

To: Richard Lange, MD President TTUHSC El Paso

From: Calvin Shanks, Senior Director Safety Services

Through: Andrew Conkovich, VP Institutional Compliance

Subject: 2022 Biennial Review of Institutional Drug and Alcohol Abuse Prevention Program

Date: November 14, 2022

In accordance with the Drug Free Schools and Communities Act, we are required to conduct a biennial review of our drug and alcohol abuse prevention program (DAAPP). This document covers the process for this biennial review and the resultant findings. The review had two objectives, as defined in the regulation: 1. To determine the effectiveness of, and to implement any needed changes to, the AOD prevention program and 2. To ensure that campuses enforce the disciplinary sanctions for violating the standards of conduct consistently. Both a program inventory and a policy inventory were conducted to determine the effectiveness of the DAAPP.

### **Program Inventory:**

#### **DAAPP Elements:**

The program inventory showed that the following elements are in place for students and employees:

- *Employee Assistance Program* offering confidential counseling services at no cost to individuals.
- *TTUHSC El Paso Physician's Wellness Committee* offering medical peer review and assistance.
- *Office of Student Services and Student Engagement* offering counseling services to students and dependents through student services fees.
- *EVERFI Training Modules* provide students with awareness education regarding sexual assault prevention, alcohol use and abuse, and drug abuse prevention.
- *The Academic Success and Accessibility Office* assists students with locating resources to address drug and alcohol related issues.
- *Ethics Point* hotline provides a confidential avenue for reporting concerns, including those involving AOD issues.
- *House Staff Association* to promote the well-being, interests and education of the House Staff.
- *Self Reporting* is encouraged for physicians and/or house staff who then have an opportunity to voluntarily relinquish duties that cannot be performed safely.

These elements are designed to help inform on the impacts of use and abuse of alcohol and other drugs and to help address and reduce their use.

### DAAPP Goals:

The AOD program strongly promotes an environment that discourages the inappropriate or illegal use of alcohol and other drugs. The institution is committed to the health and safety of its students and employees and strives to maintain an effective AOD program. To do so, the institution:

- Works to ensure student and employee awareness of the AOD program
- Provides AOD related education and training
- Implements strong and effective AOD policies
- Provides resources and assistance programs to employees and students
- Creates a climate that discourages drug and alcohol use
- Measures the effectiveness of the AOD program

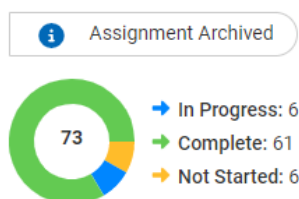
### DAAPP Objectives:

The institution established measurable objectives to evaluate the program's effectiveness. The following results indicate how the institution fared at meeting each of these objectives:

**Ensuring the annual publication of an updated DAAPP.** The publication of the DAAPP is required under institutional operating procedure and coordinated by the VP Institutional Compliance and the Office of the President. Prior to the publication, the DAAPP is reviewed to ensure that it is accurate and current. An email, sent from the Office of the President to all active institutional email accounts, provides a summary of the requirements of the program and a direct link to the updated DAAPP consolidated report. While this does not ensure that all members read the updated document, it does provide verifiable proof that all students and employees received the information. The target publication date coincides with the publication of the Clery Annual Security Report.

**Ensure new students complete the mandatory AOD related training programs.** During their first semester, all new students matriculating at TTUHSC El Paso are assigned alcohol and drug abuse awareness and prevention programs using the EVERFI training platform. Students are given one month to complete these mandatory online courses. The goal is for 100% of students to complete all course assignments **within the one-month timeframe**. During 2021 the goal was not met, as demonstrated by the following statistics:

- GGHSON 2021: 73 students assigned, 62 completed all, 4 started but did not complete all, and 7 did not start the courses at all. This equated to an 85% completion rate within 30 days of assignment.



Follow-Up Assignments >

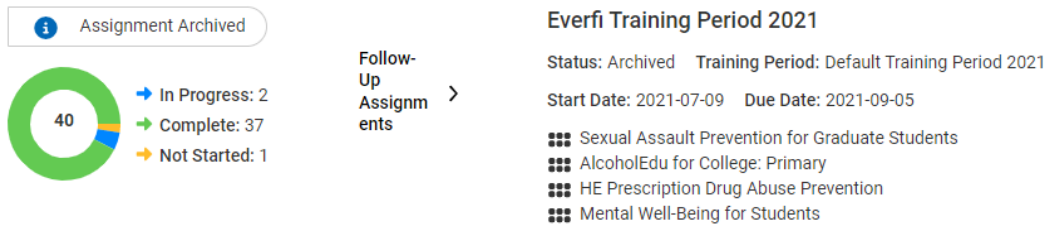
### GGHSON Spring 22

Status: Archived Training Period: Default Training Period 2021

Start Date: 2022-01-21 Due Date: 2022-02-20

- Sexual Assault Prevention for Undergraduates
- AlcoholEdu for College: Primary
- HE Prescription Drug Abuse Prevention
- Mental Well-Being for Students

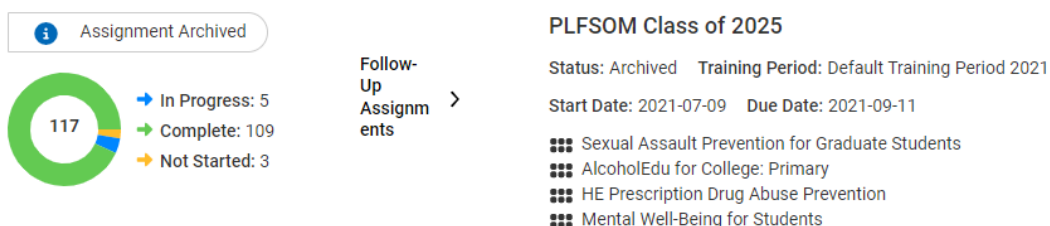
- WLHSDM 2021: 40 students assigned, 37 completed all, 2 started but did not complete all, and 1 did not start the courses at all. This equated to a 82% completion rate within 30 days of assignment.



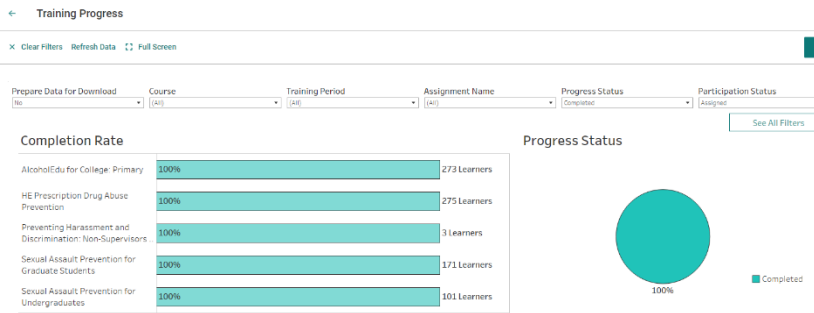
- GSBS 2021: 27 students assigned, 15 completed all, 6 started but did not complete all, and 6 did not start the courses at all. This equated to a 56% completion rate within 30 days of assignment.



- PLFSOM 2021: 117 students assigned, 109 completed all, 5 started but did not complete all, and 3 did not start the courses at all. This equated to a 93% completion rate within 30 days of assignment.



After the 30-day timeframe, non-compliant students have a hold placed on their record until they finish the EVERFI training courses. This step has proven effective historically, as all students eventually do complete the training modules. For 2021, **the final training report shows 100% compliance across all four schools.**



**Conduct a Wellness Assessment to gauge awareness of the program and determine any needed adjustments.** A Wellness Assessment was not conducted in 2022. The most current assessment was in 2020 with the following results: *In 2020, a response rate of 9.1% was obtained on the student wellness assessment questionnaire. Out of these respondents, 28% indicated that they have participated in binge drinking once a month and 27% indicated that they “sometimes” or “often” use substances to help manage stress. The low response rate does not provide a statistical measure to indicate that these behaviors are representative of the student population as a whole. Though the sample was small, the statistics do provide an impetus to continue the AOD focused awareness and prevention programs.*

**Evaluate AOD related incidents to identify trending that may indicate a need to modify the program.** The 2021 drug and alcohol arrest and referral statistics, as reported under the Clery Act compliance efforts, indicated that no arrests were made on campus for these types of incidents; however, there were 2 drug arrests that happened on public property adjacent to campus. The 2021 arrest statistics reflect a reduction in total numbers from both 2020 and 2019.

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER - EL PASO CAMPUS 5001 El Paso Dr. El Paso, TX 79905													
ARREST & REFERRALS FOR DISCIPLINARY ACTION													
Crime Classification	Year	On - Campus		Noncampus Property	Public Property	Total	Crime Classification	Year	On - Campus		Noncampus Property	Public Property	Total
		On-Campus Student Housing	On-Campus Total						On-Campus Student Housing	On-Campus Total			
Arrest						Disciplinary Referrals							
Liquor Law Arrests						Liquor Law Violations Referred for Disciplinary Action							
	2021	N/A	0	0	0	0		2021	N/A	0	0	0	0
	2020	N/A	0	0	0	0		2020	N/A	0	0	0	0
	2019	N/A	0	0	0	0		2019	N/A	0	0	0	0
Drug Law Arrests						Drug Law Violations Referred for Disciplinary Action							
	2021	N/A	0	0	2	2		2021	N/A	0	0	0	0
	2020	N/A	2	0	2	4		2020	N/A	0	0	0	0
	2019	N/A	1	0	5	6		2019	N/A	0	0	0	0
Weapons Law Arrests						Weapons Law Referred for Disciplinary Action							
	2021	N/A	0	0	0	0		2021	N/A	0	0	0	0
	2020	N/A	0	0	0	0		2020	N/A	0	0	0	0
	2019	N/A	0	0	0	0		2019	N/A	0	0	0	0

In regards to referrals, there were no reported violations of AOD related policies by either students or employees in 2021 or 2022. These low statistics are consistent with historical trends. Whether or not this is a direct correlation to the AOD specific policies and procedures is unknown; however, it is demonstrative of the institutional values and the professional focus of a health sciences center.

Absent statistics for arrests and referrals, it was not necessary to assess whether or not disciplinary sanctions were being enforced consistently. When cases do arise, they will be handled according to existing policies and procedures in place to ensure consistent application of disciplinary action.

**Evaluate the use of assistance programs and resources to determine their effectiveness and adequacy.**

The use of the Employee Assistance, Student Assistance and Resident Assistance Programs was evaluated to determine whether those resources were being utilized for drug and alcohol related issues. It was noted during the review that the EAP does not provide treatment for those presenting with primary substance abuse issues. In addition, sessions are not categorized to identify whether or not any AOD related concerns were a complicating factor with other patient issues. In order to accurately identify which sessions had any AOD related nexus, the staff would have to review each individual chart to provide that information. However, every new client intake does involve a screening for substance use issues. Assistance program providers provide assessment, education, and counseling for those presenting with other issues where substance use may be a contributing factor. Referrals are made when there is a need for more focused or longer-term substance focused treatment. While data regarding intakes that included AOD related issues was not available for this review, a rough estimate indicated that approximately 10% of all intake screenings identified substance use as a contributing factor. Raw statistics on the number of sessions held by the various assistance programs was provided. At a minimum, these numbers demonstrate that there is a general awareness of the assistance programs and that the students and employees are willing to seek assistance for issues that may impact them.

The table below provides the number of sessions that were provided through the various assistance programs:

	Sessions	
EAP 2021	185	Jan to Dec
RAP 2021	20	
SAP 2021	153	
EAP 2022	124	Jan to Oct
RAP 2022	23	
SAP 2022	242	

The statistics from the SAP are further broken down by the student's school affiliation. Students from the PLFSOM use the counseling services in greater numbers than the other schools; however, they also make up the largest student population.

### **Policy Inventory:**

The policies that have some relation to the drug and alcohol prevention programs were reviewed to determine their accuracy and thoroughness in regards to the regulatory requirements. Any noted updates were submitted to the responsible party for correction.

[HSCEP OP 10.03, Alcohol and Illegal Drugs Policy \(including Attachment A\)](#)

[HSCEP OP 10:19, Smoke free and Tobacco free Environment Policy](#)

[HSCEP OP 70.38, Employee Assistance Program](#)

[HSCEP OP 70.39, Drug Free Workplace Policy](#)

[HSCEP OP 70.41, Drug and Alcohol Testing for Safety Sensitive Positions Requiring a CDL](#)

[HSCEP OP 72.16, Official Functions, Business Meetings, and Entertainment](#)

[HSCEP OP 77.15, Working with Affiliate Entities- Student Drug Screenings](#)

[PLFSOM Impaired Medical Student Policy](#)

[TTUHSCEP SOM Faculty Handbook](#)

[TTUHSCEP SON Faculty Handbook](#)

[TTUHSCEP SOM House Staff Bylaws](#)

[TTUHSCEP Institutional Student Handbook: Code of Professional and Academic Conduct](#)

[TTUHSCEP Office of Student Services and Student Engagement, Student Counseling Services](#)

### **DAAPP Strengths and Opportunities:**

Strengths:

- The updated DAAPP does meet the goals of the institution and is compliant with requirements of the Drug Free Schools and Communities Act.
- There is a system in place to ensure that students and employees receive access to an updated DAAPP on an annual basis. This system also has a mechanism by which new students and employees receive AOD related information as part of their orientations.
- The number of sessions provided through the various assistance programs indicate that there is awareness of the program and students and employees are willing to seek help for issues that affect them as individuals.
- Operational polices and student handbooks clearly define acceptable standards of conduct and include potential disciplinary sanctions.
- The low rate of arrest and referral for students and employees is indicative of a culture where abuse of alcohol and other drugs is outside the norm.

#### Opportunities for improvement:

- The biennial review should include a survey of students and employees to gauge awareness of the program and to help evaluate its effectiveness from an end-user perspective. This survey may help provide information regarding attitudes and trends that the drug and alcohol related statistics cannot.
- EAP, SAP, and RAP patient intake does involve questions about substance use, but the numbers of persons who indicate that this may be a factor in their issues is not captured. Absent this data there is a reduced capacity to identify substance use trends that may indicate a need for modification to the training and awareness programs.
- There were multiple policies and references with different numbers for contacting EAP or SAP resources. In one instance, an attachment was still on the website from 2015 and had Lubbock information. This was revised; however, a thorough review of all documents that have any reference to the AOD program should be conducted. This includes student handbooks, institutional websites, as well as official policies and procedures.
- The student completion rate for the EVERFI program within the 30 day mandatory timeline was not at 100%. Follow-up by the various Student Services offices should be conducted to ensure the small percentage of non-compliance is eliminated.