

UNIVERSITY of **HOUSTON**

UH WELLNESS

Responses to

**SFAC Program
Questionnaire**

Fiscal Year 2014-2015

1. Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms: your unit’s mission, how you accomplish your unit’s mission, and a justification of your unit’s student fee allocation in terms of benefits for students.

UH Wellness, a campus-wide education and prevention program, supports student success by promoting healthy choices and creating a healthier, safer learning environment across all dimensions of wellness. We do so through:

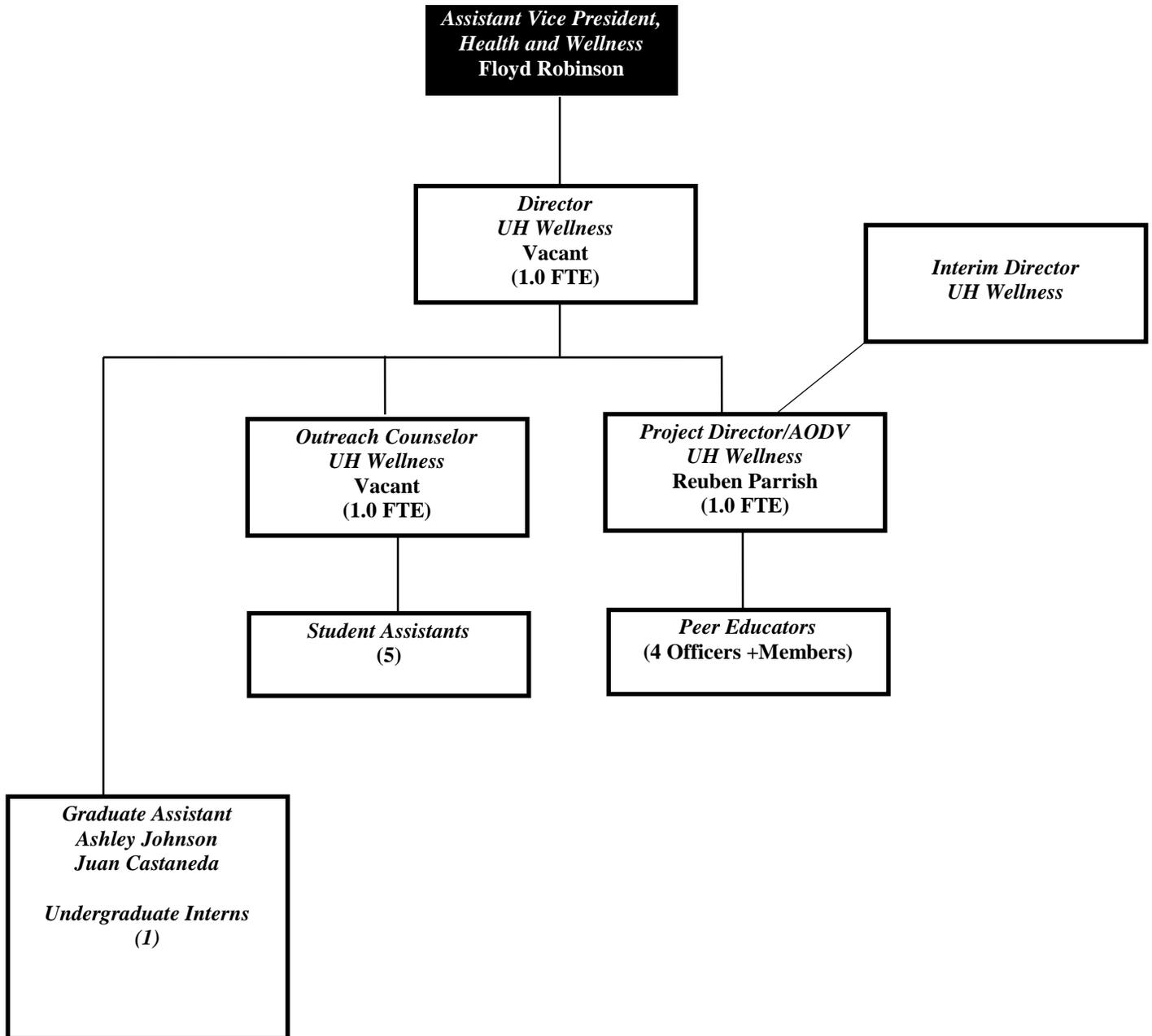
- Educational workshops—Wellness offers workshops on topics ranging from alcohol education to stress management, all focused on maintaining healthy behaviors and positive coping skills.
- Promoting campus wide events—Wellness coordinates or participates in a variety of national wellness campaigns or alternative activities including Relaxation programs, Alcohol Awareness Week, Breast Cancer Awareness, Great American Smoke Out, Healthy Halloween, World AIDS Day, Safe Spring Break, and Occupational Wellness. We collaborate with other departments to minimize overlap and maximize cooperation.
- Peer education—UHW teaches HLT 3300 and HLT 4197 for students to train as peer educators. Service learning projects are completed by our peer education group.
- Consultation—Wellness provides information and materials related to any number of wellness topics, and consultation related to those issues.
- Special Programming—Wellness has a Relaxation Lab, Alcohol 101+, Marijuana 101, nutrition counseling, and IMAGE (Intent and Motivation: Alcohol Group Exercise).
- Community Outreach—Wellness coordinates a community consortium for wellness.
- Assessment—including a review of health behaviors across time

UH Wellness is the only campus program whose sole mission is comprehensive wellness education and prevention, with a focus on peer education and student involvement and the provision of evidence based programming. As a result, we are able to provide a great breadth of programming and to reach large numbers of students. Our FY13 contacts totaled 41,197. Unique from other departments, we promote wellness in all six dimensions (physical, social, intellectual, emotional, spiritual, and occupational) and actively involve students in their own well-being through peer education, internships, and student employment and training. Our peer educators have initiated several wellness programs, including service learning projects. UHW is essential to the university in that we support retention, student engagement, and student success.

Since we focus only on education and prevention, we are able to provide innovative, evidence based programming. IMAGE, our evidence based alcohol prevention program, recognized for the second time by the US Department of Education as a “Model Program;” is currently being disseminated to other institutions, including the University of Texas at El Paso and Iowa State University. We have been able to measure actual behavior change and impact on consumption. For example, students who implemented their chosen self-protective behavior were 1.84 times more likely to drink less often and 2.03 more likely to drink fewer drinks per week. Additionally, for our other wellness workshops, we found that 85% of those who participate are able to identify a new skill they intend to implement and at one month, 88% indicated they had implemented that skill. We focus our efforts on programs that have the greatest chance of positively impacting students and the university and training that improves student learning and student success.

Question #2

UH WELLNESS
ORGANIZATIONAL CHART
(3.0 FTE)



3. List your unit's strategic initiatives and action steps identified for the 2012-2013 academic year and cite the specific Division of Student Affairs Strategic Initiatives and University of Houston Strategic initiatives to which they relate. Please comment on your success in achieving these strategic initiatives/action steps. If a strategic initiative/action step changed during the year, please note this and explain. Also, list any new strategic initiatives/actions steps, the rationale for the addition, and comment on your success in achieving these items.

UH Wellness is a campus wide education and prevention program aimed at promoting healthier choices, and a healthier, safer learning environment. Its Strategic Initiative is to promote a WELL campus in order to improve student learning. Its mission is unique in three ways. Prevention and education is all that we do; all dimensions of wellness are emphasized; and UH Wellness involves students in their own well-being. Our specific strategic initiatives and action steps are as follows:

Strategic Initiative 1: To facilitate student development and the student learning process (UH- 2, 3; DSA- 1, 2)**

**The wording of the FY 13 strategic initiatives and action steps was changed slightly during the annual strategic planning process summer preceding FY 13. The wording places a stronger emphasis on what students learn from the process.

Action steps:

- 1: To strengthen peer education
- 2: To provide students with experiential learning opportunities
- 3: To strengthen professional competencies of student employees

UH Wellness is focused on student development and student learning. The utilization of peer education and the provision of learning opportunities (including service learning) is central to that efforts. These efforts include the training of peer educators, the provision of peer outreach programming, the provision of internship opportunities and co-curricular learning, and the provision of supervision and training provided for student workers.

Peer Education Training—Social Health and Wellness, HLT 3300, is taught by UHW staff as part of our mission. The course meets the needs of students in several ways. It provides training for those interested in becoming peer educators; it can be used for other training purposes on campus; it enhances the education of students majoring in health and social science degree programs; and it offers a national certification for students who complete the course and choose to take the peer educator certification exam.

Enrollment has grown in HLT 3300, the Social Health and Wellness course used to train peer educators. During fall 2000, there were twelve students enrolled in the class. The current demand reached such a level that we have two sections of the course and have had to place a maximum on the course to 30 students per section. Nonetheless, enrollment to maximum capacity was again reached quite early in the registration process for fall 2012.

The maximum capacity was set primarily due to the need for individual attention in wellness presentation options. Students are sometimes added because the demand is so

strong, however seating capacity also limits enrollment. The students also volunteer in wellness programming during the semester. Many of these students then choose to participate in our peer program, Cougar Peer Educators (CPE) the following semester. CPE, our peer group on this campus, is an affiliate of The Bacchus Network. Additionally, the CPE certification training was strengthened during the past year with a full day training option.

In addition to the HLT 3300 class, students are also able to select the one hour lab, HLT 4197. This class is used to support training for peers in wellness and prevention as well as opportunities for service learning. Currently, the lab is also being considered as a means of recruiting students for peer education when they first arrive to campus. Discussions are also underway to develop a three way collaboration between UHW, Student Housing and Residential Living, and Health Programs.

In addition, student workers and interns are trained in prevention theory, program planning, and wellness. They are provided administrative training in customer service and professional competencies, with a focus on setting strategic initiatives for achieving personal and professional success.

Peer Outreach Programming—Since the involvement of students in their own health and well-being, and in the environmental wellness on campus, is central to the mission of UH Wellness, we have expanded our outreach opportunities to include the use of peers. Students may be involved through becoming members of Cougar Peer Educators (CPE), or through taking HLT 4197 (a peer education training lab), or both.

Any student interested in becoming involved with CPE may do so by joining this recognized student organization. Information on CPE is available as well at uh.edu/getinvolved. Additionally, students may elect to take HLT 4197 (a one credit academic course) and participate in Wellness peer programming for one semester. In addition, we are specifically targeting first year and transfer students to get them involved earlier in peer education. The intent of the new section is to attract students to the program within their first year of attending UH, to train them in prevention theory, and to focus on service learning and program planning as part of their curricular and co-curricular engagement with the university. Students are given opportunities that include not only providing workshops and helping organize events, but they are given training on prevention theory. HLT 4197 is also an opportunity for guidance when beginning to work in peer education. Students involved in the peer program have had opportunities that range from planning service learning projects to participating in conferences.

Students in CPE have presented workshops as peer educators on topics ranging from stress management to healthy relationships to nutrition and fitness. We have peer volunteers who helped on programs ranging from World AIDS Day to the Great American Smoke Out and Health Fairs. Last year, the group assisted in the planning of World AIDS Day and an alcohol awareness event around Safe Spring Break. Some students who are involved in CPE are participating in service learning as a means of augmenting their academic careers. The ability to participate in service learning projects which they, themselves, have initiated

allows them to augment academic learning with real world experiences. As such, they not only contribute to their own well-being and that of their peers, but they are able to have learning experiences that will enhance their educations and the quality of their lives.

In addition to these programs and others that peers assist us with every year, the peer education group, CPE, began to develop other programs. The student leaders of CPE have primary responsibility for organizing such events as blood drives, Breast Cancer Awareness Week activities, fund raising for various community organizations.

Students also hold their annual fund raiser for the Susan G. Komen Foundation for breast cancer research (the annual “Paint your nails Pink!” for breast cancer event) every October, last fiscal year raising over \$255 for breast cancer research while involving other student groups on campus including several residential housing units. Clearly, they are a group not only devoted to promoting health and wellness, but also they represent an example of “service learning” as well as community engagement, at its best. We currently award the Erica Dean/CPE Service Learning Award each spring at the annual student leadership awards banquet.

Internships—One way in which Wellness is able to meet both its mission and the academic mission of the university is by providing internship opportunities to current students. During spring 2013, we had two interns from Health Programs (HP). Intern selection is currently completed using a competitive interview process. In addition, we will continue to work with the Nutrition Department to provide a rotation for nutrition students. The nutrition students are completing a year of required internship prior to licensing and are jointly supervised by the Nutrition Department (clinically) and UH Wellness (administratively).

At UH Wellness, every effort is made to develop internship opportunities that meet the specific needs of the students. As such, their activities complement those needs. We believe that the internship program helps the student through hands on experience, helps UH Wellness by providing staffing and additional expertise, and helps the university in meeting its academic mission. The nutrition internship was established as a result of requests from students who utilize our services. It is another way to provide free, high quality, service to students.

Student Employees—Each semester, UH Wellness employs 5 to 8 students to staff our office and to assist in the provision of programs. New this past year, UHW now has only one office, located in CRWC. Although many of these students opt to participate in CPE, some simply work at UH Wellness where they are provided opportunities to grow professionally and to reflect on and develop competencies they can use in current and future employment opportunities. Student employees are required to participate in training at the beginning of each semester and must complete a pre-assessment, identifying a competency they intend to improve.

Strategic Initiative 2: To strengthen collaboration and networking within the university and surrounding community (UH- 2, 3; DSA-3, 6)

Action steps:

1. To develop a community network for wellness promotion
2. To serve as a liaison to the campus community
3. To increase professional networking

A primary Strategic Initiative of UH Wellness is to develop strong alliances within the university and surrounding community. To that end, UHW participates in collaborative programs, serves on university committees, and engages in consortiums and community networks. Additionally, UHW and CPE have both created a Facebook page to get information out to students, faculty, and staff, in a timely manner.

Many of the programs that UHW provides are collaborative efforts with other university departments including Campus Recreation, University Center, Center for Student Involvement, Learning Support Services, Counseling and Psychological Services, and Career Services. UHW is now a part of a new area within DSA, Health and Wellness, and as such has focused on creating collaborative efforts within that grouping. We also assisted with many Cougar Peer Educator (CPE), peer-driven programs this past year including helping with blood drives, and fund raisers for Breast Cancer, and AIDS research.

UH Wellness is the coordinating institution for the Houston-Galveston Consortium of universities and colleges in this area, a group dedicated to the promotion of health and wellness. The intent is to provide leadership for a community network focused on wellness, and to help us identify new resources and program planning ideas for students. Additionally, it is an easy way for professionals in wellness to meet and share ideas on programming and educational activities for students. UH Wellness can offer community professional development programs that allow for the issuance of Continuing Education Credits (CEUs). During FY 13, UHW hosted a meeting to support the dissemination of the IMAGE program. This complemented the 2 webinars offered prior to the fall, followed by their availability online. Multiple institutions participated in the webinars, and two institutions brought us to campus to disseminate the IMAGE program. An additional Consortium was hosted in spring 2013, with the focus on wellness coaching and assessment planning for wellness programming.

In an effort to promote UH Wellness and build a network in the community, the previous director, who holds a clinical license, also served on numerous committees as a member or consultant and participates in related professional development. She is a member of National Association of Student Personnel Administrators and American College Personnel Association. The Outreach Counselor holds a certification for Prevention Services and has published a book and created a website related to smoking cessation. This past year both the Outreach Counselor and the Project Coordinator/AODV Specialist were trained in Wellness Coaching. We are pleased with the overall networking in the community and in the profession. This also benefits our students, as we gain access to others who are involved in improving the well-being of students.

UH Wellness also provides leadership on campus for Substance Abuse Prevention issues and assists the university in meeting federal mandates. The director is the chair of the Substance Abuse Committee which meets every semester as well as the Substance Abuse Policy Review Committee. UHW is responsible for preparing the federally mandated biennial review outlining prevention efforts on campus as part of a policy review process.

Finally, UHW is reaching out to faculty to build a stronger, more collaborative relationship. Three faculty from three separate university departments were invited to submit questions for the campus wide wellness survey that complemented their research interests; during the past year, that data was shared with those faculty and others who have submitted proposals for competitive federal grants. This benefits the faculty in their research, and builds a stronger relationship between UHW and Student Affairs and Academic Affairs in ways that ultimately benefit students.

Strategic Initiative 3: To utilize research-based, theory driven prevention models (UH- 1; DSA-1, 4)**

**The wording of the FY 13 strategic initiatives and action steps was changed slightly during the annual strategic planning process summer preceding FY 13. The change reflects the extent to which UHW utilizes research and theory in its programs and the extent to which it utilizes assessment.

Action steps:

- 1: To initiate innovative programming for students
- 2: To infuse research into prevention modalities
- 3: To conduct annual needs assessment for use in planning
- 4: To utilize outcome-based assessments to measure behavioral and cognitive change

UH Wellness has made an effort to create innovative programming for students, and to infuse research into its prevention modalities. To that end, UHW has outcome data on many of its programs (as will be discussed in Strategic Initiative Five) and focuses most of its attention on using programs that work. Some of these programs are outlined below. IMAGE is our alcohol prevention program which targets cohorts in high risk groups as well as the campus at large. This prevention program is based on a model that comes from sound theory and research in the field. It is based on National Institute of Alcoholism and Alcohol Abuse (NIAAA) strategy recommendations for comprehensive programs. The IMAGE program has also been recognized by NASADAD (National Association of Substance Abuse and other Drug Abuse Directors) as an Exemplary Program. Its success has also resulted in presentations at the Texas Alcoholic Beverage Commission Symposium, the U. S. Department of Education National Conference on Alcohol and Other Drug and Violence Prevention, and the NASPA Substance Abuse and Mental Health Conference. We have documented evidence of its effectiveness in reducing high risk drinking and its negative consequences, and in increasing self-protective behaviors. IMAGE was developed at the University of Houston and was based on research and theory for effective programming. The program has received numerous awards including exemplary designation. It is currently being disseminated to two other campuses, University of Texas at El Paso and Iowa State University as well as a State Wide Consortium near Chicago.

Alcohol 101 Plus is an interactive computer program that allows students to learn about situations involving alcohol. It helps them make decisions and see the alternative consequences without the real impact on their lives. It is available for students on a walk in basis and it is used in our educational programs. UHW staff have participated as a pilot site for its original debut and its revised curriculum.

Relaxation Lab is offered at the CRWC office, with a room designated for this purpose. Students can come by at any time and listen to relaxation tapes and read through stress management materials. One of the key items identified in our Campus Wide Survey was the number of students who stated they experienced stress. Approximately 85% indicated they felt stressed at least some of the time and only 28% indicate they are coping in healthy ways often or always. In addition, analysis of the spring 2013 data indicated that those students who are “at risk” academically may experience the same level of stress as their cohorts, but they perceive their coping to be lesser. For over three years, students have been able to reserve the relaxation lab, a separate room for relaxing and/or meditating. They can also make an appointment with the Outreach Counselor to discuss developing a personalized stress management plan. UHW is moving to expand the space for this lab, and to try to include massage as a potential addition.

The MIP course is a Texas Department of State Health Services approved, two-day seminar on alcohol for those cited of a Minor In Possession alcohol violation. It is open to those referred from the Dean of Students Office and Residential Life and Housing for alcohol offences on campus and the surrounding community. Marijuana 101 is an interactive web-based program, for which UHW arranged access at the request of the Dean of Students Office, for referrals for marijuana violations. As a result of many requests for marijuana consultations, we were able to negotiate utilization of the online Marijuana 101 (created by Third Millennium Classrooms) for disciplinary referrals. Students pay the \$40 fee directly to Third Millennium Classrooms (UH does not receive any monetary compensation); take the 3-hour course, and then complete an Exit Interview in person with the Wellness Outreach Counselor in order to complete their sanctions.

Nutritional Counseling is an initiative created in fall 2004. Students who have already graduated from an approved nutritional program are completing their internship hours at the University of Houston under the direction of the Nutrition Department. UH Wellness is the primary rotation for this activity at UH. Currently, the nutrition interns serve at either a part time (20 hours per week) or full time (40 hours per week) rotation with UHW. This significant increase in hours was at the request of the Nutrition Department overseeing the interns, and has been well received by students and some departments who have made special requests. In addition to seeing more students for individual counseling, they contribute to our brochure and flier inventory, and do workshops including several requests from campus groups as well as regular “brown bag” series. In part this is a priority because research indicates nutrition is a factor in student learning and according to our survey, in 2012 and 2013, 33% and 37% respectively, of our students eat high fat, high calorie foods often or always.

Smoking Cessation is an important part of wellness. Staff have been trained in Fresh Start, the American Cancer Society's program for smoking cessation. This program can be implemented on an individual or a group basis. This past summer, staff assisted the University of Minnesota in bringing a smoking cessation program to campus (Quit and Win), submitting the IRB proposal to Human Subjects for review. This is part of a National Institute of Health (NIH) research grant.

Sexual Assault Prevention at UHW primarily involves the utilization of peers. We have implemented and trained students in the One in Four: The Men's Program which is a nationally recognized program for men. This program has documented effectiveness and has been utilized by many campuses. Currently, UHW is focusing on once again growing this program, along with One in Four: The Women's Program developed at the University of Houston. Additionally, UHW offers Bystander Intervention Training. It is currently being offered for the second year as part of the required risk management training for registered student organizations. Additionally, staff from UHW have submitted a grant proposal to the Department of Justice Office on Violence Against Women to strengthen this program, as well as victim services, on campus.

Strategic Initiative 4: To provide comprehensive wellness programming (UH- 2; DSA- 1)

Action steps:

1. To provide multi-dimensional programming
2. To provide multi-tiered programming

University of Houston Wellness is unique in that its sole mission is education and prevention and its programming is comprehensive, covering all dimensions of wellness. UHW offers wellness workshops, campus wide programming, consultation and clearinghouse information. Wellness also offers programs for targeted populations as well as the general campus community.

Workshops—Wellness staff present and CPE officers present to various student groups in a variety of settings such as classrooms, sororities and fraternities, residential halls, or programs open to all students. Our efforts in this area have been significantly high again in the past year. These contacts are particularly important because they are high quality contacts. They offer us an opportunity to not only provide information, but to have some interaction with students in order to enhance the learning process. Additionally, we measure likelihood of change resulting from behavior identification and skill development resulting from attendance. Beginning in fall 2011, we began implementing one month follow up surveys to assess "actual" behavior change resulting from participating in the workshops.

Topics covered generally include Stress Management and/or Relaxation; Healthy Sexuality; HIV and STDs; Safer Sex and related topics; Healthy Relationships; Alcohol and Other Drug Abuse Prevention; Sexual Assault Prevention; Conflict Management; Communication and Helping Skills; Gender Issues and Health; Wellness and Health;

Marijuana; Date Rape Drugs; Psychological and Physical Wellness; Tobacco and Smoking; Leadership and Programming; Family Relationships; and Exercise/Nutrition.

UH Wellness also continues its implementation of the “IMAGE” program. This program, research driven with empirical support for its impact on high risk drinking, was recognized (for the second time) by the U.S. Department of Education as a Model Program, one of only five recipients nationally of the recognition. The IMAGE program has also been recognized by NASADAD (National Association of Substance Abuse and other Drug Abuse Directors) as an Exemplary Program. Its success has also resulted in presentations at the Texas Alcoholic Beverage Commission Symposium, the U. S. Department of Education National Conference on Alcohol and Other Drug and Violence Prevention, and the NASPA Substance Abuse and Mental Health Conference. UHW staff also presented to SCOPE, an international conference focused on prevention for colleges and schools, this past year.

Campus Wide Programs—Since Wellness is a campus-wide education and prevention service, focused on all six dimensions of wellness, we frequently are the coordinating unit for campus-wide programming for national or local awareness campaigns. We are also involved in co-sponsorship of programs involving other units on campus. Whenever possible, we are collaborative in our programming since enhancing the programming of other departments is consistent with our mission. This past year, University of Houston Wellness, along with Cougar Peer Educators (CPE), has either sponsored or co-sponsored the following major events:

Healthy Heart Month-Matters of the Heart, Sexual Responsibility Month, Safe Spring Break, Occupational Awareness Fair, Alcohol Abuse Prevention Month/Drunk Driving Prevention, Healthy Halloween Event, Domestic Violence Awareness Month, Take Back the Night, Clothesline Project for Domestic Violence and Sexual Assault, Breast Cancer Awareness/Paint Your Nails Pink Fundraiser, Great American Smoke Out, World Health Day, World AIDS Day, Volunteer Blood Drives, Anxiety Screening, Depression Screening, Eating Disorders Screening, and Alcohol Screening.

Major programming allows us to accomplish several things. First, it allows us to help students focus on the importance of health and wellness issues by focusing attention on national awareness campaigns. Second, it also allows us to provide alternative activities for students that promote healthy choices and decisions. Finally, it gives us an opportunity to work with other campus units to enhance overall programming for students. This way, we are able to maximize rather than duplicate our efforts. During the summer 2012, a system for assessing students’ choices around self-protective behaviors as a result of participating in campus wide events, was developed.

UH Wellness is unique from other units first, because wellness is all we do, and second, because we do programming in all areas of wellness. There are six dimensions of wellness. UH Wellness seeks to increase campus awareness of wellness as a multi-dimensional concept. First, we have developed programming that encompasses various dimensions of wellness and we have begun to support other units whose focus is on a particular aspect of wellness. For example, we have co-sponsored such events as Sex in the Commons as a

social wellness issue, created the Relaxation Lab as an emotional wellness issue, and sponsored events for Breast Cancer Awareness with the Residential Life and Housing, student groups, and the UH Health Center as a physical wellness issue. We sponsor the Candlelight Vigil for World AIDS Day as a program for spiritual wellness. National Women's Health and Fitness Day focuses on physical wellness. We have been recognized nationally for our annual Occupational Wellness Fair and we assist in the Learning to Learn Day sponsored by Learning Support Services to support intellectual wellness.

We also have information tables and creative educational materials to utilize as we reach out across campus to provide wellness to students.

Consultation and Information Clearinghouse—UH Wellness is located in Room 1038 of the Campus Recreation and Wellness Center. It is managed by the director, and one full time Outreach Counselor, a new AODV Prevention Specialist, Graduate assistant and part-time student employees, and peer educators.

There are multiple ways in which UH Wellness provides consultation to the university on wellness-related topics and offers its services as an information clearinghouse. These are outlined below.

Distribution of materials—The Wellness offices are frequented almost daily by students looking to obtain information on topics ranging from stress management and nutrition to sexual assault to alcohol and drug abuse. Since the distribution of materials often involves discussion on the topics, the quality of these contacts can be enhanced immeasurably. At times, students are seeking information for a presentation, or for themselves (in order to become more informed), or for a class project or paper.

In addition, Wellness has developed its own materials. We have developed several brochures, to include ones on alcohol, tobacco, exercise, sexual assault, sexual health, and stress management. We also have developed brochures on each of the six dimensions of wellness. Each dimension of wellness (social, emotional, intellectual, spiritual, occupational, and physical wellness) is included in this series. These brochures are the "On Being Well" series. In this way, we are able to reduce dependence on outside providers of brochure materials.

Consultations and Walk in Contacts—Often, a walk in contact (to ask questions about wellness or to simply find out more about programming) is the first opportunity we have to interact with students. Such consultations can be educational (including help with presentations, research papers, or class assignments) or personal (offering assistance in referrals for service, providing a service, or simply giving information about health and wellness concerns). On occasion, faculty or staff call or come by to consult on issues related to student well-being, or ask for input on campus policies or programming. Staff receives calls regarding referrals from departments such as the Dean of Students Office, Counseling and Psychological Services, and Student Housing and Residential Life.

Electronic provision of information—UHW has created a Facebook page, which serves as a means of getting information to students more efficiently than other distribution systems. In addition, CPE has a Facebook page as well as space on the “Get Involved” site for student organizations.

Strategic Initiative 5: To promote staff progression towards advanced competencies (UH-1, 2; DSA-1, 5)**

**Strategic Initiative 5 changed to a staff competency Strategic Initiative to reflect increased professional development, essential for program success as well as student success. The elimination of “accountability” is not a reflection of lesser accountability, but rather of more accountability in that it is demonstrated throughout each Strategic Initiative.

***An extra “Strategic Initiative” of accountability is still listed under this Strategic Initiative, however, to further elaborate on this process of assessment.

Action Steps:

- 1: To utilize annual PCD process to identify specific competencies upon which to focus
- 2: To encourage participation in professional development opportunities

Professional Competencies: All UHW staff are required to have a NASPA/ACPA Competency as part of the annual review. This is now a requirement of all DSA staff.

Staff at UH Wellness are also licensed or certified in relevant fields. They also actively participate in continuing education. They participate in research and present at national and state conferences. It is our belief that staying abreast of new research and studies in the field enhances staff’s ability to assist students. UHW is a recognized provider for continuing education units (CEUs) for psychology, social work, and licensed professional counselors.

Professional Development: All UHW staff participate in professional development activities. This includes participation in the Division’s professional development programs, including mentorship. It also includes attending professional conferences with an expectation of presenting at conference and bringing back relevant information to improve the department and eventually the university. Several such conference presentations were made this year including at American Public Health Association (APHA) and at NASPA Assessment and Persistence Conference.

*****ACCOUNTABILITY:**

In order to demonstrate accountability, UH Wellness focuses not only on utilization numbers and satisfaction surveys and evaluations, but also upon behavioral and cognitive change indicators. Additionally, staff and programs are required to maintain licensing and/or certifications. All of this data is reviewed during our annual strategic planning meeting. It is during these meetings that we examine our strategic initiatives and action steps as it relates to assessment data and determine the extent to which we have met those strategic initiatives in measurable ways.

Evaluations of Program Effectiveness:

Overall evaluation is accomplished in two ways. First, utilization numbers are tracked over the entire academic year for specific types of services. This helps us to both identify highly used services but also to identify areas which may need to be re-evaluated in terms of implementation. Every year, during strategic planning, staff review these numbers and discuss means of marketing program availability. It also helps us assess the utility of maintaining services. Second, evaluations that include student satisfaction are tracked. Each workshop evaluation, for example, includes a number of questions to determine whether students were satisfied with the workshop topic and content, and also whether new skills were identified. They may also include the extent to which the student believes the new skill will benefit the learning and living experience at the university.

Some services such as the Alcohol Education Program for Minors in Possession contain an evaluation of both the program and the instructor. The MIP course evaluations look at increase in knowledge over time as well as satisfaction with the instructor and course content. The Social Health class is evaluated through faculty evaluations and also in terms of successful completion. Interns at Wellness, from Nutrition, Health and Human Performance, and other areas, are evaluated in terms of their competencies.

Needs Assessment and Trend Data

For several years, UH Wellness has completed a campus wide wellness survey, developed by its staff. The survey is sent to every University of Houston student via Campus Labs, and the return rate is good. This survey tracks trends in a variety of areas, but covers aspects of all six dimensions of wellness. UHW staff can examine the responses to better understand trends in behavior and healthy choices including quantity and frequency of alcohol and other drug consumption, and sexual health and decision making. In addition, there are questions that allow us to track students who are participating in the IMAGE program by using alpha numeric codes. We can further track impact of our social norming campaigns. Finally, we are able to not only track trends across time, but to identify specific need areas for students since the survey asks questions related to all dimensions of wellness. Multiple presentations on data from the survey, relevant to different departments, were requested. Staff presented data specific information to Counseling and Psychological Services, Center for Fraternity and Sorority Life, and Student Housing and Residential Life. Additionally, some data regarding campus safety was provided to the Vice Chancellor/Vice President for Student Affairs.

Campus assessment is also critical for effective programming. UHW staff is responsible, for example, for the biennial review of drug and alcohol policy, prevention, and programs. Additionally, UHW staff chair the Substance Abuse Policy Review Committee, and the Substance Abuse Prevention Committee. As part of that committee, the staff conducted the CASA (College Alcohol Risk Assessment) which examines campus and environmental factors impacting alcohol consumption.

Outcome Based Assessment

UH Wellness has a strong commitment to outcome based interventions. It is not sufficient to simply track trends and identify levels of usage or satisfaction with services. It is more important to determine whether we are making a difference. Outcome is focused on examining cognitive and behavioral change that results from programming.

Outcome assessment for our alcohol prevention program is strong. The focus for determining its effectiveness is based on the extent to which the IMAGE session has an impact on alcohol quantity and frequency, negative consequences, and the implementation of self-protective behaviors. Students who participate are tracked across time, receiving one month and six month follow-up surveys. Individual students are tracked using an alphanumeric code. These students' alcohol use patterns, consequences, and their implementation of self-protective behavior are then compared to their peers who did not participate in the program. (Some of this data is outlined in the next section).

In addition, the focus of our other wellness workshops and our nutritional counseling sessions is on identification and utilization of skill sets. Students who attend are asked to identify a new skill they learned during the session and the level of confidence and commitment they have for implementing that new skill. Follow-up surveys are currently being used to identify actual change. Students who participate in the MIP course are assessed in terms of increased knowledge, and exit interviews for this program and others is focused on self-reflection and identifying change needs.

4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/ or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs, and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.

Overall Evaluation of UH Wellness Programs

The success of UH Wellness is evaluated through:

- Campus contacts (the number of students, faculty and staff making use of our services)
- Evaluation of programs and services
- Evaluation of the academic course for peer educators (pass rate for certification)
- Student evaluations and feedback on information, programs, and resources
- Documentation of cognitive and behavioral change strategies

Campus Contacts:

Accountability —Wellness implemented an internal system of collecting contact data. **Note** that these numbers do not include use of wellness facilities for peer education projects, meetings, or service learning projects such as the blood drives, the clothing drive, or the fundraising for charity. (Numbers below do not reflect unique participation).

Accountability: FY 13	
<i>Outreach</i>	
Workshops/Trainings	13,350
Informational & Events	16,145
<i>Special Programs</i>	
(Alc 101, MIP, nutrition counseling, Stress mgmt., computer based, well coaching)	1,910
<i>Walk-In/Consultation</i>	
Walk-Ins	9,331
Consults	461
Total	41,197

Walk-In/Consultations

Clearly, the overall consultation and walk in traffic is high. This is in part due to the high visibility of the office at CRWC Students are able to utilize special services such as computer programs and on line services as well as video and other multi-media resources more easily. The CRWC space has also impacted our peer education programming.

Higher participation is in large part a result of their having a space to meet and congregate that encourages them to become more of a unit. Also, the student workshop and training contacts are high. More importantly, we are seeing programs that are predominantly peer initiated and peer run. Since students in CPE have a place to meet and plan, they initiate a number of programs that would not otherwise have occurred (several blood drives, fund raisers, etc.). The teaching of the peer education course, HLT 3300, in the CRWC facility increases the tendency for students to want to join CPE upon completion of the course. They have a chance to meet and interact with the leadership of that group on a regular basis as a result of the location. Our overall numbers in the higher quality contacts has increased as we are now able to do more workshops and meet evening requests for programs. Outreach programs are also high. UHW has formalized many collaborations which increases the quality of these contacts. Collaborations exist with CAPS, the University Center, and Center for Student Involvement, etc.

Assessment of Programs and Services

Alcohol 101 Plus—This is an interactive computer program. The computer program is currently offered online by Century Council. Additionally, our IMAGE session is our more widely used protocol.

Minor In Possession—This alcohol education course is taught once per month, depending in part on staffing. Students are given a pre- and post-test to assess improvement in knowledge regarding alcohol. They are also given evaluations for the course and instructor. For FY13, the average percent of increase in knowledge from pre-test to post-test was 63%. The overall evaluation for FY11 for the instructor and the course were again high, with a 9.8 (on a 10 point scale) instructor rating and a 9.4 course rating. Each year we are required to submit a report to the Texas Department of State Health Services as this is a program requiring State certification and renewal.

Marijuana 101—UH Wellness provides the exit interviews for disciplinary referrals to Marijuana 101. We have received follow up assessment data from 3rd Millennium Classroom regarding the impact on UH students. Among UH students who completed a one month follow up, there was not a significant change in hours spent under the influence or dollars spent but negative behavior did not change. Significance was also found regarding impact on classwork, motivation, and injuries.

Course Evaluation—Social Health and Wellness, HLT 3300, is taught each fall and spring semester by the Wellness Director. An evaluation of the class is given each semester to assess what feedback might aid us in improving the course. Evaluations for the course have been extremely high. Additionally, the overall enrollment for the course remains strong.

Outcome data—UHW tracks its effectiveness by focusing on student learning and behavior change that results from participating in workshops, IMAGE, campus wide events, and other UHW activities. We are, as a result, to determine if our programs are

having an impact and/or what adjustments we need to make in terms of programming. This data comes from in session assessments and one and/or six month follow up assessments collected utilizing Campus Labs. Much of this data is outlined below, associated with the trend data we also collect.

Trend data—Over several years, UH Wellness collected data on alcohol and other drug (AOD) use as well as on other wellness related items. Alcohol and drug use indicators suggest the majority of UH students are not, for the most part, engaging regularly in high risk drinking or drug use. However, such data does let us know areas to target programming. In addition, our survey respondents report on sexual health issues. The data will give us valuable information about students' knowledge related to sexual health as well as knowledge as to their attitudes and behaviors about HIV/STI testing. We also will have access to data regarding academic issues, stress, coping, and many other wellness related items. Data from this survey is outlined below, associated with UHW outcome data.

- 5. Please discuss any budget or organizational changes experienced since your last (FY2014) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections. In addition, if your unit concluded FY2013 with a Fund 3 addition to Fund Equity, please describe the conditions which caused the addition.**

The U.S. Department of Education grant was given a no cost extension for fall 2012. This resulted in no increase in revenue for FY13, but will allow us to use remaining funds for continued dissemination. That said, going into this spring, UHW no longer had any grant funds available.

Two staff have resigned for FY 14. One left in mid-June, leaving some lapsed salary. An additional graduate student was employed for fall 2013 to assist with transition into new leadership. However, the departure of two staff left us with a Fund Equity balance that is unlikely to occur in subsequent years.

- 6. Please list your 2014-2015 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs Strategic Initiatives and University of Houston Strategic initiatives to which they relate. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.**

Strategic Initiative 1: To facilitate student development and the student learning process (UH 2, 3; DSA 1, 2)

Action Step 1: To promote student engagement through peer education

Action Step 2: To provide students with experiential learning opportunities

Action Step 3: To strengthen transferable competencies of student staff

Strategic Initiative 2: To strengthen collaboration and networking within the university and surrounding community (UH 2, 3; DSA 3, 6)

Action Step 1: To develop a community network for wellness promotion

Action Step 2: To serve as the catalyst for wellness within the campus community

Strategic Initiative 3: To utilize research-based, theory-driven prevention models (UH 1; DSA 1, 3)

Action Step 1: To initiate innovative and evidence informed programming for students

Objective 2: To infuse research into prevention modalities

Objective 3: To utilize outcome-based assessments to measure behavioral and cognitive change

Strategic Initiative 4: To promote comprehensive campus wellness (UH 2; DSA 1, 3)

Action Step 1: To provide multi-dimensional programming

Action Step 2: To provide multi-tiered programming (including universal, selective, and indicated prevention)

Strategic Initiative 5: To promote staff progression towards advanced professional competencies (UH 1, 2; DSA 1, 4, 5)

Action Step 1: To encourage participation in professional development opportunities

Action Step 2: To encourage professional networking

EVALUATION:

UH Wellness engages in strategic planning each summer, and as a result, develops a comprehensive assessment plan. It includes needs assessment, program assessment, and an assessment of student learning and student development. The upcoming 2014 assessment plan includes 14 items for targeted assessment.

7. What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g. grants, donations, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration of the funding and report the amounts received in the appropriate rows/columns on the SFAC Spreadsheet

UHW has submitted a proposal to the U.S. Department of Justice in an effort to receive a Violence Against Women grant. We will continue to seek other appropriate external funding opportunities, including grant funding and alumni or other giving to support the wellness program. In addition, UHW receives some monies from self-generated income received as a result of offering the Alcohol Education Program for Minors In Possession.

8. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.

University of Houston Wellness is one of four units within a newly developed Health and Wellness area in the Division of Student Affairs. The other units include Counseling and Psychological Services, University Health Services, the Department of Campus Recreation, and new this fall, Center for Students with DisAbilities. Although all of these units provide some prevention efforts, other units do not have as their sole mission comprehensive prevention and education and wellness-related outreach services. Additionally, University of Houston Wellness serves as a center of information and coordination for university wellness-related programs. Unlike other units, we offer wellness programs and wellness materials and information in all six dimensions of wellness. UH Wellness is a comprehensive and collaborative force in promoting healthier choices and a safer, healthier environment to promote student learning.

UH Wellness does, however, collaborate with multiple units within the Division of Student Affairs and across the entire university. UHW collaborates with such units as Counseling and Psychological Services, UH Health Services, Campus Recreation, University Center, Center for Student Involvement, Center for Fraternity and Sorority Life, Learning Support Services, Athletics Department, UH Department of Public Safety, Women's Resource Center, LGBT Center, and many academic departments and student organizations.