 56 | 0 | 0 | 0 | 0 | 1 | 0 |
| ILLEGAL WEAPON VIOLATIONS | | | | | | | | | | | | |
| ARREST | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISCIPLINARY REFERRALS | 14 | 3 | 5 | 7 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |

The table below reflects the numbers of UNCP students with student conduct violations related to alcohol and other drugs that connected with CAPS for mandated counseling services. These numbers do not reflect total mandated counseling and assessment referrals.

| Semester | Alcohol | Cannabis | Alcohol and Cannabis | Total Referrals |
|-------------|---------|----------|----------------------|-----------------|
| Fall 2017 | 8 | 33 | 5 | 46 |
| Spring 2018 | 9 | 27 | 1 | 37 |
| Fall 2018 | 14 | 46 | 1 | 61 |
| Spring 2019 | 14 | 27 | 7 | 48 |
| Fall 2019 | 12 | 31 | 2 | 45 |

C. Needs Assessment

UNCP needs more comprehensive data collection practices around alcohol and other drug use trends as well as student and employee perceptions about use. UNCP also needs to more thoroughly track repeat offenses to the UNCP Drug and Alcohol Policy. Recommendations include collaboration between Student Affairs, Academic Affairs, and Human Resources to survey the university community between 2019 and 2021.

D. Trend Data

UNCP saw decreases in the percentage of alcohol-use violations from 2017-2019 and an increase in the percentage cannabis-use violations from 2017-2019. Decreases in high-risk drinking behavior is correlated with the continued implementation of AlcoholEdu for College and Sexual Assault Prevention for Undergraduates.

Nationally, survey data from traditional college-aged students reflects changes in perception of harm concerning cannabis. Students perceive the use of cannabis as being less risky/harmful than in the past. State legalization efforts have likely contributed to these trends.

V. Alcohol and Other Drug Policies and Compliance

A. Policies & Regulations

[████████ POL 02.05.03 – Chemical Substance Abuse and Impairment Policy for Nursing Students](#)

[████████ POL 03.00.02 – Alcohol Use at University Events](#)

[████████ POL 04.05.03 – Tailgating Policy](#)

[████████ POL 04.10.01 – Campus Crime Reporting Policy](#)

[████████ POL 04.25.01 – Drug and Alcohol Policy](#)

[████████ POL 04.25.05 – Student Sexual Misconduct Policy](#)

[████████ POL 04.25.06 – University Smoking Policy](#)

[████████ POL 09.00.01 – UNC Pembroke Athletics Substance Education, Screening and Counseling Policy](#)

[████████ REG 11.30.01 – Student Code of Conduct Regulation](#)

[████████ REG 11.30.02 – Student Rights and Responsibilities Regulation](#)

[████████ REG 11.30.03 – Student Conduct Disciplinary Procedures](#)

B. Enforcement and Compliance Inventory

UNCP initiates a disciplinary proceeding against a student or employee whenever both of these requirements are met:

1. There is a reasonable basis for believing that the person has violated North Carolina law pertaining to controlled substances; and
2. The alleged conduct is deemed to harm the interests of UNCP.

The first requirement above can be satisfied by either of the following:

1. A conviction or a guilty plea resulting from criminal prosecution; or
2. Independent evidence obtained by UNCP officials, including police officers.

Standards of Conduct for Employees

Faculty and staff provide guidance for students in the university community. In doing so, there is an expectation that faculty and staff model appropriate behavior and adhere to university policies as well as local, state and federal ordinances and laws that pertain to the use of alcohol and other drugs. The UNCP Drug and Alcohol Abuse Policy is published on the UNCP website and can be accessed via the link below. Each employee is expected to review and abide by all aspects of the policy as it pertains to employees.

UNCP employees are prohibited from manufacturing, using, dispensing, purchasing, possessing, distributing, or being under the influence of, or being a party to any illegal drug or controlled substance use on university premises. Additionally, employees are subject to federal, state and local laws and ordinances, as well as university rules, regulations and policies. Employees of the university are not entitled to greater immunities or privileges before the law than those enjoyed by other citizens generally.

In North Carolina, 21 years of age is the legal drinking age. It is also unlawful to purchase or possess alcoholic beverages until one reaches the age of 21. It is unlawful for any employee to sell or give any alcoholic beverage to a person under 21 years of age or to aid or abet such a person in selling, purchasing or possessing any alcoholic beverage. Any person 21 years or older who aids or abets an underage person in the violation of North Carolina law may be fined \$2,000, imprisoned for 2 years, or both (General Statute 18B-302). It is the policy of the university to cooperate with local law enforcement who may be investigating incidents where violations of this law have been committed on and off campus.

Penalties for employees who violate any applicable laws or university policies regarding illegal possession or use of alcohol or provision of alcohol to persons under 21 years of age will be determined on a case-by-case basis and will cover the entire range of penalties available to the university as an employer, including but not limited to suspension and discharge from employment. If an employee is not discharged after the first violation, he or she may be discharged if there is a second violation. University action is not dependent upon and does not preclude criminal or civil action in the courts.

Penalties will be imposed by the university in accordance with procedural safeguards applicable to disciplinary actions against faculty members, administrators and other employees, as required by Section 502 D (3) and Section 603 of the University Code; by the Board of Governors policies applicable to other employees exempt from the State Human Resources Act (hereafter EHRA); and by regulations of the State Human Resources Commission.

Employees who are subject to the Human Resources Act (hereafter SHRA) should refer to the State Human Resources Manual, (available through the Human Resources Office or on the OSHR Website) Section 7, "Discipline, Appeals and Grievances" and UNCP's "SHRA Employee Grievance Policy."

The penalties to be imposed by the university shall range from written warnings to discharges from employment. Sanctions are dependent upon the frequency and severity of the policy violation. Multiple violations constitute grounds for termination.

Standards of Conduct for Students

All students at UNCP are expected to comply with federal, state and local drug laws as well as the university's Drug and Alcohol Policy. Though published on the UNCP website, (see <https://www.uncp.edu/campus-life/police-and-public-safety/policies/drug-and-alcohol-policy>), the UNCP Drug and Alcohol Policy is emailed to each student each year in MS Word and PDF formats. All students are subject to federal, state and local laws as well as university rules, regulations and policies. Students are not entitled to greater immunities or privileges before the law than those enjoyed by other citizens generally.

Students are prohibited from possessing, manufacturing, trafficking, selling, transmitting, using, being under the influence or being a party to any illegal drug or controlled substance use on university premises, or at any of its activities, including but not limited to university-sponsored on- or off-campus activities.

In North Carolina, 21 years of age is the legal drinking age. It is therefore unlawful to purchase or possess alcoholic beverages until one reaches the age of 21. It is also unlawful for anyone to sell or give any alcoholic beverage to a person under 21 years of age or to aid or abet such a person in selling, purchasing or possessing any alcoholic beverage. For additional information, see the UNCP Drug and Alcohol Policy.

Conviction of state and federal laws that involve the possession or sale of controlled substances can have serious financial consequences. Section 483 of the Federal Higher Education Amendments of 1998 states: "A student who has been convicted of any offense under federal or state law involving the possession or sale of a controlled substance SHALL NOT BE ELIGIBLE TO RECEIVE ANY GRANT, LOAN OR WORK ASSISTANCE under this title during the period beginning on the date of such conviction" and lasting for one year, two years or indefinitely, depending on the offense.

Violations of the UNCP Drug and Alcohol Policy can result in reprimand, education requirements, conduct probation, removal from residence halls, mandatory drug education and assessment, referral for treatment or rehabilitation at the student's own expense, suspension, and possibly expulsion from the university. Student-athletes may have additional sanctions including drug testing in accordance with NCAA rules and regulations.

The Office of the Vice Chancellor of Student Affairs at UNCP is responsible for complying with the Drug Free Schools and Communities Regulations component regarding the consistency of disciplinary sanctions for students. The Office annually reviews the charges, outcomes, and sanctions for the previous year and determines through this audit that sanctions are consistently enforced. In addition, the Office monitors students' completion of these sanctions through a collaborative effort between Counseling and Psychological Services and the Office of Student Conduct.

Reviewing precedent during conduct sanctioning hearings is one way the Office strives for consistency in sanctioning. Panels are given an annual training in the fall semester that includes an overview of all relevant policy, honor code, code of conduct, sexual assault case issues and the protocols for holding a hearing. The panel is trained in all sanction options and mandatory sanctions. Any appellate procedures also include a review of sanctioning precedents.

Policy and Regulation Oversight

- a) [*POL 02.05.03 – Chemical Substance Abuse and Impairment Policy for Nursing Students*](#)
Provost and Vice Chancellor for Academic Affairs

- b) *POL 03.00.02 – Alcohol Use at University Events*
Office of Advancement
- c) *POL 04.05.03 – Tailgating Policy*
Director of Athletics
- d) *POL 04.10.01 – Campus Crime Reporting Policy*
Director of Police and Public Safety
- e) *POL 04.25.01 – Drug and Alcohol Policy*
Office of Student Affairs
- f) *POL 04.25.05 – Student Sexual Misconduct Policy*
Director, Title IX and Clery Compliance
- g) *POL 04.25.06 – University Smoking Policy*
Office of Human Resources
- h) *POL 09.00.01 – UNC Pembroke Athletics Substance Education, Screening and Counseling Policy*
Director of Athletics
- i) *REG 11.30.01 – Student Code of Conduct Regulation*
Director of Student Conduct
- j) *REG 11.30.02 – Student Rights and Responsibilities Regulation*
Director of Student Conduct
- k) *REG 11.30.03 – Student Conduct Disciplinary Procedures*
Director of Student Conduct

C. Related Outcomes and Data

Office of Student Conduct – UNCP Drug and Alcohol Policy Violations

The table below reflects reported violations of UNCP’s Drug and Alcohol Policy and subsequent findings via the student conduct process. Students who violate policies related to alcohol and other drugs in addition to the Drug and Alcohol Policy are also subject to the student conduct process.

| 2017-2019 Violation and Findings Data – Office of Student Conduct | | | |
|--|---------------------------------------|--------------------|-------------|
| Sanction Type: | No Action/Insufficient Evidence | Not Responsible | Responsible |
| 8/1/2017-7/31/18 | | | |
| Alcohol: Hosting a Social Event with Alcohol | 0 | 0 | 0 |
| Alcohol: Operating a Motor Vehicle | 0 | 0 | 0 |
| Alcohol: Possession/Use | 1 | 2 | 19 |
| Drugs: Hosting a Social Event | 0 | 0 | 0 |
| Drugs: Paraphernalia | 0 | 8 | 31 |
| Drugs: Possession/Use | 2 | 12 | 63 |

| | | | |
|--|----------|-----------|------------|
| Drugs: Presence of Drugs | 0 | 0 | 10 |
| Total: | 3 | 22 | 123 |
| 8/1/2018-7/31/2019 | | | |
| Alcohol: Hosting a Social Event with Alcohol | 0 | 1 | 3 |
| Alcohol: Operating a Motor Vehicle | 0 | 0 | 1 |
| Alcohol: Possession/Use | 0 | 4 | 32 |
| Drugs: Hosting a Social Event | 0 | 3 | 0 |
| Drugs: Paraphernalia | 1 | 13 | 27 |
| Drugs: Possession/Use | 2 | 16 | 58 |
| Drugs: Presence of Drugs | 0 | 25 | 16 |
| Total: | 3 | 62 | 137 |

UNCP Athletics – Athletics Substance Education, Screening and Counseling Policy Violations

UNCP Athletics tests student athletes for drug use. The department reports that 20% of the student athlete population is randomly drug tested monthly during the academic year. The number of students tested will vary throughout the year as the total number of active student athletes changes throughout the semester (e.g., students graduating, voluntarily leaving their team, transfers to other universities). The table below reflects reported non-negative drug tests for UNCP athletes. UNCP athletes who test positive for drugs are offered counseling services through Counseling and Psychological Services.

| | Non-Negative Drug Tests |
|-----------|-------------------------|
| Fall 2019 | 2 |
| 2018-2019 | 4 |
| 2017-2018 | 6 |

VI. Alcohol and Other Drug Prevention/Intervention Efforts

A. Comprehensive Program/Intervention Inventory

Alcohol and Other Drug programs are provided throughout many departments on campus to include Counseling and Psychological Services, Housing and Residence Life, Fraternity and Sorority Life, Police and Public Safety, and Student Health Services. The overall goals for these programs are to create awareness, promote responsibility, reduce harm, improve social norms, collect data, review alcohol and other drug policies, and inform students of resources on campus and in the community. Departments throughout campus conduct programming that increases student awareness of alcohol and other drug issues. Engaging and interactive programs are presented in residence halls, the university center, and other visible places on campus. These programs include:

| Comprehensive Program/Intervention Inventory | |
|---|---|
| Date: | Description: |
| 7/12/2017 | Bravestart: 45 minute presentation about CAPS services; covered depression/anxiety/suicide prevention/substance use |
| 8/10/2017 | Residence Life Staff Training - During staff training, Resident Advisors receive training on alcohol and drug response protocols for the department/university in addition to what to look for and how to properly refer students who may be dealing with substance abuse issues. |

| | |
|------------------|---|
| 8/11/2017 | International Programs Presentation: 20-30 presentation on CAPS services for international students – included information on substance abuse prevention and available services |
| 8/11/2017 | Resident Advisor Suicide Prevention Awareness Training – hour and fifteen minute presentation; substance use discussed as a risk factor for suicide |
| 8/15/2017 | Dots and Derbies Presentation for new students – 2 hour presentation; discussed interpersonal violence prevention, included information about substance use as a risk factor for IPV |
| 8/16 & 8/17 2017 | Wellness Wheels – students answer wellness-related trivia questions for prizes – includes questions about substance use, risk factors, and healthy living |
| 8/17/2017 | Alcohol Trivia - Alcohol Awareness Game during Black and Gold Blitz |
| 8/31/2017 | Resident Advisor Mocktail Meet and Greet – RA teambuilding event that included information about alcohol use risks |
| 9/6/2017 | The Other Side of Cannabis – Psychoeducation event/film and discussion – collaboration with housing and residence life |
| 9/12/2017 | Mario Carts – Drunk Driving Awareness Event – Campus police (golf cart simulation of driving under the influence) and CAPs (Caffeine & Alcohol: impact on men’s and women’s health) |
| 9/18/2017 | Presentation to student athletes - Mental Health Literacy and SUDS 30 minutes |
| 9/20/2017 | Pony Palooza for Prevention – multidepartmental program to raise money and awareness for interpersonal violence and sexual assault prevention; students and staff provided information about role of substances as well |
| 9/27/2019 | Pembroke Day Health Fair - Information on the SHS table related to Alcohol Awareness |
| 9/28/2017 | MarioCarts – Drunk Driving Awareness program collaboration with HRL |
| 10/3/2017 | FYS presentation with SA focus |
| 3/14/2018 | Health And Wellness Fair |
| 3/14/2018 | Pot Party – Cannabis Use Education Event – collaboration with HRL |
| 3/21/2018 | Wellness Wheels - March Madness Alcohol and Other Drugs and Problem Gambling |
| 3/28/2018 | Wellness Wheels - March Madness Alcohol and Other Drugs and Problem Gambling |
| 4/5/2018 | Alcohol Awareness – Alcohol Awareness Tabling Event – Student Health Services |
| 6/11/2018 | College 101 - Presentation for New Students on health issues including substance use concerns – Student Health Services Presentation |
| 8/8/2018 | Residence Life Staff Training - During staff training, Resident Advisors receive training on alcohol and drug response protocols for the department/university in addition to what to look for and how to properly refer students who may be dealing with substance abuse issues. |
| 8/13/2018 | Bystander Presentation – IPV, SAA, SA |
| 8/15 & 8/16/2018 | Wellness Wheels – students answer wellness-related trivia questions for prizes – includes questions about substance use, risk factors, and healthy living |
| 8/17/2018 | UNCP Student Athlete Wellness Screening – CCAPS – Includes SA |
| 9/10/2018 | Wellness Wheels – students answer wellness-related trivia questions for prizes – includes questions about substance use, risk factors, and healthy living |
| 10/3/2018 | Self-Care Presentation – included information on substance use concerns – SHS presentation |
| 10/4/2018 | Pembroke Day Health Fair – Information on SHS table related to alcohol awareness |
| 1/8/2019 | Wellness Presentation - Several topics related to wellness presented to ROTC students, including alcohol and other drug use concerns, problem gambling |
| 2/7/2019 | Presentation to Alpha Sigma Alpha - Alcohol and Marijuana Use Issues |
| 2/26/2019 | Drunk Goggles Program - Residents played relay games while wearing drunk goggles simulate what it is like to drive and do other activities while under the influence of alcohol. |
| 3/20/2019 | Health and Wellness Fair - Alcohol Trivia Game – SHS |
| 4/3/2019 | Pot Party – Cannabis Use Education Event – collaboration between CAPS and Housing and Residence Life; This annual program begins with Campus Police bringing in a drug information kit that displays the different types of illegal narcotics and start a discussion |

| | |
|------------------|---|
| | about them. Once the conversation is over, a judgment free zone is created so questions can be asked without repercussions by staff or Campus Police. This is a moment where many misperception about drug use are corrected. This portion of the event is the most informative with the best take away. Once this process completes residents get to experience and enjoy a different kind of “pot,” as they move outside to begin planting wholesome plants such as flowers and vegetables and painting clay pots. This portion serves as a moment for the residents to converse while getting a break from the stressors of every day. |
| 4/4/2019 | Alcohol and Consent Presentation – partnership with CAPS, Rise Together, and Title IX Office |
| 4/10/2019 | Justice Through Service Luncheon – Stop the Pain! - This luncheon invited Stop the Pain, an organization that is focused on reducing the impact of substance use through ongoing support and programs. Provided information on how to be involved with their program to help others. |
| 8/7/2019 | Residence Life Staff Training - During staff training, Resident Advisors receive training on alcohol and drug response protocols for the department/university in addition to what to look for and how to properly refer students who may be dealing with substance abuse issues. |
| 8/14/2019 | Booze It, Loose It – BravesBash Program: Campus Police educated students on the effects of driving drunk and the penalties for DWI |
| 8/14 & 8/15/2019 | Wellness Wheels – students answer wellness-related trivia questions for prizes – includes questions about substance use, risk factors, and healthy living |
| 8/19/2019 | Mandatory Student-Athlete meeting with 400 students in attendance, Ms. Stephanie May, Campus Dietician at William & Mary presented on ‘Fueling for Performance’ a nutrition program that focused specifically on alcohol intake and its effects on an athlete’s body. |
| 9/2019 | National Recovery Month “Together We Are Stronger” and “R is for Recovery” Social Media Campaigns |
| 9/3/2019 | The Student Success Expo - Set up a table with resources to aid first year student success |
| 9/26/2019 | Pembroke Day – students and community support – AOD prevention education and problem gambling education; National Recovery Month “Together We Are Stronger” and “R is for Recovery” Campaigns Tabling at Pembroke Day |
| 10/2019 | Wellness Wednesday Initiatives Student Interest Survey (includes AOD programming) - Health and Wellness Initiatives Student Interest Survey contains six wellness initiatives including AOD to determine resident students’ interest and gather suggestions about future wellness initiatives on campus. |
| 10/2/2019 | Pony Palooza for Prevention – multidepartmental program to raise money and awareness for interpersonal violence and sexual assault prevention; students and staff provided information about role of substances as well |
| 10/4/2019 | October Fest Phi Kappa Tau Pre-Homecoming STI Education and Alcohol Awareness Event - Fair style educational event for UNCP students sponsored by Phi Kappa Tau Fraternity and SHS. |
| 10/7/2019 | Party Smart Awareness Homecoming Tent: Day 1 “Alcohol Education, Alcohol Emergencies, Student Conduct Violations, etc” – multidepartment collaboration |
| 10/9/2019 | Party Smart Awareness Homecoming Tent: Day 2 “Party Pals: Engaged Bystander Education” – multidepartment collaboration |
| 10/11/2019 | Party Smart Awareness Homecoming Tent: Day 3 “Hydration Station: Tips How to Party Smart and Be Safe” – multidepartment collaboration |
| 10/30/2019 | Twisted Tuesday - Residents learned how much a standard drink minimum is and what to expect if they are under the influence by using the drunk goggles provided by Campus Police. Residents were also given safety tips while partying off campus |
| 11/14/2019 | “Cure Stigma: It’s Okay Not to Feel Okay” Interactive Workshop at Village Apartments for National Mental Health Wellness Week - Mental Health and Substance Misuse Considerations Awareness, Positive Coping Mechanisms, and Solutions workshop for upper classmen. |

B. Healthy Campus Climate Initiatives

Alcohol-Free Options on Campus

- a) Alcohol-free events and activities are created and promoted through various departments.
- b) Student service learning or volunteer options are created, publicized, and promoted.
- c) UNCP offers a student center, fitness center, and other substance-free settings.
- d) Non-alcoholic beverages are promoted at UNCP events.
- e) Substance-free housing options are available for students who request it.

Normative Environment Strategies

- a) The academic schedule offers core classes on Thursdays and Fridays—days typically associated with higher rates of substance use.
- b) Exams/projects increasingly require class attendance and academic responsibility.
- c) UNCP admissions procedures promote a healthy environment (e.g., admissions fairs, immunization requirements, orientation).
- d) The campus encourages an increase in academic standards.
- e) Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to high-risk or illegal substance use.
- f) Faculty are encouraged to engage in a higher level of contact with students.
- g) Students are educated about misperceptions about substance-use norms.
- h) Student leadership (e.g., resident advisors, orientation leaders, Student Government Association) promotes positive health norms.
- i) Students have opportunities to advise and mentor peers.
- j) Pro-health messages are publicized through campus and community media channels.

Alcohol Availability and Marketing on Campus

- a) Alcohol is restricted on campus.
- b) Alcohol use is prohibited in public places with the exception of University-sanctioned tailgating events; UNCP Tailgating Policy is in place.
- c) Delivery or use of kegs or other common containers is prohibited on campus; exceptions must be approved by the Chancellor.
- d) Alcohol servers are required to be registered and trained; training programs are mandatory.
- e) UNCP Drug and Alcohol Policy applies to students whether they are on or off campus.

- f) NC State law limits when alcohol can be sold on Sundays.
- g) Alcohol advertising on campus is banned.
- h) Alcohol-industry sponsorship for on-campus events is banned.
- i) Campus attempts to limit promotions near campus that appeal to underage drinkers or show drinking in high-risk contexts.

Educational Displays

Displays with varied alcohol and drug information are visible throughout campus in residence halls and apartments, educational buildings, the University Center, and the Brave Health Center. Some specific educational campaigns are listed below:

9/12/2017 – Alcohol Awareness Board – Information placed on the Brave Balance Board in Jones P. E. Building for Recovery Month.

Spring 2018 Semester – Student Health Services lobby video – covered information about alcohol and other drug use.

10/2018 – Resident Advisor Bulletin Board Display Contest – Housing and Residence Life collaborated with Counseling and Psychological Services to award prizes to resident advisors who developed creative and educational bulletin boards about the effects of alcohol and other drugs.

October 10-15 2019 Alcohol Awareness Themed Bulletin Boards
Bulletin Boards in residence halls were themed to correspond with Collegiate Alcohol Awareness Week.

De-Stress Fest – Exam Stress Break

Counseling and Psychological Services offers this program multiple days during exam week each semester. Students are invited to unplug and unwind with crafts during exam week. Collaborations with other UNCP departments is ongoing (e.g., Campus Recreation, Campus Engagement and Leadership). Programs like De-Stress Fest encourage healthy coping strategies—including avoidance of alcohol and other substances—for students during peak periods of stress.

Academic Research, Presentations, and Programs

a) *Department of Counseling:*

(1) School-wide Social-Emotional Learning for Dillon Middle School (DMS), Dillon, SC; Too Good for Violence Social Perspectives curriculum delivered to all sixth, seventh, and eighth grade students ($n=698$). A ten session curriculum was delivered by PSC graduate students from 10-16-19 – 12-13-19. The program is ongoing pending funding. The program included topics such as making good decisions and resisting peer pressure to use alcohol and drugs. Student perception data showed an increase in ability to resist peer pressure from pre-test to post test.

(2) Research Project Title: 12th Annual Glen H. Walter Drive-in Counseling Workshop
Number impacted: 140 professional counselors, students, and Guardians ad Litem.
Date: 04/05/2019

Description of research and significance: Three presentations related to alcohol and any other drug use included:

Kelly, K., & Gressman, G. (2019). *Professional identity and practice issues for clinical mental health and addictions counselors*. Presented at the 12th Annual Glen H. Walter Drive-in Counseling Workshop, The University of North Carolina at Pembroke, Pembroke, NC

Robinson, S. (2019). *Process addictions warning signs and treatment options*. Presented at the 12th Annual Glen H. Walter Drive-in Counseling Workshop, The University of North Carolina at Pembroke, Pembroke, NC

Stargell, N. A. (2019). *Counseling on Access to Lethal Means: Part of a comprehensive suicide-prevention approach*. Presented at the 12th Annual Glen H. Walter Drive-in Counseling Workshop, The University of North Carolina at Pembroke, Pembroke, NC

(3) UNCP Graduate Certificate in Addictions Counseling. The GCAC is offered to currently enrolled UNCP graduate students from qualifying degree programs, graduates of qualifying UNCP graduate programs, and applicants with a master's degree (or currently enrolled) in a human services field from an accredited educational institution. Acceptance into the GCAC began during the 2019-2020 academic year. The Graduate Certificate in Addictions Counseling (GCAC) program is designed to prepare students for addiction specific professional counseling careers, leadership roles, and advocacy positions. The 12-credit hour GCAC program prepares addiction professionals to meet the increasingly complex needs of individuals and families dealing with addictive use disorders. The curriculum includes coursework in areas of substance-related and addictive use disorders, comorbid disorders, methods and theories of addiction specific assessments and interventions, psychopharmacology and addiction, family impact of substance disorders, and current issues and special populations in addiction.

b) *Department of Educational Leadership and Specialties:*

Research Project Title: Building Trauma-Sensitive, Social-emotional School Cultures (Book--McFarland Publications, 2020)

Date of research/publication: Spring 2020

Description of research and significance: Project impacted 50-80 MSA students (there is an elective course-EDNL 5080). In addition, this book (to be released in spring 2020) led to a partnership with Montgomery County Schools, where I will consult and guide 12 schools. The book (which leads to partnerships, speaking engagements, conferences, etc.) involves a careful overview of childhood trauma. Alcoholism and drug abuse are an adverse childhood experiences that impact the likelihood of domestic trauma that leads to impaired cognition. In addition, the victims of childhood traumas related to alcoholism and drug abuse--which also included violence in the home--leads to the victim's reliance on drugs and alcohol to self-medicate, thus creating a deadly cyclical pattern.

c) *Department of Social Work:*

Research Project Title: The impact of Substance Use on Premature Birth Rates in Richmond County, NC

Date of research/publication: June 2019 – June 2020

Brief description of the research and its significance: Richmond County Department of Health and Human Services is working with us to research the relationship between premature births and tobacco/substance abuse during pregnancy. This research will help meet the NCDHHS 2019-2021 Strategic Goals which include turning the tide on North Carolina’s opioid crisis, as well as, ensuring all North Carolina children get a healthy start and develop to their full potential in safe and nurturing families, schools, and communities. This research comes at an opportune time consistent with Medicaid reform in its efforts to begin covering people who are struggling with opioid addiction and enhancing state capacity to provide access to early interventions and treatment. The outcomes of this research would be used in efforts to gain knowledge and educate community members in hopes of decreasing premature birth rates, substance affected infants, and the effects of tobacco use during pregnancy. In turn, this would improve not only Richmond County’s state ranking of these issues but also the quality of life for all residents.

C. Alcohol and Other Drug Screening

Alcohol and other drug awareness screening days are conducted by Counseling and Psychological Services and are sometimes conducted in collaboration with Student Health Services and/or the Department of Counseling. Participation involves completing a voluntary survey designed to help individuals explore and understand their personal alcohol and drug use. This screening is traditionally conducted at least once each semester.

| | |
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| 2/28/2018 | Mental Health Screening Day – substance use screeners included |
| 3/21/2018 | Mental Health Screening Day – substance use screeners included |
| 11/7/2018 | Mental Health Screening Day – substance use screeners included |
| 11/14/2018 | Mental Health Screening Day – substance use screeners included |
| 4/3/2019 | Mental Health Screening Day – substance use screeners included |
| 4/10/2019 | Mental Health Screening Day – substance use screeners included |
| 11/6/2019 | Mental Health Screening Day – substance use screeners included |
| 11/13/2019 | Mental Health Screening Day – substance use screeners included |

D. First-Year Seminar Presentations

UNV 1000, Freshman Seminar, introduces students to UNCP and college life by covering such varied topics as success in academic courses and the possibilities and responsibilities of life on a college campus. The class includes discussions and activities about academic challenges, independence, time management, and becoming an integral part of the UNCP experience. This class is a gateway to the university that enables students to connect to faculty and academic services while also introducing strategies to be successful in college. Students involved in a Living Learning Community take the UNV 1000 course together.

The purpose of UNV 1060, Transfer Student Seminar, is to help immerse transfer students into the academic life and social life at UNC Pembroke. This course aims to give students the know-how on how to not only navigate the campus at UNC Pembroke, but to also become familiar with the academic and University policies on campus and to familiarize students with the resources that UNC Pembroke has to offer. These courses are offered through the Center for Student Success, which also offers UNV 1100, Strategies for Success, and UNV 2000, Introduction to Student Development Theory and Peer Education.

Counseling and Psychological Services provides presentations for UNV 1000, UNV 1060, UNV 1100, and UNV 2000 courses upon instructor request. Presentations highlight and expand upon the information presented to all newly enrolled students through AlcoholEdu for College and Sexual Assault Prevention for

Undergraduates online educational modules. Presentations encourage students review the UNCP Drug and Alcohol Policy and address misperceptions about college life and substance use.

E. Transfer and New Student Orientations (NSO)

UNCP has a robust transfer and new student orientation process aimed to provide new UNCP community members with information about campus resources and ways to seek support if needed. Counseling and Psychological Services participates in these orientation sessions throughout the year. CAPS staff presents directly to students about counseling services and prevention education efforts, which includes information about alcohol and other drug abuse prevention. CAPS also provides resources and connects with new students and their family at NSO tabling events.

F. Mental Health First Aid Training

Mental Health First Aid (MHFA) is a course that teaches people how to identify, understand and respond to signs of mental illnesses and substance use disorders. The training gives people the skills needed to reach out and provide initial help and support to someone who may be developing a mental health or substance use problem or experiencing a crisis. MHFA takes the fear and hesitation out of starting conversations about mental health and substance use problems by improving understanding and providing an action plan that teaches people to safely and responsibly identify and address a potential mental illness or substance use disorder.

Two Counseling and Psychological Services staff members are certified to provide MHFA trainings and have worked diligently to train members of the UNCP community, student and employee alike, to recognize mental health crises and respond effectively. Below is a list of trainings completed during the 2017-2019 biennial review period. MHFA “refresher” trainings are provided for resident advisors at the start of the fall semester.

| Training Date: | Participants: |
|----------------|--|
| 12/2016 | Student Affairs Employees |
| 2/2017 | Resident Advisors and Community Directors |
| 3/2017 | Social Work Students |
| 4/2017 | School of Education Students and Employees |
| 8/2017 | Athletics Staff |
| 10/2017 | UNCP Students and Employees |
| 12/2017 | Human Resources Staff |
| 1/2018 | UNCP Healthy Start Staff |
| 3/2018 | Pembroke Community Members |
| 4/2018 | Social Work Department Students and Staff |
| 5/2018 | Student Affairs and Academic Affairs Staff |
| 8/2018 | Athletics Staff |
| 10/2018 | Student Government Association & Chi Sigma Iota Students |
| 10/2018 | Department of Nursing Faculty |
| 10/2018 | Fraternity and Sorority Life Students |
| 7/2019 | Student Affairs and Academic Affairs Staff |
| 8/2019 | Athletics Staff |
| 10/2019 | Department of Nursing Students |
| 10/2019 | UNCP Employees |

G. Substance-Free Housing

UNCP Housing and Residence Life provides students with the option to live on alcohol-free floors. Residents are required to sign a pledge refraining from the use and possession of alcohol on these floors. There are many reasons an individual may choose to reside in an alcohol-free environment.

Housing and Residence Life Alcohol Policy Statement:

The university's alcohol policy permits students of legal age to possess or consume alcohol only within the confines of their residence hall room and apartment unit. There are many reasons an individual may choose to reside in an alcohol-free environment. These reasons range from personal lifestyle preference, cultural or religious beliefs, and/or desires related to recovery from personal or family abuse problems. One roommate's reason for choosing an alcohol-free environment may be very similar or different from the others'. Assignments in alcohol-free environments are available on *a first-come, first-served basis* at the following locations: North Hall, second, third and fourth floors; Belk Hall, third and fourth floors; Pine Hall, first floor; and Village Apartments, Building 500. Residents are required to sign a pledge to refrain from possession and use of alcohol on the alcohol-free floor.

Alcohol-Free Environment Pledge:

I understand I am residing in the area designated as an Alcohol-Free Environment at the University of North Carolina Pembroke. Accordingly, I agree to refrain from the possession and use of alcohol in my room/suite and other living areas including the hallways, balconies, and restrooms. I understand that I or any guest who has consumed alcohol or is under the influence of alcohol may not return to this designated area until a later time. Additionally, I understand that I am responsible for the behavior of my guests and that I will be held accountable for their actions whenever they are visiting me. I understand that failure to abide by this agreement may result in my immediate relocation. Further, I understand that if I must relocate due to a violation of this pledge and on-campus housing is not available, my housing agreement will be terminated.

H. Everfi Online Educational Courses

As part of UNCP's comprehensive prevention education program, all newly enrolled undergraduate students must complete AlcoholEdu for College and Sexual Assault Prevention for Undergraduate Students. Graduate students must complete Sexual Assault Prevention for Graduate Students. These online courses contain learning modules that empower students make well-informed decisions about alcohol and other drug use. The courses also provide education about best personal safety practices and the importance of bystander intervention.

AlcoholEdu

AlcoholEdu is an evidenced-based online alcohol education program provided through Everfi. The program is administered to all newly enrolled UNCP students. This online course focuses on increasing students' knowledge about the effects and consequences of consuming alcohol and encourages students to implement healthy practices. All UNCP policies concerning alcohol and other drugs are available through links throughout the course.

Sexual Assault Prevention for Undergraduate Students

Sexual Assault Prevention for Undergraduates (SAPU) is an evidence-based online education program focusing on increasing student awareness of sexual assault. SAPU includes information about bystander intervention and discusses the link between substance use and sexual misconduct. All UNCP policies regarding sexual misconduct and concerning alcohol and other drugs are available through links in the course.

Sexual Assault Prevention for Graduate Students

All newly enrolled graduate students are required to take Sexual Assault Prevention for Graduate Students (SAPG). SAPG is an evidence-based online education program focusing on increasing student awareness of sexual assault; the course expands on the content in Haven and includes a greater focus on community development and bystander intervention. SAPG also addresses the link between sexual misconduct and substance use. All UNCP policies regarding sexual misconduct and concerning alcohol and other drugs are available through links in the course.

I. Mandated-Counseling Services

Students who violate the UNCP Drug and Alcohol Policy are required to receive counseling services as part of their sanctions from the Office of Student Conduct (OSC). Counseling and Psychological Services (CAPS) provides students with a mandated-counseling program. Students may also opt to complete mandated-counseling services off-campus, at their own expense, with a provider approved by the OSC. CAPS provides clinical assessments, online alcohol/marijuana education programs, group counseling, and individual counseling as needed. If necessary, Counseling and Psychological Services works with the Accessibility Resource Center to create appropriate accommodations for students in recovery while they are participating in treatment (inpatient or outpatient clinics) to complete their academic work effectively. Additionally, CAPS has a licensed clinical additions specialist (LCAS) on staff to meet with students displaying elevated distress around substance use concerns or high-risk use behavior.

J. Employee Services

UNCP Counseling and Psychological Services provides consultation services with UNCP employees with concerns surrounding alcohol, other drug use, or process addiction. Consultation visits are only used to coordinate care and support for ongoing treatment; consultations are limited to two per year at no cost to the employee.

The State Employee Assistance Program (EAP) provides assistance and resources to help employees deal with a variety of personal concerns, including issues surrounding drug and alcohol use. EAP services are offered by professional counselors and include assessment, referrals, and online resources. The EAP program is confidential, and the first three sessions are free to eligible employees and their family members. The North Carolina EAP is provided by ComPsych Guidance Resources. These services are available 24/7 at this website: www.guidanceresources.com.

K. Related Process and Outcomes/Data

Data informs UNCP programming as we work to reduce alcohol and drug issues on campus. Data is collected through screening days hosted by Counseling and Psychological Services and other departments, the Everfi online educational programs, and Student Conduct and Public Safety reports. Screenings serve two purposes for alcohol and other drug concerns: (1) Screenings assist in social norming as beliefs and attitudes about alcohol are assessed. (2) Screenings identify students engaging in high-risk drinking and drug-use behavior in order to make appropriate referrals. The Everfi online educational program and other departmental reports assist in understanding specific areas of need and special student populations for targeted alcohol and other drug programming. Policy information and review occurs throughout each academic year for newly enrolled and returning students. Counseling and Psychological Services collaborates with Student Health Services and the Accessibility Resource Center to provide information about policy and resources during New Student Orientation sessions each year. Information is also mailed out to students and their families in an initial communication booklet and schedule booklet.

Counseling and Psychological Services Data

CCAPS Data: Counseling and Psychological Services at UNCP utilizes the Counseling Center Assessment of Psychological Symptoms (CCAPS) to formally assess students seeking services in the center. The CCAPS is a 62-item instrument with eight distinct subscales related to psychological symptoms and distress in college students (including substance use), and incorporates a general Distress Index.

Data from CCAPS scores between 7/1/2017 and 12/1/2019 reflect that distress resulting from substance use is lower for UNCP students seeking counseling services than the national average. The average score for UNCP CAPS was 0.53 for substance use distress while the national average score was 0.74.

Regarding client change, pre- and post-test levels of change on the CCAPS assessment indicate higher rates of change for substance use issues for students seeking services from CAPS when compared to other universities. From 7/1/2017 to 12/1/2019, the rate of change for students with moderate and/or elevated distress in the areas of alcohol use was 84.5%; CCAPS change results for clients with high levels of distress was 90%. Average change was calculated by subtracting each client's last scorable CCAPS administration from their first scorable CCAPS administration and then averaging these differences by subscale.

AUDIT: Counseling and Psychological Services at UNCP also utilizes the Alcohol Use Disorder Inventory Test to screen students seeking services for alcohol-use related concerns. Data from this screener between 7/1/2017 and 12/1/2019 indicate that 89% of students seeking services scored between 0 and 7 on the screener—indicating low risk for alcohol use disorder.

CCAPS Screener for Athletes: Beginning in fall 2018, CAPS piloted a screener version of the CCAPS assessment with UNCP student athletes during their start-of-semester wellness screenings. Results from this piloted screener indicate that UNCP student athletes scored lower for alcohol use concerns than the national pilot mean. The national pilot mean was 0.22 while the mean for UNCP students was 0.10.

Scores in the moderate range of this screeners are most consistent with college students who are receiving treatment at university counseling centers. Scores in the elevated range are most consistent with high levels of distress. 6.31% of UNCP student athletes scored in the moderate and/or elevated range, while 1.80% scored in the elevated range for alcohol use; nationally 12.73% of student athletes scored in moderate and/or elevated range, while 5.85% scored in the elevated range.

Everfi Data

As part of UNCP's comprehensive prevention education program, all newly enrolled undergraduate students must complete AlcoholEdu for College and Sexual Assault Prevention for Undergraduate Students. Graduate students must complete Sexual Assault Prevention for Graduate Students. These online courses contain learning modules that empower students make well-informed decisions about alcohol and other drug use. The courses also provide education about best personal safety practices and the importance of bystander intervention.

Since the implementation of these courses, UNCP has increased completion rates from the 2017-2018 academic year to the 2018-2019 academic year. Completion rates for the fall 2019 semester are high as well. In fall 2019, 95% of students registered for AlcoholEdu for College and Sexual Assault Prevention for Undergraduates completed part one of the courses; 76% of graduate students completed Sexual Assault Prevention for Graduates. Part one completion numbers are listed in the table below.

| | AlcoholEdu for College | Sexual Assault Prevention for Undergraduates | Sexual Assault Prevention for Graduates |
|-----------|------------------------|--|---|
| 2017-2018 | 1158 | 1327 | 186 |
| 2018-2019 | 2594 | 2690 | 221 |
| Fall 2019 | 1953 | 2021 | 223 |

AlcoholEdu for College Impact Reports from 2017-2018 and 2018-2019 indicate that UNCP students have slightly decreased high-risk drinking behavior. UNCP students score significantly lower for high-risk drinking behavior than national averages collected through Everfi course surveys. A higher percentage of UNCP students identify themselves as abstainers or non-drinkers than the national average; UNCP students identifying themselves as moderate drinkers, heavy episodic drinkers, or problematic drinkers is significantly lower than national averages.

Survey data from 2017-2018 indicated that UNCP students scored 2% higher than the national average for high-risk drinking behaviors with outcomes related to sexual assault. 14% of UNCP students responded that they were taken advantage of sexually in conjunction with their drinking behavior; the national average was 12%. 7% of UNCP students responded that they took advantage of another person sexually in conjunction with their drinking behavior; the national average was 5%. These percentages increased in 2018-2019. For students who drank in the last two weeks before the survey, 12% of male respondents stated that they had been taken advantage of sexually where 9% was the national average; 9% of UNCP female students responded in this way with 11% being the national average. For students who drank in the last two weeks before the survey, 12% of male UNCP students responded that they had taken advantage of someone sexually whereas the national average was 6%. Consistent with the national average, 2% of female students responded that they had taken advantage of someone sexually while drinking.

In 2017-2018, 89% of students reported that completing AlcoholEdu for College prepared them to make responsible decisions about drinking. In 2018-2019, 90% of students responded that AlcoholEdu for College helped them establish a plan ahead of time to make responsible decisions about substance use. 89% responded that AlcoholEdu for College helped them learn to be effective bystanders in high-risk situations. In 2018-2019, 68% of UNCP students responded that AlcoholEdu for College had changed their perceptions of others' drinking behavior.

VII. 2017 Biennial Review Comprehensive Program Goals and Objectives

- A. Improve communication and collaboration with local law enforcement around alcohol and drug laws.**
- B. Drug-Free Schools and Campus statement with specific sanctions for violating the UNCP Drug and Alcohol Policy needs to be clearly articulated in the both the faculty and staff employee policies.**
- C. Improve collection and analysis of survey data regarding student attitudes, behaviors, and beliefs surrounding alcohol and other drugs.**

VIII. 2017-2019 Goal and Objective Achievement

- A. Improve communication and collaboration with local law enforcement around alcohol and drug laws.**

Some attempts were made in the 2017-2018 academic year to have off-campus apartment complexes report to UNCP's Office of Student Conduct if students living in those residences violated the UNCP Drug and Alcohol Policy. UNCP experienced high turnover for the Director of Student Conduct position between 2017 and 2019. As such, there was no significant progress made toward this goal. Significant collaboration between UNCP campus police, Pembroke, NC police, the Office of Students Conduct, and managers of off-campus housing would have to occur to successfully complete this goal.

- B. Drug-Free Schools and Campus statement with specific sanctions for violating the UNCP Drug and Alcohol Policy needs to be clearly articulated in the both the Faculty and Staff employee policies.**

This 2017 Biennial Review goal has been met. Before 2019, UNCP's annual notification process for the Drug and Alcohol Abuse Prevention Program (DAAPP) included a prompt in Braveweb for all students and employees. This prompt briefly described the Drug and Alcohol Policy and linked UNCP community members to the DAAPP, which included the Drug and Alcohol Policy.

The Committee on Substance Abuse Prevention worked from 2017 to 2019 on major revisions to both the UNCP Drug and Alcohol Policy and UNCP's DAAPP document; changes to both documents were approved in the spring 2019 semester. Changes to the Drug and Alcohol Policy included: (1) creating separate sections for students and employees regarding sanctioning for violations, (2) clearly defining expectations for student and employee conduct regarding alcohol and other drug use, (3) increasing flexibility in sanctioning based on type of offense and student needs, and (4) updating language to be congruent with UNC System Policy and the Drug-Free School and Communities Act (DFSCA). These changes greatly improve the clarity of the Drug and Alcohol Policy for the UNCP community.

Changes to the DAAPP involved reorganizing the document for clarity and expanding the document to include information on: (1) all UNCP policies related to alcohol and other drugs, (2) all local, state, and federal penalties for violations, (3) all on-campus services and possible off-campus referrals for substance use concerns, and (4) health risks associated with substance use. The DAAPP was distributed to all UNCP community members via email in fall 2019. A copy of the DAAPP is also located on [UNCP's website](#) and available in print form upon request. New employees are made of the DAAPP during their mandatory on-boarding process through Human Resources.

C. Improve collection and analysis of survey data regarding student attitudes, behaviors, and beliefs surrounding alcohol and other drugs.

UNCP has improved data collection around alcohol and drug use; however, work toward this goal is ongoing and more should be done to assess the campus climate around alcohol and other drugs. Most current data comes from students seeking counseling services or students new to the UNCP community. Campus-wide survey initiatives that target both students and employees are needed to more accurately observe use/perception trends and develop targeted prevention and intervention efforts based on this data.

IX. AOD SWOT/C Analysis

A. Program Strengths

UNCP has an inclusive and comprehensive Drug and Alcohol Policy that applies to all UNCP community members and is clearly published in multiple locations online. Recent updates to the Drug and Alcohol Policy (April 2019) improve the clarity of the document regarding expectations from UNCP community members and sanctions for violating those expectations.

A clinician specializing in addiction and substance use issues is available for students through Counseling and Psychological Services (CAPS). University employees may seek services through CAPS for one-time consultation and referral or connect with services through the State Employee Assistance Program.

Multiple prevention education and intervention strategies are used to reach as many as possible (individual, campus, the larger community). Some of these strategies include frequent on-campus outreach events, regular alcohol and other drug screening, participation in Pembroke Day (i.e., a collaborative campus and community event) to provide alcohol and other drug education, peer-educator training, online learning modules about alcohol and other drugs, and the counseling services for students who violate the UNCP Drug and Alcohol Policy.

Students found in violation of alcohol and drug policies have multiple options for seeking help and completing mandated counseling services. Some of these resources include Counseling and Psychological Services as well as local community resources: Monarch, Pembroke Center for Wellness, Palmer Prevention of Lumberton, and Eastpointe.

The incidence rate for alcohol-use violations reported to the Office of Student Conduct continues to decline.

Follow-up surveys indicate that students who participate in online educational courses, such as AlcoholEdu for College, Sexual Assault Prevention for Undergraduates, Sexual Assault Prevention for Graduates, AlcoholEdu for Sanctions, and/or Marijuana 101, make significant knowledge gains in understanding the risks associated with substance use and developing behavioral strategies to reduce that risk. Beginning in fall 2019, AlcoholEdu for College will include information on cannabis use as well.

The Committee on Substance Abuse Prevention (CSAP) fosters connectivity between various programs and offices that address alcohol and other drug issues on campus and helps to ensure that learning outcomes are shared accordingly. CSAP meets regularly throughout the academic year. The committee evaluates UNCP's Drug and Alcohol Policy annually and conducts this biennial review of UNCP's Drug and Alcohol Abuse Prevention Program.

UNCP has taken steps to improve compliance with the Drug-Free Schools and Campuses Regulations. These steps have included: (1) increasing education about federal regulations for various UNCP stakeholders, including CSAP committee members, (2) updating UNCP's Drug and Alcohol Policy, (3) significantly revising and expanding UNCP's Drug and Alcohol Abuse Prevention Program, (4) improving campus awareness about the DAAPP and distributing the document to all UNCP community members, and (5) conducting a more comprehensive biennial review of the DAAPP and its distribution to the UNCP community.

Information about the UNCP Drug and Alcohol Policy and other University policies and regulations are provided at onboarding for all new employees. Employees sign a form upon completion of onboarding acknowledging review of these policies and resources.

UNCP established the College of Health Sciences in 2018. The College is comprised of four departments: Department of Counseling, Department of Kinesiology, Department of Nursing, and Department of Social Work. The creation of the College will provide opportunities for new university programs and expand on existing initiatives intended to diversify the regional workforce and improve health outcomes in Robeson County. The Community Health and Wellness Institute will connect UNCP, its students and its resources to the surrounding community.

The UNCP Graduate School began including links to the UNCP Drug and Alcohol Policy and the UNCP Student Sexual Misconduct Policy in their student handbook (published online) beginning in the 2018-2019 academic year. The Graduate School includes information about Sexual Assault Prevention for Graduates in their new student orientation process.

UNCP's DAAPP provides referral information for students and employees struggling with substance use concerns. UNCP's DAAPP provides a comprehensive list of substances of abuse and their associated health risks.

Counseling and Psychological Services data suggests that students who utilize CAPS services score below the national average for distress resulting from elevated substance use. CAPS data on UNCP student athletes taking a wellness screen also have lower scores for alcohol use than the national screen pilot mean scores.

UNCP has increased student compliance in completing AlcoholEdu for College, Sexual Assault Prevention for Undergraduates, and Sexual Assault Prevention for Graduate Students.

UNCP campus police officers carry naloxone, a drug that can reverse the effects of opioid overdose.

B. Areas for Growth and Improvement

The incidence rate for cannabis-use violations reported to the Office of Student Conduct continues to increase.

UNCP does not currently have a consistent and organized process for gathering data annually on student and employee use rates, attitudes, and perceptions surrounding substance use.

UNCP must continue annual evaluation of UNCP's DAAPP. UNCP's DAAPP document required major revision in 2019 to be in compliance with DFSCA regulations.

Improve DAAPP distribution and documentation of distribution. Develop an automated system to track new arrivals to the UNCP community, both student and employee, to ensure access to the DAAPP.

UNCP has multiple policies and regulations related to student and employee substance use. Some of these policies may decrease clarity in community member expectations and sanctions for violations. UNCP must increase oversight of violations and the application of sanctions under these policies.

National trends reflect increases in use of opioids, prescription stimulants, cannabis, and nicotine (vaping) among college student populations. Greater focus should be placed on prevention education initiatives targeting the use of these substances.

X. Recommendations

A. Introduction

This biennial review examined the effectiveness of UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP), the distribution of the DAAPP to the campus community, and the enforcement of alcohol- and drug-related policies for the academic years 2017-2018 and 2018-2019. It also reviewed the resources available on campus to prevent alcohol and other drug problems on campus as well as services available to treat alcohol and other drug problems for students and employees.

Members of the Committee on Substance Abuse Prevention gathered information from multiple campus departments including, but not limited to, Counseling and Psychological Services, Student Health Services, UNCP Athletics, Police and Public Safety, the Office of Student Conduct, Fraternity and Sorority Life, Housing and Residence Life, and the Office of Human Resources. Data was collected in a variety of ways to assess the current DAAPP on campus.

Specific goals for the 2019-2020 and 2020-2021 biennial review period and general conclusions are included below.

B. Goals and Objectives

██████ Improve data collection on trends, prevalence rates, and perceptions around substance use. UNCP should consider utilizing CORE surveys and increasing collaboration with College of Health Sciences in implementation of this data collection.

██████ Increase education and visibility of UNCP Drug and Alcohol Abuse Prevention Program (DAAPP) and university policies surrounding drug and alcohol use. UNCP may consider including this information during yearly compliance training (e.g., Braves Kick Off).

██████ Improve clarity around the sanctioning process with policies other than UNCP Drug and Alcohol Policy.

██████ Increase prevention education around cannabis, opioids, prescription stimulants, and vaping.

██████ Continue to improve distribution of DAAPP document to all UNCP community members annually.

C. General Conclusions

The University of North Carolina at Pembroke continues to improve compliance with the Drug-Free Schools and Communities Regulations. Major successes to note between 2017 and 2019 include a comprehensive revision of UNCP's Drug and Alcohol Policy and restructuring of its Drug and Alcohol Abuse Prevention Program (DAAPP) for clarity and accessibility. UNCP also updated its methods for distributing the DAAPP to the UNCP community and has continued efforts to make community members aware of Alcohol and Other Drug-related policies on campus. Specific targets for the 2017-2019 biennial review period were partially met and the Committee for Substance Abuse Prevention will continue to pursue improvement with DFSCA compliance.

SWOT analysis of UNCP's DAAPP shows that UNCP has strong prevention and intervention strategies in place to promote a healthy campus climate. UNCP's DAAPP has far greater strengths than weaknesses; areas for growth are known to campus stakeholders and efforts to improve these areas are ongoing. UNCP needs

more comprehensive data collection practices around alcohol and other drug use trends as well as student and employee perceptions about use. UNCP also needs to more thoroughly track repeat offenses to the UNCP Drug and Alcohol Policy. Recommendations include collaboration between Student Affairs, Academic Affairs, and Human Resources to survey the university community between 2019 and 2021.

The University of North Carolina at Pembroke is committed to protecting the health and safety of students, faculty and staff. Through its various programs and policies regarding the possession, sale, consumption and distribution of alcoholic beverages, UNCP encourages each person in the university community to make safe and responsible decisions that are in accordance with all applicable existing state and federal laws and local ordinances. Consistent with its educational mission, UNCP provides programs that promote awareness of the various effects of alcohol consumption and drug use.

XI. Appendices

████████ DFSCA Regulations

████████ UNCP DAAPP

████████ UNCP Drug and Alcohol Policy

████████ Student Handbook

████████ Employee Handbooks

████████ UNCP Policies and Regulations Page

████████ Clery Report

████████ AlcoholEdu for College Impact Report 2017-2018

████████ AlcoholEdu for College Impact Report 2018-2019