

*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's Mission Statement, revised in Fall 2022:** Cougars in Recovery aspires to redefine the college experience for students in and seeking recovery from substance use and mental health disorders through recovery support services, community events, as well as professional and leadership development.

**Cougars in Recovery's Vision Statement, revised in Fall 2019:** To create an environment where recovering students can experience a reclamation of agency in the areas of education, self-efficacy, leadership, and professional opportunities.

**Cougars in Recovery Values, revised in Fall 2019:** Community, connection, support, engagement, inclusion, 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.

- a. 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.
- b. Recovery support is provided through on campus recovery housing, recovery coaching, twelve step meetings, daily peer led Community Check-In's and referrals to mental health resources both on and off campus.
- c. Social activities are promoted by recovery tailgating, an outdoor adventure learning experience each semester, monthly community gatherings, twenty-four-hour access to the CIR GroupMe, and the CIR lounge, a safe substance-free space, where students can gather and socialize.
- d. Professional development is fostered through Career Ready Coogs, which focuses on developing skills in the areas of resume building, interviewing, professionalism, and networking.
- e. 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

- f. 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.

**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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<p><b>Mr. John Shiflet, MSW</b>          Program Director          Cougars in Recovery</p>
<p><b>Vacant</b>          Program Manager          Cougars in Recovery</p>
<p><b>Ms. Makayla Napier</b>          Graduate Assistant          Cougars in Recovery</p>

**3. List your unit’s strategic initiatives and action steps identified for the 2021-2022 academic year and cite the specific Division of Student Affairs (DSA) 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.**

**a. Student Success**

Provide quality recovery programming and support services to UH students and CIR members that helps students flourish in their academics and recovery.

**Related DSAES Strategic Initiative: Student Success** and Champion exceptional opportunities and services to support all UH students.

**Related UH Goal:**

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

## Division of Student Affairs

### Student Success Progress

- Student Success

FY21 GPA: 3.04 (48 community members)

Recovery rate for FY21: 98%

- Graduating Members  
CIR recognized 8 graduates for the 2021-2022 academic year at the annual Graduation Celebration in December 2021.

### b. Division Cohesion

CIR staff will participate in professional development workshops, continuing education, and activities offered through the Professional Development committee to enhance staff skills in the areas of higher education, student development, and professional growth.

#### Related DSAES Strategic Initiative:

Division Cohesion: Create and foster a cohesive division identity, culture, and community.

#### Related UH Goal:

Community Advancement: UH will commit to fulfilling regional and state workforce needs while becoming the primary engine of social, economic, and intellectual development.

#### Division Cohesion Progress:

- CIR has been partnering with Student Housing and Residential Life since fall of 2013. This semester housing and CIR negotiated providing CIR community members with a larger townhouse in Bayou Oaks that will provide CIR community members with 21 beds for students in recovery to utilize and be supported.
- CIR has been partnering with Career Services since fall of 2017 when the department created Career Ready Coogs, a professional development initiative that prepares CIR community members in the areas of resume building, cover letter writing, mock interviews, turn around talks, salary negotiation, and internship placement.
- CIR has been partnering with the Justin Dart Jr. Center for Student Accessibility since fall of 2014. CIR refers all its current and incoming members to SAC to receive services and accommodations for their substance use and mental health disorders. Additionally, CIR staff provides updates of when student's experience recurrence of symptoms around their Substance Use Disorders and Mental Health Disorders to Student Accessibility Center counselors in order to help students receive accommodations.
- CIR participated in the Sexual Assault Awareness Month Resource Fair hosted by the Women and Gender Resource Center.
- CIR participated in Unwind with Wellness hosted by UH Wellness.
- CIR community members participated in Doughnuts with Dr. Dan.



# Cougars in Recovery

## Division of Student Affairs

- CIR director was a panel speaker at the Diversity Institute Symposium.
- CIR director was on a panel for the Graduate College of Social Work discussing Macro Social Work.
- CIR director is a member of the Assessment Committee and participated in the planning of the Spring Assessment Symposium.

### **c. Resources:**

CIR staff will contact recovery high schools and alternative peer groups across the country. Creating these new relationships will allow prospective students to consider CIR and UH as a school of choice for their educational and recovery journey.

**Related DSAES Strategic Initiative: Resources:** Evaluate, actively pursue, and leverage resources to enhance the UH experience.

**Related UH Goal: Competitive Resources:** UH will build a resource base that enables it to accomplish its mission and realize its vision.

### **Resource Progress**

- CIR presented its program to Archway Academy, Serenity High School in McKinney, Tx., Teen and Family Services, Palmer Drug Abuse Program, and Cornerstone Recovery program. We have multiple incoming freshmen for fall of 2022 from each one of these programs.

### **d. Partnerships:**

CIR staff will resume offering the Recovery Ally Training to faculty, staff, and students to create awareness and knowledge of the CIR program and how to support individuals who are experiencing substance related issues.

**Related DSAES Strategic Initiative: Division Cohesion:** Create and foster a cohesive division identity, culture, and community.

**Related UH Goal: Community Advancement:** UH will commit to fulfilling regional and state workforce needs while becoming the primary engine of social, economic, and intellectual development.

**Partnerships Progress:** CIR hosted three Recovery Ally trainings in FY 22 and were able to train 62 new Ally's

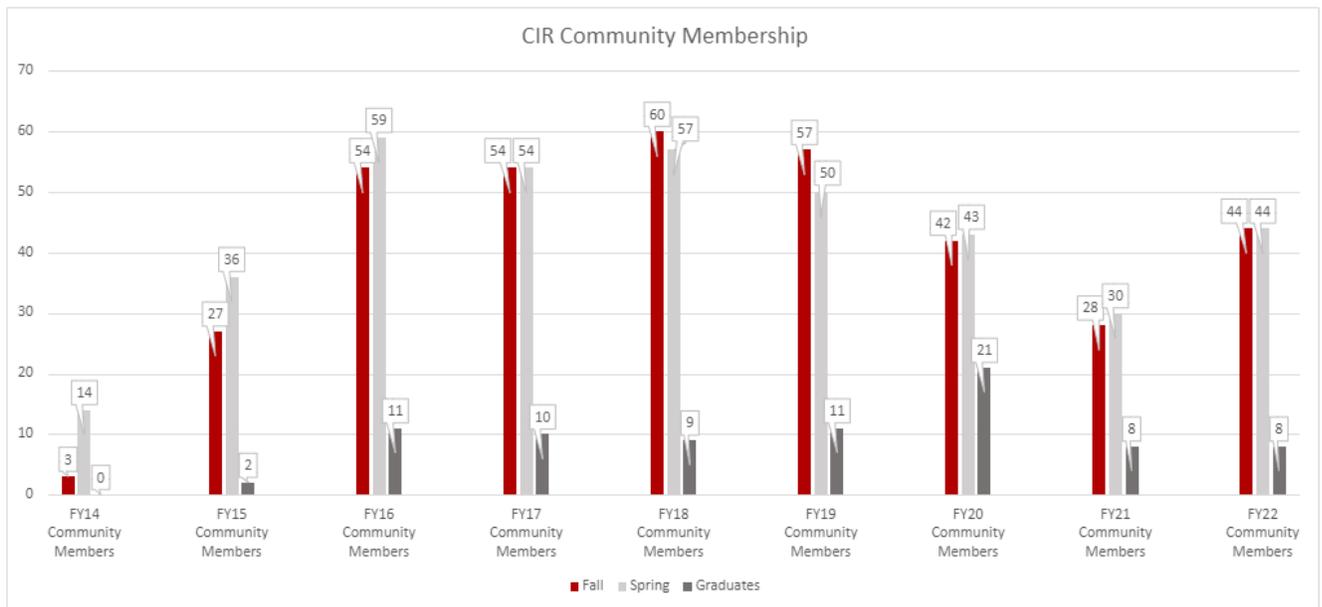
**4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs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

In the following pages, there are three charts depicting the success, growth, and utilization of the Cougars in Recovery program. All CIR programming continued virtually during this time to continue to provide

Recovery support services. CIR staff has students sign in at every event they attend to collect data of how often they are participating and what they are participating in.

**CIR Program Utilization**

Figure #1, titled CIR Program Utilization Numbers, depicts the number of CIR members that have participated in CIR programming since the program began. CIR served 52 community members in FY 22. This is a 30% increase from FY 21.



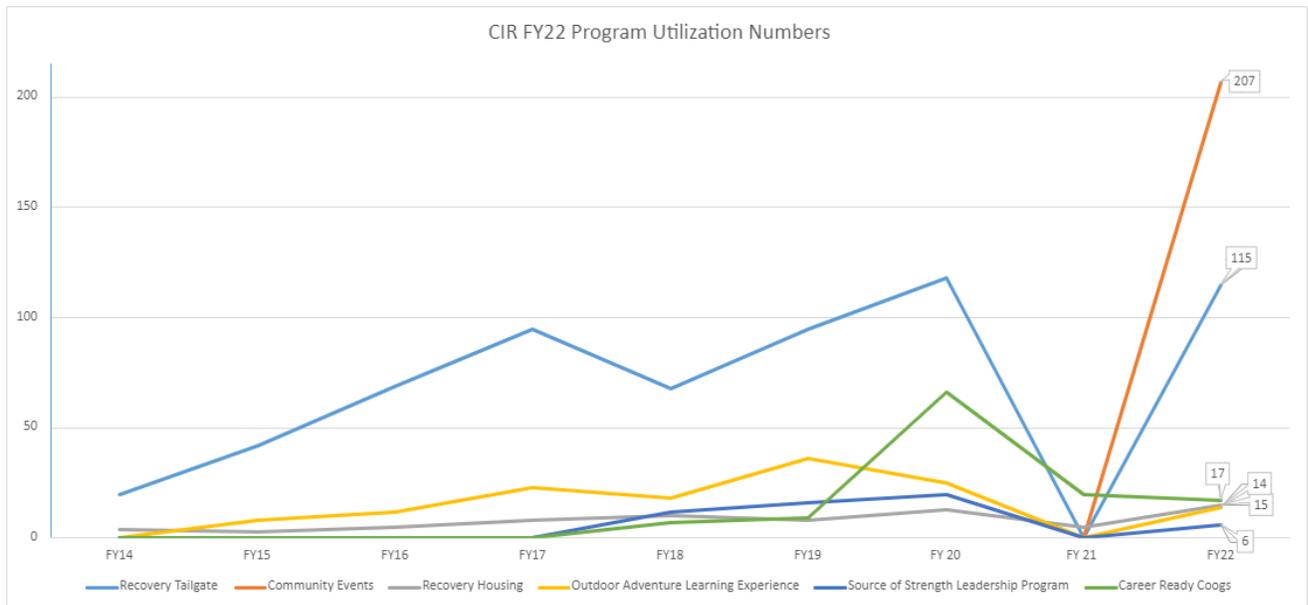
**CIR Service Utilization**

Figure #2, labeled CIR Service Utilization – Individual Touchpoints, these touchpoints are made of the number of participants in each service CIR provides.

The table below reflects the utilization numbers for Recovery Tailgates, Recovery Housing, Recovery Ally Trainings, Outdoor Adventure Learning Experiences, the Source of Strength Leadership Program and Career Ready Coogs from FY14 through FY22. In the chart below, CIR utilization climbed to pre-covid participation. Community members were eager to be back in person and have an opportunity to fellowship with one another.

In FY 22 CIR felt, it was important to include a line item for community events for recording the number of community members that participated in the other events that CIR provides. These events include

Graduation Celebration, CoogsGiving, Lunch in the Lounge, and Bowling night. These are substance free events CIR hosts to build a sense of community and belonging.



**CIR Community Check-In**

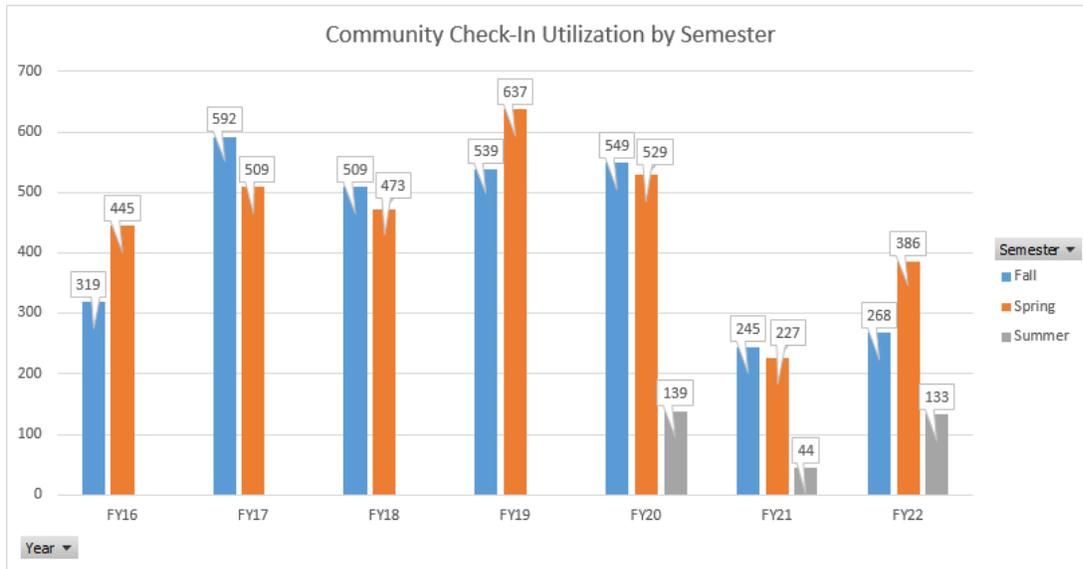
Figure #3, CIR Community Check In, reflects the number of students that have attended the weekly peer-to-peer lead process group.

The table below reflects the individual touchpoints for the community check-in service from FY16 to FY21. For FY20 community check-in services extended beyond Spring 2020 and into the summer, which is why attendance was recorded for Summer 2020. For FY21, community check-in attendance data includes participation from over the winter break. Historically, CIR has not offered community check-in over the summer or winter break. However, due to all programming being virtual CIR staff offered these services for students to utilize.



# Cougars in Recovery

## Division of Student Affairs



**5. Please discuss any budget or organizational changes experienced since your last (FY2023) 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.**

CIR is extremely grateful to have received base salary and benefits for the program manager and graduate assistant positions for FY 22. Having the Student Fee Advisory Committee take up these two positions allowed CIR to provide more scholarships to our community members to cover some of the financial burden of attaining a degree in the rising cost of higher education. Last year CIR awarded \$10,000 to deserving committee members.

CIR was able to use funds to improve and promote the Recovery Ally Training by creating more marketing images to get faculty, staff and students engaged. CIR was able to reserve spaces in the Student Centers and have audio and visual technology so facilitators could provide both in person and virtual instruction. In FY 22 CIR gained 49 new Allies to help CIR combat stigma and support students that struggle with mental health and substance use disorders.

CIR staff was able to focus on its community members to assure that students were receiving the attention and support they needed to be successful in the recovery and academics. CIR supported 52 community members in FY 22. CIR experienced tremendous growth when face to face instruction returned to the university after the pandemic. The only way CIR was able to provide quality customer service and mental health and recovery support is due to having two full-time staff and a part-time graduate student.

6. *If your unit concluded FY2022 with a Fund 3 addition to Fund Equity 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 2023-2024 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs Values 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.*

**a. CIR Strategic Goal #1 Student Success:**

To deliver programming that focuses on recovery, mental health, and well-being in order for students to have an opportunity to thrive.

**Action Steps to Accomplish Initiative:**

This goal will be complete when CIR community members have maintained their mental health and recovery status, as well as progressing academically from one semester to the next.

**Related DSAES Strategic Initiative:**

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.

**b. CIR Strategic Goal #2 Division Cohesion:**

The goal this year is to develop two new relationships with departments within DSAES. Those two departments are The Center for Diversity and Inclusion and The Center for Fraternity and Sorority Life in the hopes we can provide information about CIR's services to students from diverse populations and to learn from these two departments what their communities' needs are and how we can support them.

**Action Steps to Accomplish Initiative:**

CIR staff will collaborate with CDI and CFS to partner on educating BIPOC students about the risk and consequences of substance use and what resources are available to students if they or someone they know needs recovery support.

**Related DSAES Strategic Initiative:**



# Cougars in Recovery

## Division of Student Affairs

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.

### **c. CIR Strategic Goal #3 Resources:**

CIR staff will participate in the Diversity, Equity, and Inclusion Group and gain knowledge and resources on how CIR can better serve the UH community.

### **Action Steps to Accomplish Initiative:**

Director will participate in the Diversity Equity & Inclusion focus group that was formed by the Interim Vice President, Interim Vice Chancellor of Student Affairs, to help gain an understanding of and knowledge around serving students from marginalized communities.

### **Related DSAES Strategic Initiative:**

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.

### **d. CIR Strategic Goal #4 Partnerships**

CIR will partner with the Graduate College of Social Work by being recognized as a field placement site of graduate students to gain insight and experience working with students in recovery from substance use and mental health disorders for their practicum hours.

### **Action Steps to Accomplish Initiative:**

CIR director will complete all necessary steps to be an official practicum site for graduate student from the Graduate College of Social Work to gain experience working in a general social work setting for them to earn their practicum hours.

### **Related DSAES Strategic Initiative: 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.

***8. Recognizing that the potential to generate additional Student Service Fee income for FY2024 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 3.5, 5.0 or 7.5% in your total FY2024 base Student Service Fee budget request and provide a line-item explanation of where budgetary cuts would be made. A spreadsheet has been created to assist in this process. Please include a copy of the spreadsheet with your questionnaire submission.***

Currently, SFAC funds the salary and benefits of the program director, program manager, and graduate assistant. This position is essential to the day-to-day operations of the program. If this position's salary and benefits were reduced by 3.5%, 5% or 7.5%, CIR would have to fund the graduate assistant salary and benefits through its fund equity account. This fund reduction would range from \$6,400 to \$13,700. For CIR, this is a significant amount of money for a department that historically fund raises to cover operational costs.

***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 \$75,000 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 ninth 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 sixth 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 the Spring of 2020, CIR received two additional endowments. Both are for \$25,000 and go towards awarding students' academic scholarships. In FY 22 CIR was only able to raise \$22,000. The Division of Student Affairs development officer took a new position at the College of Engineering and there was a gap in support for CIR from advancement and the office of Foundation Relations. We did not receive \$75,000 in foundation dollars that we applied for. We did receive those funds in the FY 23 budget cycle.

***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 and 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 Student Accessibility Center, and Cougars in Recovery. 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.



## Cougars in Recovery

### Division of Student Affairs

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.

**Name of Unit: Cougars in Recovery**  
**Dept#: H0004**

	<b>FY 2024</b>	<b>FY 2024</b>	<b>FY 2024</b>	<b>FY 2024</b>
<b>Funding Sources</b>	<b>Base Budget</b>	<b>Amount of 3.5% Reduction</b>	<b>Amount of 5.0% Reduction</b>	<b>Amount of 7.5% Reduction</b>
Student Service Fees- Base Budget	194,021	6,791	9,701	14,552

<b>Expenses</b>		<b>Amount of 3.5% Reduction</b>	<b>Amount of 5.0% Reduction</b>	<b>Amount of 7.5% Reduction</b>
<b>Salaries and Wages</b>				
Full-time Employee Salaries				
Student Workers Wages				
Graduate (GA/IA) Students Wages		6,406	9,152	13,728
Fringes		-	-	-
<b>Salaries/Fringes Total</b>		<b>6,406</b>	<b>9,152</b>	<b>13,728</b>

<b>Other Expenses</b>				
Admin Charge Enter %	6%	384	549	824
<b>Other Expenses Total</b>		<b>384</b>	<b>549</b>	<b>824</b>
<b>TOTAL EXPENSE</b>		<b>6,790</b>	<b>9,701</b>	<b>14,552</b>
<b>Amount left to allocate</b>		<b>0</b>	<b>(0)</b>	<b>(0)</b>



**Cougars in Recovery**  
Division of Student Affairs