

FY 2020 Student Fee Advisory Committee (SFAC) Questionnaire

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.

Cougars in Recovery (CIR) offers students in recovery from addiction a smooth transition to the university, both socially and academically, by providing a safe and sober environment that assists and supports them as they pursue their academic and professional goals, walk the path of recovery, and participate in opportunities available on campus.

CIR fulfills its mission by providing community members support and opportunities in the areas of academics, recovery, social activities, community engagement, and professional and leadership development. Academic support is offered through referring students to on-campus academic resources and through individualized coaching and academic guidance. In addition, CIR scholarships are offered to alleviate the financial burden of our community members. Recovery support is provided through on campus sober housing, recovery coaching, twelve step meetings, daily peer lead Community Check-Ins and referrals to mental health resources both on and off campus. Social activities are promoted by recovery tailgating, an outdoor adventure learning experience each semester, monthly community gatherings, and twenty four hour access to the CIR lounge, a safe substance-free space, where students can gather and socialize. Professional development is fostered through Career Ready Coogs, launched in Fall 2017, created in collaboration with University Career Services. Career Ready Coogs focuses on skill development in resume building, interviewing, professionalism and networking. Leadership development is promoted through the Source of Strength Leadership Program, designed in collaboration with Center for Student Involvement. Source of Strength is a mentorship initiative that pairs incoming freshmen and transfer students with an existing member in the CIR community. Mentees gain confidence, interpersonal effectiveness, life skills, and exploration of career paths through their participation. Similarly, mentors gain interpersonal effectiveness, life skills, confidence in their ability to lead a team, and application of the Four Agreements tenants to their role as a mentor.

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2. Provide an organization chart of your unit. Large units may need to have an overview chart and then more specific charts for each program. Where you have multiple staff in the same position (e.g. counselor, advisor, etc.), note this on your chart. Student employees should be cited on the chart and identified as students.

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President for Student
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3. List your unit's strategic initiatives and action steps identified for the 2017-2018 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) Strategic Initiatives and University of Houston Strategic Goals to which they relate (links below). 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/action steps, the rationale for the addition, and comment on your success in achieving these items.

CIR Strategic Initiative #1: 1. Restructure current CIR recovery scholarships in order to provide greater financial support to community members.

Related DSAES Initiative:

Actualize and leverage the fiscal, human, technological, and facility resources that enhance the student experience.

Related UH Strategic Goal - Student Success:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

Cougars in Recovery Initiative Accomplishment:

Cougars in Recovery has restructured the CIR Recovery Scholarship and completed the development of the CIR Recovery Housing Scholarship to provide greater financial support to community members with their tuition and housing costs. The changes to the CIR Recovery Scholarship are as follows. Now students who earn an average of a 2.5 GPA for Fall and Spring semesters and meet specific criteria are eligible to be awarded up to a \$1,000 scholarship. Students who earn an average of a 3.0 GPA for Fall and Spring semesters and meet specific criteria are eligible to be awarded up to a \$2,000 scholarship. Students who earn an average of a 3.5 GPA for Fall and Spring semesters and meet specific criteria are eligible to be awarded up to a \$2,500 scholarship. Students

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who earn an average of a 4.0 GPA for Fall and Spring semesters and meet specific criteria are eligible to be awarded up to a \$3,000 scholarship. The CIR Recovery Housing Scholarship was created for students living or wanting to live in the Sober Living component of CIR. Two students that demonstrated a need for financial support towards housing and earned a 3.0 GPA or higher was awarded the CIR Recovery Housing Scholarship. For FY 19, CIR awarded thirteen students \$30,000 in academic and housing scholarships.

CIR Strategic Initiative #2: At weekly community check-in's, CIR staff will inquire about the financial, academic, mental health, psychiatric, and recovery support needs of CIR students in order to streamline resource referrals.

Related DSAES Initiative:

Actualize and leverage the fiscal, human, technological, and facility resources that enhance the student experience.

Related UH Strategic Goal - Student Success:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

Cougars in Recovery Initiative Accomplishment:

This initiative is an ongoing occurrence during the Fall and Spring semesters where community check-in's are facilitated. Historically, students have brought financial, academic, mental health, psychiatric, and recovery support needs to CIR staff on a short notice and in a state of panic, where CIR staff had little time to support the students with their specific need(s). As such, CIR staff has and will continue to assess for a need in

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these areas during weekly community check-in's to offer proactive support to community members.

CIR Strategic Initiative #3: By August 21, 2017, CIR will implement a new leadership and professional development program to bolster student success.

Related DSAES Initiative:

Foster the creation of a global learning community that actualizes and embraces inclusion while preparing students to become active citizens.

Related UH Strategic Goal – Student Success:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

Cougars in Recovery Initiative Accomplishment:

In Fall 2017, the Source of Strength Leadership Program, co-developed with the Center for Student Involvement and Career Ready Coogs, co-created with University Career Services, were launched. These programs generated a combined participation rate of 26 community members in FY 18. Now, in only the Fall 2018 semester, these programs have generated participation from 24 community members.

CIR Strategic Initiative #4: Advocate for individuals to maintain and sustain recovery by annually participating in platforms to exchange ideas, facilitate relationships, network, and participate in educational opportunities on campus, in the Houston community and nationwide.

Related DSAES Initiative:

Create new opportunities for student success through learning, engagement and discovery.

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Related UH Strategic Goal - Student Success:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

Cougars in Recovery Initiative Accomplishment:

This initiative is an ongoing occurrence. On a national level, CIR has and will continue to be active members of the Association of Recovery in Higher Education (ARHE) and attend the annual conference for knowledge and insight on how to best support CIR community members. In Summer 2018, the program director was appointed as the Southwest Regional Representative of ARHE. In addition, CIR successfully hosted the ARHE 9th Annual National Collegiate Recovery Conference at the University of Houston, which brought over 650 individuals from all over the country. CIR staff along with other leaders in ARHE and the recovery field are collaborating to create the 10th Annual National Collegiate Recovery Conference at Boston University in Summer 2019. CIR staff are also members of the Texas Association of Addiction Professionals, the Houston Chapter. The director of CIR is a member of the National Association of Social Workers and the coordinator of CIR is a member of the International Association of Addictions and Offender Counselors, a division in the American Counseling Association. On a local level, CIR staff attended the 44th Annual Conference on Addiction Studies and has continued to develop and maintain relationships with community leaders in the addiction and recovery community.

CIR Strategic Initiative #5: Develop new donor/partner relationships in order to acquire three additional financial supporters for the CIR program.

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Related DSAES Initiative:

Create and engage in strategic partnerships.

Related UH Strategic Goal – Student Success:

UH will build a resource base that enables it to accomplish its mission and realize its vision.

Cougars in Recovery Initiative Accomplishment:

CIR has developed a new External Advisory Board with the focus on fundraising for the program. They will carry out this goal by assisting the CIR staff with the planning and execution of the Graduation Celebration Dinner this winter. The board now consists of Judge Steven Kirkland (supporter of CIR), Anne Gorman (mother of an alumna of CIR), Charles Becker (alumni of CIR), Parker Cragg (supporter of CIR), and Dennis Robinson (alumni of University of Houston), and Dr. Crystal Collier (supporter of CIR).

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.

The Fall 2017 semester was the first semester that the CIR program moved from Oberholtzer Hall into Moody Towers. This relocation impacted the utilization of CIR's 24/7 lounge space by its community members. In Spring 2018, there was greater utilization of the lounge space by community members. Students began to feel more comfortable with the new lounge after new furniture, desks, computers, and printers were in place. CIR staff has monitored student's utilization of the lounge and has estimated that 25 or more students a day use the

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lounge. An approximate number of students that use the lounge cannot be calculated due to lack of technology to capture those numbers.

Due to Hurricane Harvey impacting the city of Houston, Community Check-In was unable to meet for the first two weeks of the Fall 2017 semester. In addition, the university was closed for the first two days of the first week of the Spring 2018 semester due to inclement weather in which Community Check-In did not convene. CIR implemented two new programs, Source of Strength Leadership program and Career Ready Coogs, a professional development program, in the Fall 2017 semester.

Programming	FY 17 Attendance Record	FY 18 Attendance Record
Community Check-in	1176	982
Recovery Tailgating	95	106
Recovery Housing	8	8
Outdoor Adventure Learning Experience	23	14
Source of Strength Leadership Program	N/A	12
Career Ready Coogs Professional Development Program	N/A	14
Total	1302	1136

CIR Strategic Initiative #1: Restructure current CIR recovery scholarships in order to provide greater financial support to community members.

By restructuring the CIR Recovery Scholarship, students have more incentive to excel academically. By awarding students with a greater dollar amount depending on

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their GPA has boosted the community cumulative GPA by three tenths of a point. Similarly, CIR was able to offer financial support to students that otherwise would not have been awarded based on the previous CIR Recovery Scholarship criteria and the newly implemented CIR Recovery Housing Scholarship. In addition to raising the cumulative community GPA, CIR has been able to provide students who struggle with mental health disorders scholarships for the hard work they have done in spite of performing with debilitating diagnoses.

CIR Strategic Initiative #2: At weekly community check-in's, CIR staff will inquire about the financial, academic, mental health, psychiatric, and recovery support needs of CIR students in order to streamline resource referrals.

Since this initiative has been in place, CIR staff have referred community members to many different departments within the division. Students have received the assistance they need to be successful in their academics and mental-health. CIR staff have also made referrals to off campus partners for students to be able to manage their diagnoses, whether it be, medication management or to meet their therapeutic or psychiatric needs. By having this protocol in place and being proactive about student's needs, there has been a reduction of dropped classes and improved retention rates.

CIR Strategic Initiative #3: By August 21, 2017, CIR will implement a new leadership and professional development program to bolster student success.

CIR partnered with University Career Services to launch Career Ready Coogs and the Center for Student Involvement to launch Source of Strength Leadership Program in Fall 2017. The success of these programs are measured by different methods. For Career Ready Coogs, success was measured by utilization numbers of referrals to University

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Career Services and support offered by CIR staff in the areas of resume building, interviewing, professionalism and networking. For Source of Strength, success was measured by administering and comparing data gathered on pre and post assessments. The assessment questions centered on confidence in their interpersonal effectiveness, life skills, and exploration of career paths through their participation. These pursuits are valuable since they support student success and engagement.

CIR Strategic Initiative #4: Advocate for individuals to maintain and sustain recovery by annually participating in platforms to exchange ideas, facilitate relationships, network, and participate in educational opportunities on campus, in the Houston community and nationwide.

Students and staff reported to having an amazing experience hosting the 9th National Collegiate Recovery Conference at the University of Houston campus. Twenty five of CIR students volunteered and provided support to conference officials throughout the conference. Students clocked hundreds of hours throughout the conference, whether that was filling conference bags, working the registration booth, helping set up and tear down vendor booths, or being runners between presentations. CIR staff worked with individuals around the country for twelve months to provide a memorable and enjoyable conference experience.

CIR Strategic Initiative #5: Develop new donor/partner relationships in order to acquire three additional financial supporters for the CIR program.

The success of this initiative is measured by the creation of the External Advisory Board and the involvement of its members to fundraise for the 5th Annual Graduation Celebration Dinner. The individuals serving on the board were recruited based on their vested interest in the CIR program. As a result of forming the External Advisor Board,

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the bandwidth for raising funds to support the mission and vision of CIR has increased immensely. Board members will be assisting CIR staff in promoting the event and encouraging individuals to attend the event and support CIR.

5. Please discuss any budget or organizational changes experienced since your last (FY2018) 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.

There were no budget or organizational changes experienced by CIR since the last SFAC request.

6. If your unit concluded FY2017 with a Student Service Fee (SSF) Fund 3 addition to the SSF Reserve in excess of \$5,000, please describe the conditions which caused the addition and provide a line-item identification of the budgetary source(s) of the addition (i.e. lapsed salary, conference travel, etc.).

This is not applicable to CIR.

7. Please list your unit's 2019-2020 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Values and University of Houston Strategic Goals to which they relate. Larger units may wish to group responses by subprogram. Under each unit strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.

CIR Strategic Initiative #1: Expand recovery support services to include additional programming to support students that are involved in a non-traditional approach to recovery.

CIR Action Steps:

- Offer student(s) who are interested, SMART Recovery meetings.
- Offer student(s) who are interested, Narcotic Anonymous meetings.
- Offer student(s) who are interested, Refuge for Recovery meetings.

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- Offer student(s) who are interested, Eating Disorder Support group.
- Incorporate yoga sessions and meditation classes.

DSAES Value – Empowerment:

We empower students and staff through programs, development, and employment

Related UH Strategic Goal - Student Success:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

CIR Strategic Initiative #2: Initiate efforts to reduce stigma towards mental health and addictive disorders on campus.

CIR Action Steps:

- CIR staff will develop and implement Recovery Ally Training to be offered to faculty, staff, and students.
- CIR staff and student leaders will host open house events and invite students to experience the CIR lounge.
- CIR staff and student leaders will engage in an event called “Coffee and a Conversation about Recovery.”
- Collaborating with campus partners by doing site visits and having discussions with their community members about substance use and mental health disorders.
- Presenting topics related to collegiate recovery at Higher Education Conferences such as NASPA.

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DSAES Value – Diversity and Inclusion:

We celebrate diversity and embrace the intentional inclusion of all experiences and cultures while fostering a welcoming and opening community.

Related UH Strategic Goal - Student Success:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

CIR Strategic Initiative #3: Assemble an external advisory board to assist with fundraising for Cougars in Recovery.

CIR Action Steps:

- Reach out to individuals who have a vested interest in the Cougars in Recovery program and inquire about their interest in being an External Advisory Board member.
- Once these individuals have been contacted and have agreed to serve on the board, schedule an initial board meeting to discuss purpose and focus of the board.
- Encourage board members to select a chairman of the board.
- Work with the board to create a mission and vision the board can use to guide their efforts.

DSAES Value - Collaboration:

We embrace the spirit of collaboration through mutually beneficial partnerships on campus and in the surrounding environment, fostering the exchange of knowledge, resources, and expertise.

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Related UH Strategic Goal – Resource Competitiveness:

UH will build a resource base that enables it to accomplish its mission and realize its vision.

CIR Strategic Initiative #4: Secure additional Recovery Housing suites to accommodate the growing number of student members interested in Recovery Housing.

CIR Action Steps:

- Meet with the leadership of the housing department to begin conversations about providing an additional male and female suite for CIR community members.
- Provide housing department with data that shows the benefits of recovering students having the opportunity to live on campus.
- Securing additional substance free housing by Fall of 2020 whether it is on or off campus.
- Meeting with off-campus community partners to discuss a partnership that would include supportive substance free housing.

DSAES Value – Collaboration:

We embrace the spirit of collaboration through mutually beneficial partnerships on campus and in the surrounding environment, fostering the exchange of knowledge, resources, and expertise.

Related UH Strategic Goal - Student Success:

UH will have a student profile consistent with a nationally competitive public research university by creating an environment in which student success can be ensured.

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CIR Strategic Initiative #5: Staff will participate in professional development opportunities on and off campus to intergrade current trends and practices into recovery support that is offered.

CIR Action Steps:

- CIR staff will continue to stay current with memberships to local, regional, and national associations to gain knowledge of what is happening in the fields of collegiate recovery and mental health disorders.
- CIR staff will continue to attend local, regional, and national conferences to gain knowledge of what is happening in the fields of collegiate recovery and mental health disorders.
- Presenting topics related to collegiate recovery at Higher Education Conferences such as NASPA.

DSEAS Value - Innovation:

We expect innovation as we develop cutting-edge programs and services that continuously strive for excellence while supporting student success.

Related UH Strategic Goal – National and Local Recognition:

UH will be known for its accomplishments locally and nationally.

CIR Strategic Initiative #6: Cougars in Recovery staff will focus on applying work/life negotiation within our weekly staff meetings by holding one another accountable of practicing strategies that prevent fatigue and burnout.

CIR Action Steps:

- Utilize Fitness Release Time as a strategy to maintain health and wellness.
- Attend weekly meditations offered by UH Wellness.

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- Utilize one vacation day a month for health and wellness.

DSAES Value – Empowerment:

We empower students and staff through programs, development, and employment.

Related UH Strategic Goal – Resource Competitiveness:

UH will build a resource base that enables it to accomplish its mission and realize its vision.

8. Recognizing that the potential to generate additional Student Service Fee income for FY2020 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the new base budget augmentations and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 5% in your total approved FY2020 base Student Service Fee budget and provide a line-item explanation of where budgetary cuts would be made.

Currently, SFAC funds the salary and benefits of the program director. This position is essential to the day to day operations of the program. If this positions salary and benefits were cut by 5% it would put this position in jeopardy of being vacant and it would be very difficult to fill due to the uniqueness of the qualification of the position.

9. 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.

Three proposals totaling \$77,500 have been awarded. The John P. McGovern Foundation, an organization that contributes to local health charities, supported CIR with a gift of \$50,000 for the fifth consecutive year. The Hildebrand Foundation supports faith-based organizations serving the poor and needy in Houston, gifted \$25,000 to CIR, for the Third consecutive year. The Jackson Foundation, an organization that supports

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new programs in the Houston area focused on enhancing and expanding the well-being of individuals, especially children, by granting funds for the purpose of health and education, awarded CIR and the university \$1,500 for the first time. CIR has been working diligently to identify individual private donors that are interested in having a scholarship in their name. So far, CIR has identified three individuals that are potentially interested in donating to the program and have been put in contact with the DSAES advancement team.

10. 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.

CIR is the first and only collegiate recovery community in the Houston area; and as such, is setting the standard for collegiate recovery in Houston. This program is open to all students in recovery from alcohol and other addictions who are enrolled throughout the University of Houston System. The services CIR offers to students at the University of Houston are unique and the first of its kind, as such, facets of CIR do not overlap with any existing departments or services on campus.

The CIR program is unique in the variety of resources and activities available to community members. Utilizing sober housing provides students with the opportunity to fully experience college life while living on campus in an environment where their peers have committed to live substance free. The CIR lounge is available to students 24 hours a day to study, relax, play games, and socialize with others in recovery between classes and in the evenings. Accountability is achieved primarily through the weekly Community Check-In meeting where students receive peer feedback after sharing their feelings, successes, struggles, recovery program status, gratitude, and affirmations. Students learn

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skills for facing their struggles and receive referrals to helpful resources, with the reassurance that others are on this journey with them. Fellowship and community service are integral components of the program.