

## **FY 2021 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.*

### **Vision**

To create an environment where recovering students can experience a reclamation of agency in the areas of education, self-efficacy, leadership, and professional opportunities.

### **Mission**

Providing a continuum of support that bolsters success in recovery, academics, and professional pursuits that prepare students to confidently enter into the workforce.

### **Values**

Community, connection, support, engagement, stewardship, empowerment, integrity, accountability and respect.

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 offering individualized coaching and academic guidance from CIR staff. In addition, CIR scholarships are offered to alleviate the financial burden of our community members on going treatment and therapy cost for their substance use and mental health disorders.
- Recovery support is provided through on campus recovery 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, which focuses on developing skills in the areas of resume building, interviewing, professionalism and networking.
- Leadership development is promoted through the Source of Strength (SOS) Leadership Program. SOS is a mentorship initiative that pairs incoming freshmen and transfer students with an existing leader 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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Assistant Vice  
President for Student  
Affairs-Health and  
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**John A. Shiflet,  
MSW Program  
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**Leah Singer, LPC  
Program Coordinator**

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**3. List your unit's strategic initiatives and action steps identified for the 2018-2019 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: Assemble an external advisory board to assist with fundraising for Cougars in Recovery.**

#### Related DSAES Initiative

Forge and strengthen partnerships to expand our reach into the university and greater community.

#### Related UH Strategic Goal - Competitive Resources:

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

#### Cougars in Recovery Initiative Accomplishment:

Although there was some progress made towards this goal, there still remains a lot of work to be done to get this initiative functioning. CIR External Advisory Board met once last year in the month of October. The meeting was an introduction to what the mission, vision and goals of the External Advisory Board was organized to do. After the first meeting, it was difficult to get the board members together again due to their busy schedules. CIR staff has been working with the Division of Student Affairs and Enrollment Services development officer to prepare a plan moving forward to engage board members in a way that is beneficial to both parties.

### **CIR Strategic Initiative #2: Expand recovery support services to include additional programming to support students that are involved in non-traditional approaches to recovery.**

#### Related DSAES Initiative:

Champion exceptional opportunities and services to support all uh students.

#### 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 goal will continue to be ongoing as the program consistently has new students joining the community that are in recovery from various different disordered behaviors. We have begun to accept students who are in recovery from their family members who are struggling with substance use disorder. These students are typically struggling with co-dependency issues. CIR has accepted students that are utilizing prescriptions that are designed to support the students path to abstinent based recovery. Recently, there has been an increased number of students in

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recovery from eating disorder or body image issues that require CIR to adjust and revise the way services are administered to support these student's specific needs.

### **CIR Strategic Initiative #3: Initiate effort to reduce stigma towards mental health and addictive disorders on campus.**

#### Related DSAES Initiative:

Evaluate, actively pursue, and leverage resources to enhance the UH 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 goal will continue to be ongoing. Stigma around substance use and mental health disorders is still an area of interest of combating on the UH campus. CIR has developed the CIR Recovery Ally Training that will be implemented fall 2019 to promote the inclusivity of and sensitivity towards individuals in recovery by empowering University of Houston faculty, staff, and students with the tools and knowledge to interact empathically and knowledgeably to support those in recovery and those struggling with active substance use. CIR believes this initiative will effectively reduce stigma around mental health and substance use disorders. CIR staff reserved a table in the Student Center South and offered free coffee and cookies to students to get them engaged in a conversation about substance use and mental health recovery. These conversations were intended to address myths and stigma around substance use and mental health disorders.

### **CIR Strategic Initiative #4: Collaborate with community organizations to create a continuum of care that includes collegiate recovery.**

#### Related DSAES Initiative:

Forge and strengthen partnerships to expand our reach into the university and greater community.

#### Related UH Strategic Goal – Competitive Resources

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 relationships with three community organizations this year. Ethos Behavioral Group, Teen and Family Services, and Fortis Academy. These three collaborations will help CIR support emerging adult in recovery from substance use disorders (SUD). CIR is creating a pathway for students in recovery from all backgrounds to have the opportunity to attend the University of Houston and be supported in their recovery and mental health.

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

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### Related DSAES Initiative:

Champion exceptional opportunities and services to support all UH students.

### 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:

The program director has completed Graduate College of Social Work Master's Degree and has gained the skills in the areas of individual therapy with clients, teaching coping skills, collaborative learning of how to serve individuals that struggle with substance use and mental health disorders. The director is currently working to acquire hours towards being a credentialed Licensed Clinical Social Worker. The program coordinator has completed her three thousand clinical hours, earning the credentials of Licensed Professional Counselor. Her training included individual case management, group and individual supervision, and counseling education.

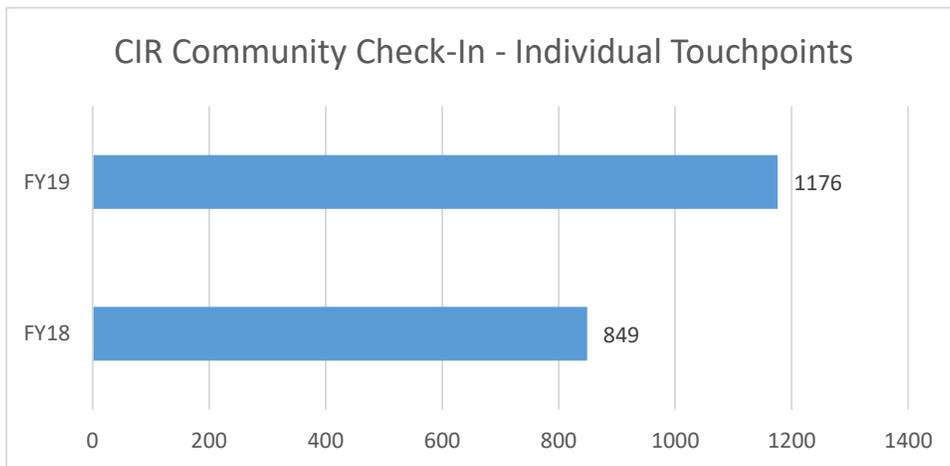
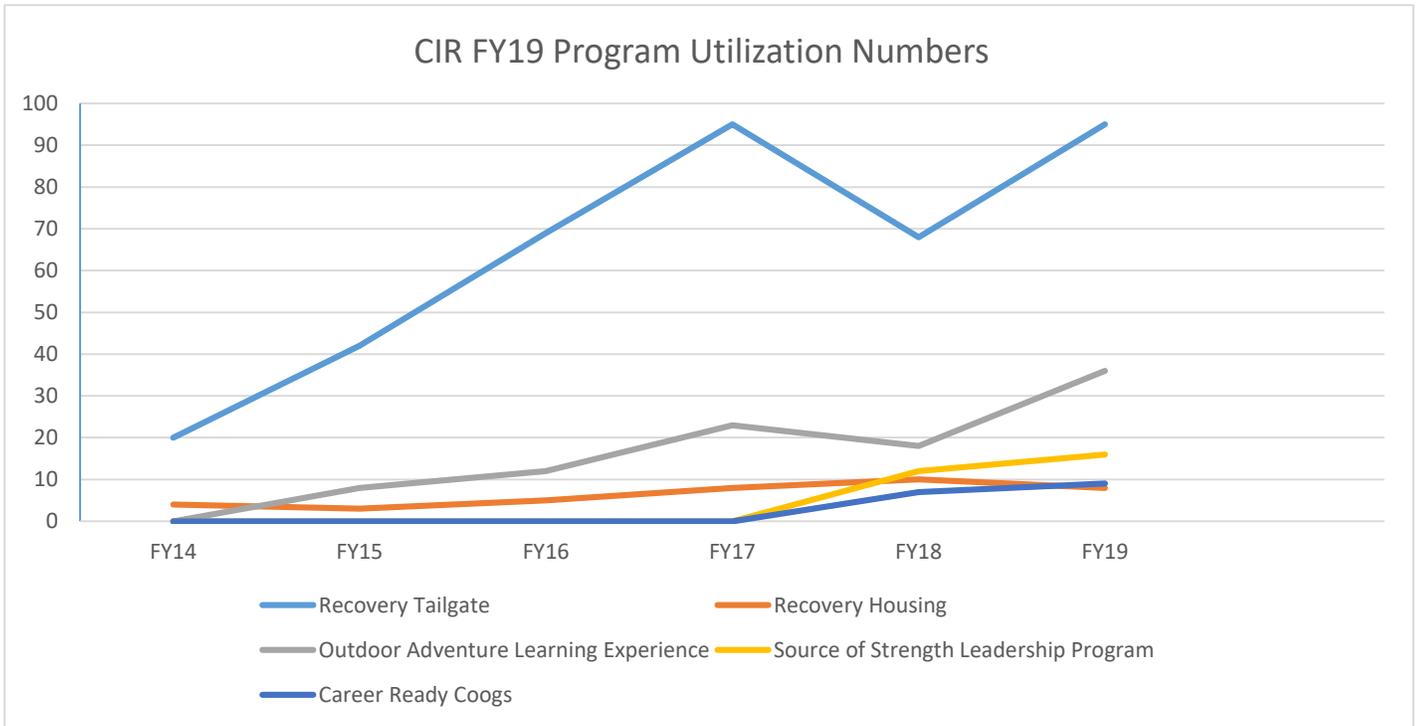
***4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons and/or unique students served 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. If available, please provide program benchmarking data from comparable institutions.***

Below, there are three charts depicting the success, growth and utilization of the Cougars in Recovery program. Figure #1 describes the number of students engaged in programming that CIR offers to students over the last six years. Figure #2 is the number of students that attended the peer-to-peer lead process group "Community Check-In". CIR offers six Community Check-Ins a week to choose from. The student chooses a check-in that best fits their schedule and they remain in that check for the entirety of the semester. Figure #3 is responses to the CIR Community Survey that is administered at the end of each semester to capture how helpful community members believe the different aspects of the program are.

### **Figure #1 and 2# – Utilization Numbers for CIR Programming**

Currently, CIR staff collects utilization numbers for Recovery Tailgates, the Outdoor Adventure Learning Experience, Career Ready Coogs, and Source of Strength Leadership Program through headcounts. A preferred method of collecting utilization numbers would be to have a card reader that accurately captures attendance to the aforementioned programs. For the most part, CIR has seen a steady increase of students participating in services that are provided. The drop in participation of recovery tailgate is due to the lounge being relocated and residual effects from hurricane Harvey. In addition, the CIR lounge is frequently used by community members and CIR staff is unable to collect approximate utilization data. Investing in a card reader would allow CIR staff to capture how often each student utilizes the lounge space. CIR saw a 38% increase in participation of the Community Check-In in FY 19.

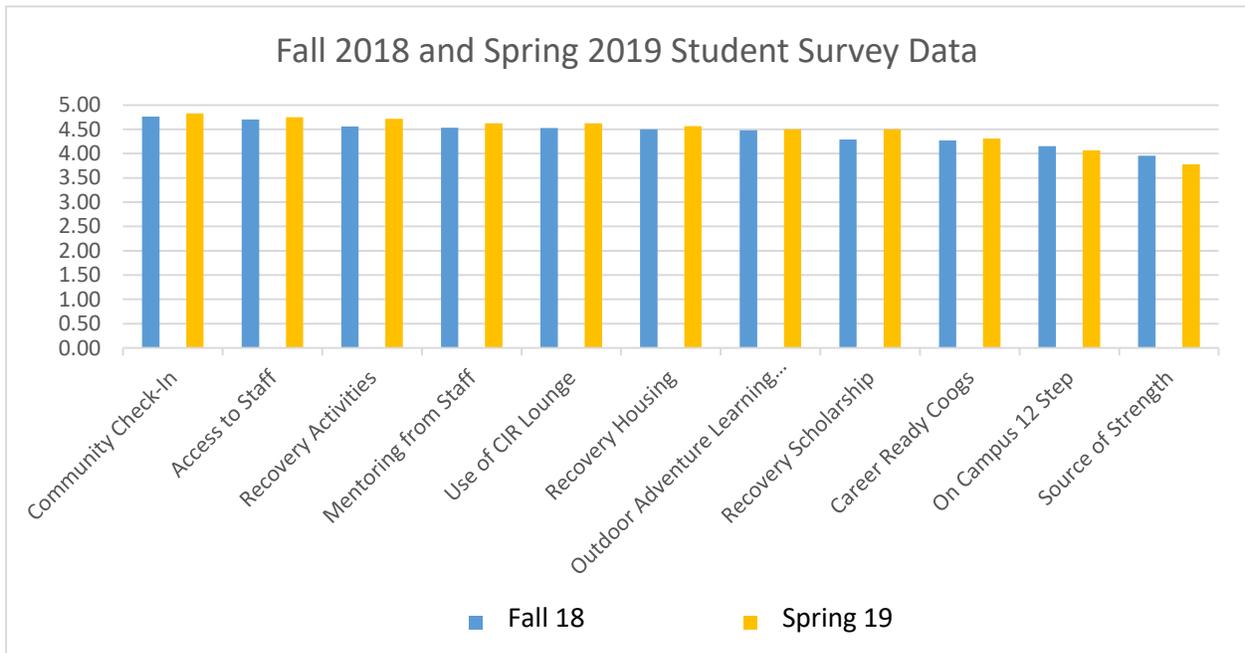
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**Figure #3 – Program Impact Survey Responses**

The data reflected in the table below was collected via student survey responses. Following a Likert scale of 1-5, (1 being very unhelpful to 5 being very helpful) CIR community members rank how helpful to how unhelpful CIR services are to them. CIR Staff has found that using student surveys to collect data about program impact is more effective than other assessment means because of its accessibility and the length of time it takes the community members to complete the form. An anonymous survey is given to each community member while they are in their Community Check-In at the end of each semester. Once the survey is completed, the data is entered into an excel sheet by a student worker in order to maintain anonymity of responses. The average approval rating for all services in Fall 18 was 4.43 and the average rating of all services in spring 19 was 4.48 out of 5. CIR needs to work harder to make the Source of Strength Leadership program more impactful for participants.



***5. Please discuss any budget or organizational changes experienced since your last (FY2020) 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

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request.

**6. If your unit concluded FY2019 with a Fund 3 addition to Fund Equity in excess of \$5,000, please describe the conditions which caused the addition and provide a lineitem 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 2020-2021 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Strategic Initiatives and University of Houston Strategic Goals 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: Fundraising**

**Cougars in Recovery will develop new strategies to diversify its funding resources in order to generate more revenue income for program sustainability by August 31, 2020.**

#### Action Steps:

Cougars in Recovery will have achieved this goal when three funding sources have been established and the program raises funds for the Annual UH Day of Giving, 25k at its Annual Graduation Celebration, and 2.5k for the Alumni Fundraising Campaign.

#### DSAES Value – Resources

Evaluate, actively pursue, and leverage resources to enhance the UH experience.

#### Related UH Strategic Goal – Competitive Resources

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

### **Strategic Initiative #2: Partnerships**

Cougars in Recovery will develop strategic partnerships, both on and off campus, to create pathways for underrepresented diverse young adults to pursue higher education and University of Houston students struggling with substance use disorders by August 2020.

#### Action Steps:

Cougars in Recovery will have achieved this goal by developing and implementing a mentorship

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program that includes Cougars in Recovery community members mentoring students in recovery from Teen and Family Services and Fortis Academy. The program areas of focus will include self-discovery, interpersonal success, and self-efficacy. CIR is currently exploring additional ways the program can create a K-12 pathway to the university.

A partnership will develop with Urban Experience Program to provide wraparound services to incoming students from underrepresented, diverse backgrounds, for support in the areas of financial aid, housing, nutrition, mental health, and recovery.

Cougars in Recovery will develop and incorporate a student ambassador program in conjunction with psychiatrists at the UH Health Center. This partnership will create a warm hand-off between psychiatric patients that have expressed an interest in changing their behavior around substances to a community member of CIR.

### DSAES Value – Partnerships

Forge and strengthen partnerships to expand our reach into the university and greater community.

### Related UH Strategic Goal - Competitive Resources

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

### **Strategic Initiative #3: Staff Support**

Cougars in Recovery will expand their team by adding one to two college work study students. In addition, through a partnership with the Lovett Center, graduate student members will join the team by earning their practicum counseling hours as Cougars in Recovery as their field placement by August 2020.

### Action Steps:

This goal will be achieved by the successful hiring of one to two college work study students and the on-boarding of graduate student counseling interns.

### DSAES Value – Student Success

Champion exceptional opportunities and services to support all UH students.

### Related UH Strategic Goal - Student Success

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### **Strategic Initiative #4: Student Programming**

Cougars in Recovery will develop a Recovery Ally Training, an Alumni Association, and a newsletter and modify the existing Recovery Housing and Outdoor Adventure Learning Experience programs by August 2020.

#### Action Steps:

Cougars in Recovery will have achieved the goal of student program development and modification when the Recovery Ally Training has been developed and implemented, two additional suites are secured in Recovery Housing, the Outdoor Adventure Learning Experience has been planned, and structures are in place for an Alumni Association to be developed, and for a newsletter to be published three times a year.

#### DSAES Value – Student Success

Champion exceptional opportunities and services to support all UH students.

#### 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.

### **Strategic Initiative #5: Student Success**

Cougars in Recovery will provide academic and recovery support services for students to create pathways of retention, fulfill educational goals, and flourish in their recovery.

#### Action Steps:

Cougars in Recovery will have achieved this goal by the number of students who graduated in FY20, the number of returning members from each semester, the number of students who do not experience a re-occurrence of symptoms, and community semester and yearly average GPA's at or above a 3.0.

#### DSAES Value – Student Success

Champion exceptional opportunities and services to support all UH students.

#### 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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***8. Recognizing that the potential to generate additional Student Service Fee income for FY2021 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the new base budget and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 5% in your total FY2021 base Student Service Fee budget request 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. All other funding is self-generated through advancement and development of relationships with potential private donors.

***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.***

Two 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 fourth consecutive year. The Hildebrand Foundation supports faith-based organizations serving the poor and needy in Houston. This generous organization gifted \$25,000 to CIR, for the second consecutive year. In Fall 2019, a \$30,000 endowed scholarship was generously provided to the CIR program by the family of a CIR alumni specifically designated for recovery housing. In addition, CIR has identified and is in conversation with three potential donors that have a high level of giving capacity. CIR anticipates receiving upwards of \$200,000 from these potential donors to support the program.

***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.***

Cougars in Recovery is currently one of six interconnected departments within the Health & Well-Being portfolio of the Division of Student Affairs and Enrollment Services. These departments include Counseling and Psychological Services (CAPS), University Health Services, Campus Recreation, UH Wellness, the Center for Students with DisABILITIES, and Cougars in Recovery.

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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 offers many resources and activities to community members. Utilizing recovery 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. Students are offered five opportunities to attend twelve-step meetings each week to maintain stability and accountability in recovery while participating in campus life as a student. The CIR lounge is available to students 24 hours a day to study, relax, watch television, 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 skills for facing their struggles and receive referrals to helpful resources, with the reassurance that others are on this journey with them. Camaraderie and community service are integral components of the program.