

UNIVERSITY *of* NORTH CAROLINA
PEMBROKE

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

Biennial Review: Academic Years 2019-2020 & 2020-2021

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Alcohol and other Drug Prevention Certification Signed by Chancellor

**The University of North Carolina at Pembroke: Biennial Review
(2019-2021)**

Section		Page
I.	Executive Summary	4
II.	Biennial Review Process	4
	A. Scope of the Review	4
	B. Committee on Substance Abuse Prevention	5
	C. Biennial Review Contributors/CSAP Members	5
III.	Annual Notification Process	5
	A. Students	6
	B. Employees	6
IV.	Alcohol and Other Drug Data	7
	A. Prevalence Rate	7
	B. Incidence Rate	9
	C. Needs Assessment	10
	D. Trend Data	10
V.	Alcohol and Other Drug Policies and Compliance	10
	A. Policy	10
	B. Enforcement and Compliance Inventory	11
	C. Related Outcomes and Data	14
VI.	Alcohol and Other Drug Prevention/Intervention Efforts	15
	A. Comprehensive Program/Intervention Inventory	15
	B. Healthy Campus Climate Initiatives	18
	C. Alcohol and Other Drug Screening	22
	D. First-Year Seminar Presentations	22
	E. Transfer and New Student Orientation	22
	F. Mental Health First Aid Training	23
	G. Everfi Online Educational Courses	24
	H. Mandated-Counseling Services	24
	I. Employee Services	24
	J. Related Process and Outcomes/Data	25
	K. Be Brave: Collegiate Recovery Community Grant	27
	L. Faculty and Staff Environmental Alcohol and Other Drug Survey	27
VII.	Alcohol and Other Drug Program Goals and Objectives	28
VIII.	Alcohol and Other Drug Goal and Objective Achievement	28
IX.	AOD SWOT/C Analysis	30
X.	Recommendations	32
	A. Introduction	32
	B. Goals and Objectives	33
	C. General Conclusions	33
XI.	Appendices	34

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 2019-2020 and 2020-2021. It also reviewed the resources available 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 the email sent on October 9th, 2019 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 last emailed to all students on October 9th, 2019. 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 last emailed to all employees on October 9th, 2019. 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 7/1/2019 and 12/1/2021 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 0.45 for substance use distress while the national average score was 0.66.

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 7/1/2019 to 12/1/2021, the rate of improvement for students with moderate levels of distress in the area of alcohol use was 59%; CCAPS change results for clients with high levels of distress was 85%. 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.

Intake Data: During intake, clients are asked about past and current substance use as well as current substance use consequences. Clinical staff assess severity of use and provide treatment recommendations. Intake data from 7/1/2019 to 12/1/2021 indicates that approximately 9% of CAPS clients report current significant use of at least one substance; 10% of CAPS client reports experiencing at least one negative consequence from substance use. 59% of CAPS clients report current use of at least one substance—it should be noted that this percentage does not necessary reflect problematic use or a use disorder.

AUDIT: Counseling and Psychological Services at UNCP also utilizes the Alcohol Use Disorder Inventory Test (AUDIT) to screen students seeking services for alcohol-use related concerns. Data from this screener between 7/1/2019 and 12/1/2021 indicate that 90% of students seeking services scored between 0 and 7 on the screener—indicating low risk for alcohol use disorder. This percentage did not significantly increase or decrease from the 2019 review period.

CUDIT: Counseling and Psychological Services at UNCP began utilizing the Cannabis Use Disorder Inventory Test (CUDIT) to screen students seeking services for cannabis-use related concerns in 2019. Data from this screener between 7/1/2019 and 12/1/2021 indicate that 94% of students seeking services scored between 0 and 7

on the screener—indicating low risk for cannabis use disorder. Data indicates that 3% of students seeking services scored between 8 and 11 on the screener—indicating hazardous cannabis use. Data indicates that 3% of students scored above 12 on the screener—indicating a possible cannabis use disorder. All CAPS clients who complete intake appointments complete the screener.

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 indicated 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.

COVID-19 impacted CCAPS screenings for student athletes. Screening clinics were suspended from fall 2020-fall 2021 to comply with COVID-19 precautions.

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 Adult Learners. 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 continued to increase completion rates from the 2017-2019 biennial review period. Part one completion numbers are listed in the table below.

	AlcoholEdu for College	Sexual Assault Prevention for Undergraduates	Sexual Assault Prevention for Adult Learners
2017-2018	1158	1327	186
2018-2019	2594	2690	221
2019-2020	2180	2342	375
2020-2021	2069	1643	382
Fall 2021	1447	1447	420

AlcoholEdu for College Impact Reports from 2019-2020 and 2020-2021 indicate that UNCP students overall have slightly decreased high-risk drinking behavior. UNCP students score significantly lower for high-risk drinking behavior overall 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 and heavy episodic drinkers is lower than the national average; however, students identifying themselves as problematic drinkers is significantly higher than national averages.

Percentage of students responding that AlcoholEdu for College:	2019-2020	2020-2021
-Prepared them to make responsible decisions about alcohol use	89%	88%
-Helped them to be effective bystanders in high-risk situations	86%	83%
-Changed their perceptions of others' drinking behavior	67%	56%
-Increased their knowledge of alcohol-related topics	88%	90%

Survey data from 2019-2020 indicated that 15% of UNCP students responded that they were taken advantage of sexually in conjunction with their drinking behavior—the national average was 25%; 5% of UNCP students responded that they took advantage of another person sexually in conjunction with their drinking behavior—the national average was 14%. These percentages increased in 2020-2021. For students who drank in the last two weeks before the survey, 16% of UNCP students responded that they were taken advantage of sexually in conjunction with their drinking behavior—the national average was 20%; 8% of UNCP students responded that they took advantage of another person sexually in conjunction with their drinking behavior—the national average was 7%.

B. Incidence Rate

The Office of 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.

2018-2020 Statistics for Arrests and Disciplinary Referrals on Campus												
INCIDENTS	ON CAMPUS			RESIDENCE HALLS			NON-CAMPUS			PUBLIC PROPERTY		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
LIQUOR LAW VIOLATIONS												
ARREST	1	0	0	0	0	0	0	0	0	0	0	0
DISCIPLINARY REFERRALS	20	17	19	19	17	19	0	0	0	1	0	0
DRUG VIOLATIONS												
ARREST	3	0	0	1	0	0	0	0	0	1	0	0
DISCIPLINARY REFERRALS	80	80	68	56	61	57	0	1	0	1	0	0
ILLEGAL WEAPON VIOLATIONS												
ARREST	1	1	0	0	0	0	0	0	0	0	0	0
DISCIPLINARY REFERRALS	5	2	2	4	2	2	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 from campus offices. The Office of Student Conduct referred 209 students to CAPS for substance use violations between fall 2019 and fall 2021.

Semester	Alcohol	Cannabis	Alcohol and Cannabis	Total Referrals
Fall 2019	9	20	2	31
Spring 2020	4	31	1	36
Fall 2020	4	25	0	29
Spring 2021	10	23	0	33
Fall 2021	1	3	0	4

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 2019-2021 and an increase in the percentage cannabis-use violations from 2019-2021; these trends are consistent with 2017-2019 numbers as well. 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 and continued legislative advocacy 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.

2019-2021 Violation and Findings Data – Office of Student Conduct			
Sanction Type:	No Action/Insufficient Evidence	Not Responsible	Responsible
8/1/2019-5/31/2020			
Alcohol: Hosting a Social Event with Alcohol	1	0	2
Alcohol: Operating a Motor Vehicle	1	0	3
Alcohol: Possession/Use	2	1	14
Drugs: Hosting a Social Event	0	0	1
Drugs: Possession/Use	1	20	50
Drugs: Paraphernalia	1	12	17
Drugs: Presence of Drugs	0	3	38
Total:	6	36	125
8/1/2020-5/31/2021			
Alcohol: Hosting a Social Event with Alcohol	0	2	0
Alcohol: Operating a Motor Vehicle	0	0	1
Alcohol: Possession/Use	1	13	15
Drugs: Paraphernalia	0	26	20
Drugs: Possession/Use	0	29	42
Drugs: Presence of Drugs	0	30	27
Total:	1	100	105

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. Student-athletes who are positive for amphetamine-type substances are not reported as long as they have an approved, physician-prescribed medication on file.

	Non-Negative Drug Tests
2021-2022	2
2020-2021	1
2019-2020	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:
7/13/2019	KidsPeace Presentation: Community Outreach. 2 hour presentation on substance use disorders, prevention and intervention for youth. 40 attendees.
7/22/2019	Bravestart Meditation - College in Color – 1 hour program – 30 attendees.
8/6 & 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.
8/13/2019	BraveNation Bash: Students engage in sober fun and learn about campus resources.
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
8/18/2019	Campus Housing Orientation Meeting – H&RL staff reviewed the policies related to alcohol and drug possession and use in the residence halls and consequences of the same. 468 attendees.
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
9/10/2019	Suicide Prevention Education - substance use discussed as a risk factor for suicide – 100 student attendees
9/12/2019	H&RL Event: Negative Impact of Alcohol and Caffeine -

	Campus police (golf cart simulation of driving under the influence) and CAPs (Caffeine & Alcohol: impact on men's and women's health) – 26 attendees.
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	Twisted Tuesday – H&RL Event: Residents will be able to interact with other residents and drink virgin drinks while listening to a speaker who will give out facts about alcohol. The speaker will have drunk goggles and residents will be able to do different challenges while using the goggles. 48 attendees.
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. 100 attendees.
10/7/2019	Party Smart Awareness Homecoming Tent: Day 1 “Alcohol Education, Alcohol Emergencies, Student Conduct Violations, etc” – multidepartment collaboration – 600 students/75 faculty/staff
10/9/2019	Party Smart Awareness Homecoming Tent: Day 2 “Party Pals: Engaged Bystander Education” – multidepartment collaboration – 600 students/75 faculty/staff
10/11/2019	Party Smart Awareness Homecoming Tent: Day 3 “Hydration Station: Tips How to Party Smart and Be Safe” – multidepartment collaboration
10/20-10/26/2019	National Collegiate Alcohol Awareness Bulletin Boards (Campus-Wide): Resident Advisors created bulletin boards across campus with information about alcohol and other drugs for Alcohol Awareness Week. 28 bulletin boards across campus/2400 potential students viewing.
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.
1/10/2020	How Full Is Your Bucket? Effective Stress Management Techniques – substance use risk factors discussed.
1/13/2020	College Health Education Presentation – Faculty and Staff training – substance use risk factors and prevention strategies discussed.
3/5/2020	Spring Break Health and Wellness Presentation – strategies for avoiding or limiting substance use discussed
4/15/2020	Wellness Wednesday – SHS Event – social media poll where students tested their knowledge on alcohol education. 30 attendees.

6/16/2020	Community Engagement Virtual Workshop: Stop the Pain and PAWSS - This program highlighted UNCP community partners focused on addressing alcohol and substance abuse in the community. The purpose was to inform students, faculty, and staff about how to get involved with these agencies and their work in their community.
7/1/2020	Community Engagement Virtual Workshop: Stop the Pain and PAWSS - This program highlighted UNCP community partners focused on addressing alcohol and substance abuse in the community. The purpose was to inform students, faculty, and staff about how to get involved with these agencies and their work in their community.
7/23/2020	Orientation Leaders and Peer Mentors Training - During staff training, participants 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.
8/2020-5/2021	Coping with COVID and Mental Health Webinar series – 10 sessions
9/2020	National Recovery Month “Together We Are Stronger” and “R is for Recovery” Social Media Campaigns
9/6/2020	H&RL Event: The Other Side of Cannabis: The Negative Effects of Marijuana - With the legalization of marijuana on a number of states across the country, people often overlook the negative effects of the drug and the consequences if caught on campus. 14 attendees.
9/15/2020	Suicide Prevention Lunch and Learn Event - substance use discussed as a risk factor for suicide – 14 attendees
9/23/2020	Celebrate Recovery Virtual Event – 10 attendees
10/18-10/24/2020	National Collegiate Alcohol Awareness Bulletin Boards (Campus-Wide): Resident Advisors created bulletin boards across campus with information about alcohol and other drugs for Alcohol Awareness Week. 28 bulletin boards across campus/2400 potential students viewing.
4/13/2021	Stacked Deck Problem Gambling Educational Program – 40 attendees
8/9/2021	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.
8/18-8/20/2021	Wellness Wheels – students answer wellness-related trivia questions for prizes – includes questions about substance use, risk factors, and healthy living
9/10/2021	Suicide Prevention Education - substance use discussed as a risk factor for suicide – 100 student attendees
	Campus Housing Orientation Meeting – H&RL staff reviewed the policies related to alcohol and drug possession and use in the residence halls and consequences of the same. 384 attendees.
9/30/2021	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
10/17-10/23/2021	National Collegiate Alcohol Awareness Bulletin Boards (Campus-Wide): Resident Advisors created bulletin boards across campus with information about alcohol and other drugs for Alcohol Awareness Week. 28 bulletin boards across campus/2400 potential students viewing.

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.

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 and enforced.
- 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:

National Collegiate Alcohol Awareness Bulletin Boards (Campus-Wide): Resident Advisors created bulletin boards across campus in fall 2019, 2020, and 2021 with information about alcohol and other drugs for Alcohol Awareness Week. 28 bulletin boards displayed across campus/2400 potential students viewing.

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) 14th Annual Glen H. Walter Drive-In Counseling Workshop: *The Professional Counselor*.

Date: March 25th 2021

Number impacted: 202 clinicians in the community each earned 5 CEUs

Presentation related to substance use include: *Diagnosis and Treatment of Co-occurring Addictive Use and Mental Health Disorders*.

(2) Regional Telecounseling Development Initiative

Date: July 30th 2020

Number impacted: 187

Presentation related to substance use include: *Professional Clinical Telemental Health Counseling*

(3) SAMHSA funded grant titled, *Addiction Treatment Immersion Initiative*. The Department of Counseling was awarded a \$198,310 Substance Abuse and Mental Health Services Administration (SAMHSA)-funded grant to integrate addiction-specific education into the mainstream Council for Accreditation of Counseling and Related Educational Programs (CACREP) accredited counseling curriculum that all UNCP Clinical Mental Health Counseling (CMHC) and Professional School Counseling (PSC) students receive in an effort to increase awareness and competency of evidence-based SUD education. The goal is to expand the number of practitioners to deliver high-quality, evidence-based substance use disorder (SUD) treatment in the UNCP serving region. Data collected throughout the duration of the two-year project will be shared with local, state and national counseling licensure boards, credentialing boards, and professional organizations that may lead to the strengthening of licensure requirements and policy revision. All CMHC and PSC students

accepted to the DoC during the 2020-2021 & 2021-2022 academic years will have the opportunity to participate in this study and receive the addiction-specific training. Approximately 120 students will be accepted to the DoC during these two academic years and will potentially benefit from this addiction-specific training.

(4) Graduate Certificate in Addictions Counseling (GCAC). The Department of Counseling's Graduate Certificate in Addiction Counseling (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. The GCAC began enrolling students during the 2019-2020 academic year. Enrollment is continuous and ongoing. 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.

(5) The North Carolina Governor's Institute on Substance Abuse scholarships. The GCAC, housed within the DoC, received \$10,000 for the 2019-2020 and \$10,000 for the 2020-2021 academic years (totaling \$20,000) in scholarship funding from the North Carolina Governor's Institute on Substance Abuse. A total of 17 CMHC students pursuing the GCAC and LCAS-A license from the NCASPPB received scholarship funds from the Governor's Institute to cover addiction-specific courses that are required for the LCAS-A license. The scholarship funding received from the Governor's Institute on Substance Abuse removes a financial barrier for the scholarship recipients and allows GCAC students to focus on completing their educational requirements and the meaningful ways they can provide mental health and addiction treatment to the underserved communities and individuals in NC.

(6) 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 eight grade students ($n=713$) for second consecutive year. A ten-session curriculum was delivered by PSC graduate students from 9-24-19 to 12-12-19. The program included topics such as making good decisions and resisting peer pressure to use alcohol and drugs. Students engaged in role plays, games, and class discussion to explore methods of resisting pressure to engage in using tobacco products, alcohol and drugs. Student perception data showed a larger increase in ability to resist peer pressure from pre-test to post test.

(7) The *Addiction Treatment Immersion Initiative* grant listed above will continue through December 2022. All CMHC and PSC students accepted to the DoC during the 2020-2021 & 2021-2022 academic years will have the opportunity to participate in this study and receive the addiction-specific training. Approximately 120 students will be accepted to the DoC during these two academic years and will potentially benefit from this addiction specific training.

(8) The DoC will continue enrolling students into the GCAC. There are currently 42 CMHC students enrolled in the GCAC for the 2021-2022 academic year.

(9) GCAC students will be eligible to receive scholarship funding from the North Carolina Governor's Institute on Substance Abuse as long as funding is available. The DoC

has already received an additional \$10,000 in scholarship funds for eligible GCAC students for the 2021-2022 academic year.

(10) NCCA (NCAOCA division) Membership grant. *Enriching Graduate Counseling Students' Professional Identity through Experiential Engagement in the North Carolina Counseling Association*. The Department of Counseling plans to submit a proposal in 2022 for UNCP's Grant for Excellence in Teaching & Learning. The proposal seeks to support the importance the counseling field places on professional counselors' involvement in counseling organizations by providing UNCP's Department of Counseling (DoC) with a North Carolina Counseling Association (NCCA) Academic Institution Membership. The funding requested would also be used to pay for one NCCA division membership for each DoC student, which would include a division membership to the North Carolina Addiction and Offender Counselor Association (NCAOCA) for all counseling students enrolled in the GCAC and any counseling student not enrolled in the GCAC but interested in substance and addictive use disorders. Through this grant funding, full-time tenure track faculty members will also have the option to add several divisions, which could also include NCAOCA.

b) *Department of Educational Leadership and Specialties:*

Research Project Title: Building Trauma-Sensitive, Social-emotional School Cultures (Book--McFarland Publish s, 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:*

(1) 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.

(2) The North Carolina Substance Use Professional Practice Board has approved the Department of Social Work for a Criteria C program. The Criteria C Masters degree program functions as a prerequisite for applicants pursuing North Carolina Clinical Addictions Specialist (LCAS) licensure. Upon completion of the required coursework and clinical internship, graduates of the Criteria C program are eligible to enter the workforce as independent practitioners at a merely faster rate than those without the substance use disorder specialty curricula. Number of Students 2020-2021: 6. First cohort completed the program in 2021.

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. Screenings were limited in 2020-2021 because of COVID-19 safety concerns.

11/6/2019	Mental Health Screening Day – substance use screeners included
11/13/2019	Mental Health Screening Day – substance use screeners included
4/1/2020 (Canceled)	Mental Health Screening Day – substance use screeners included
10/27/2020	Mental Health Screening Day – substance use screeners included
11/10/2021	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 and parents 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.

Youth Mental Health First Aid (YMHFA) is designed to teach parents, family members, caregivers, teachers, school staff, peers, neighbors, health and human services workers, and other caring citizens how to help an adolescent (age 12-18) who is experiencing a mental health or addictions challenge or is in crisis. Youth Mental Health First Aid is primarily designed for adults who regularly interact with young people. The course introduces common mental health challenges for youth, reviews typical adolescent development, and teaches a 5-step action plan for how to help young people in both crisis and non-crisis situations. Topics covered include anxiety, depression, substance use, disorders in which psychosis may occur, disruptive behavior disorders (including AD/HD), and eating disorders.

Four Counseling and Psychological Services staff members are certified to provide MHFA trainings and Two Counseling and Psychological Services staff members are certified to provide YMHFA trainings. CAPS staff 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 2019-2021 biennial review period. MHFA “refresher” trainings are provided for resident advisors at the start of the fall semester.

Mental Health First Aid	
Training Date:	Participants:
7/16/2019	UNCP Student Affairs and Academic Affairs Staff
7/25/2019	McLeod Sport Medicine Staff
8/1/2019	UNCP Athletics Staff
10/3/2019	UNCP Department of Nursing Students
10/17/2019	UNCP Employees
8/12/2020	UNCP Department of Nursing Students
8/13/2020	UNCP Department of Nursing Students
8/14/2020	UNCP Department of Nursing Students
6/17/2021	UNCP CAPS Staff and UNCP Athletic Training Staff
8/26/2021	UNCP Department of Nursing Students
8/27/2021	UNCP Department of Nursing Students and CAPS Staff
Total Trained:	234
Youth Mental Health First Aid	
Training Date:	Participants:
6/30/2021	K-12 Educators
6/30/2021	K-12 Educators
8/13/2021	UNCP School of Education Faculty and Staff
8/19/2021	UNCP School of Education Faculty, Staff, and Teaching Interns
Total Trained:	91

G. 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 Adult Learners. 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 Adult Learners

All newly enrolled graduate students are required to take Sexual Assault Prevention for Adult Learners (SAPAL). SAPAL 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. SAPAL 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.

H. 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/cannabis 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 addictions specialist (LCAS) on staff to meet with students displaying elevated distress around substance use concerns or high-risk use behavior.

I. 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; contact information is included below:

Call: 877-848-2851 (UNCP-designated number)

TDD: 800-697-0353

Online: guidanceresources.com

App: GuidanceResources® Now

Web ID: UNCP

J. 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 7/1/2019 and 12/1/2021 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 0.45 for substance use distress while the national average score was 0.66.

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 7/1/2019 to 12/1/2021, the rate of improvement for students with moderate levels of distress in the area of alcohol use was 59%; CCAPS change results for clients with high levels of distress was 85%. 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.

Intake Data: During intake, clients are asked about past and current substance use as well as current substance use consequences. Clinical staff assess severity of use and provide treatment recommendations. Intake data from 7/1/2019 to 12/1/2021 indicates that approximately 9% of CAPS clients report current significant use of at least one substance; 10% of CAPS client reports

experiencing at least one negative consequence from substance use. 59% of CAPS clients report current use of at least one substance; it should be noted that this percentage does not necessary reflect problematic use or a use disorder.

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 7/1/2019 and 12/1/2021 indicate that 90% of students seeking services scored between 0 and 7 on the screener—indicating low risk for alcohol use disorder. This percentage did not significantly increase or decrease from the 2019 review period.

CUDIT: Counseling and Psychological Services at UNCP began utilizing the Cannabis Use Disorder Inventory Test to screen students seeking services for cannabis-use related concerns in 2019. Data from this screener between 7/1/2019 and 12/1/2021 indicate that 94% of students seeking services scored between 0 and 7 on the screener—indicating low risk for cannabis use disorder. Data indicates that 3% of students seeking services scored between 8 and 11 on the screener—indicating hazardous cannabis use. Data indicates that 3% of students scored above 12 on the screener—indicating a possible cannabis use disorder. All CAPS clients who complete intake appointments complete the screener.

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.

COVID-19 impacted CCAPS screenings for student athletes. Screening clinics were suspended from fall 2020-fall 2021 to comply with COVID-19 precautions.

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 Adult Learners. 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 continued to increase completion rates from the 2017-2019 biennial review period. Part one completion numbers are listed in the table below.

	AlcoholEdu for College	Sexual Assault Prevention for Undergraduates	Sexual Assault Prevention for Adult Learners
2017-2018	1158	1327	186
2018-2019	2594	2690	221
2019-2020	2180	2342	375
2020-2021	2069	1643	382

Fall 2021	1447	1447	420
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AlcoholEdu for College Impact Reports from 2019-2020 and 2020-2021 indicate that UNCP students overall have slightly decreased high-risk drinking behavior. UNCP students score significantly lower for high-risk drinking behavior overall 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 and heavy episodic drinkers is lower than the national average; however, students identifying themselves as problematic drinkers is significantly higher than national averages.

Percentage of students responding that AlcoholEdu for College:	2019-2020	2020-2021
-Prepared them to make responsible decisions about alcohol use	89%	88%
-Helped them to be effective bystanders in high-risk situations	86%	83%
-Changed their perceptions of others' drinking behavior	67%	56%
-Increased their knowledge of alcohol-related topics	88%	90%

Survey data from 2019-2020 indicated that 15% of UNCP students responded that they were taken advantage of sexually in conjunction with their drinking behavior—the national average was 25%; 5% of UNCP students responded that they took advantage of another person sexually in conjunction with their drinking behavior—the national average was 14%. These percentages increased in 2020-2021. For students who drank in the last two weeks before the survey, 16% of UNCP students responded that they were taken advantage of sexually in conjunction with their drinking behavior—the national average was 20%; 8% of UNCP students responded that they took advantage of another person sexually in conjunction with their drinking behavior—the national average was 7%.

K. Be Brave: Collegiate Recovery Community Grant

UNCP received a \$60,000 federal grant, with the option for yearly renewal, to establish and maintain a Collegiate Recovery Community (CRC) on campus. With this funding, UNCP will be able increase outreach around AOD-related issues and improve treatment/support options for UNCP students struggling with substance use concerns. Funds are being used: (1) to employ graduate assistants to assist with outreach and group facilitation, (2) to create an inclusive relaxation/work space for students affiliated with the CRC, (3) to fund therapeutic excursions with activities that support physical and mental wellness.

L. Faculty and Staff Environmental Alcohol and Other Drug Survey

The Core surveys created by the Core Institute are the most comprehensive alcohol and drug surveys for higher education. The Faculty and Staff Environmental Alcohol and Other Drug Survey quantifies and documents attitudes, perceptions, and opinions about alcohol and other drugs; it also measures behaviors and consequences of use. UNCP conducted this survey with employees in August 2021 to understand our campus climate around substance use. This data will help direct our programming and treatment efforts for students in ways that will benefit the campus community. The survey was made available to all UNCP staff with UNCP email addresses. Two hundred and ten employees completed the survey. A similar survey will be made available to UNCP students in the spring and fall of 2022.

VII. 2019 Biennial Review Comprehensive Program Goals and Objectives

- A. **Improve data collection on trends, prevalence rates, and perceptions around substance use.**
- B. **Increase education and visibility of UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP) and university policies surrounding drug and alcohol use.**
- C. **Improve clarity around the sanctioning process with policies other than UNCP's Drug and Alcohol Policy.**
- D. **Increase prevention education around cannabis, opioids, prescription stimulants, and vaping.**
- E. **Continue to improve distribution of DAAPP document to all UNCP community members annually.**

VIII. 2019-2021 Goal and Objective Achievement

- A. **Improve data collection on trends, prevalence rates, and perceptions around substance use.**

Goal partially met and in progress. 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.

In August 2021, UNCP conducted the Faculty and Staff Environmental Alcohol and Other Drug Survey. The survey, created by the Southern Illinois University Core Institute, quantifies and documents attitudes, perceptions, and opinions about alcohol and other drugs. The survey was made available to all UNCP staff with UNCP email addresses. Two hundred and ten employees completed the survey. A similar survey will be made available to UNCP students in the spring and fall of 2022.

- B. **Increase education and visibility of UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP) and university policies surrounding drug and alcohol use.**

Goal partially met. The UNCP Drug and Alcohol Policy is disseminated in various university publications. It is contained within the university catalog, the Student Code of Conduct, the Faculty Handbook, the Staff Handbook and other relevant materials. The UNCP Drug and Alcohol Prevention Program (DAAPP) was emailed to all members of the UNCP community with active UNCP email addresses on October 9th, 2019. The DAAPP is also located on [UNCP's website](#) for all community members to access at any time.

- C. **Improve clarity around the sanctioning process with policies other than UNCP's Drug and Alcohol Policy.**

Goal not met.

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

Goal not met. All campus outreach from spring 2020 to fall 2021 was negatively impacted by COVID-19. No significant increases in prevention education on these topics occurred.

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

Goal not met. The UNCP Drug and Alcohol Prevention Program (DAAPP) was last emailed to all members of the UNCP community with active UNCP email addresses on October 9th, 2019. This was the only time the document was sent directly to UNCP community members in the 2019-2021 biennial review period.

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 Adult Learners, 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 was updated to include information on cannabis use and prescription drug 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 currently comprised of three departments: 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 Adult Learners.

UNCP campus police officers carry naloxone, a drug that can reverse the effects of opioid overdose; newly hired officers receive training in administration of the drug.

UNCP conducted a survey of staff in August 2021 that measured employee attitudes and perceptions about substance use on UNCP's campus.

UNCP received a \$60,000 federal grant, with the option for yearly renewal, to establish and maintain a Collegiate Recovery Community on campus.

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 2019-2020 and 2020-2021. 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 2023 biennial review period and general conclusions are included below.

B. Goals and Objectives

1. Continue to improve data collection on trends, prevalence rates, and perceptions around substance use. UNCP should consider utilizing Core surveys and increasing collaboration with the UNCP Counseling Programs in implementation of this data collection.
2. 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).
3. Improve clarity around the sanctioning process with policies other than UNCP Drug and Alcohol Policy.
4. Increase prevention education around cannabis (specifically edibles), opioids, prescription stimulants, and vaping.
5. Continue to improve distribution of DAAPP document to all UNCP community members annually.
6. Improve engagement and completion rates for student trainings without the use of registration holds or other punitive measures.

C. General Conclusions

The University of North Carolina at Pembroke continues to improve compliance with the Drug-Free Schools and Communities Regulations. Successes to note between 2019 and 2021 include increased visibility of UNCP's Drug and Alcohol Abuse Prevention Program (DAAPP), acquisition of a \$60,000 federal grant to support the development of a Collegiate Recovery Community on campus, and administration of the Core Faculty and Staff Environmental Alcohol and Other Drug survey. Completion of specific targets for the 2019-2021 biennial review period were partially met, but were also negatively impacted by COVID-19 impacts on the University community. As such, many of the 2019 biennial review targets will remain in place for the 2021-2023 review period. 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 2021 and 2023.

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, Sexual Assault Prevention for Undergraduates, and Sexual Assault Prevention for Adult Learners Impact Reports 2019-2020

████████ AlcoholEdu for College, Sexual Assault Prevention for Undergraduates, and Sexual Assault Prevention for Adult Learners Impact Reports 2020-2021