MEETING AGENDA

I. Executive Vice President & Provost Pam Benoit
II. Vice President for Student Affairs Ryan Lombardi and Director of the Women’s Center Susanne Dietzel
III. Email Upgrade: Update from Project Manager David Alexander
IV. Roll Call and Approval of the April 14, 2014 Minutes
V. Chair’s Report
   • Election of Ohio Faculty Council Representative
   • Committee Preferences
   • Updates and Announcements
   • Upcoming Senate Meeting: Monday, September 8, Walter Hall 235
VI. Executive Committee (Beth Quitslund)
   • Sense of the Senate Resolution on Sexual Assault Awareness and Prevention—First Reading
VII. Educational Policy & Student Affairs Committee (Ruth Palmer)
   • Resolution to Endorse the General Education Common Goals—Second Reading
   • Resolution to Revise Language Concerning Notifications of Medical Visits—First Reading
VIII. Finance & Facilities Committee (Steve Hays)
IX. Professional Relations Committee (Ben Bates)
X. Promotion & Tenure Committee (Ani Ruhil)
XI. New Business
XII. Adjournment

Meeting called to order by Beth Quitslund (Faculty Senate Chair) at 7:10pm

I. Executive Vice President & Provost Pam Benoit
   Provost Benoit started with congratulations to Sarah Wyatt for the Presidential Teaching Award. Provost Benoit discussed four major topics:
   ❖ **Topic 1: Budget.** The budget strategy included (1) determining sources of revenues, (2) assessing committed uses of those revenues, and (3) holding hearings to determine academic and administrative budget needs. Information was originally presented at Budget Planning Council and shared at open budget forums. After the standard 98% revenue allocation, there is a projected $32m for fiscal year 2015 including a projected $13.6m in one-time SSI money. The projected revenue base includes $18.6m to address financial aid, compensation, debt service, and programmatic investments. For committed uses, financial aid represents $1.2m in additional funding, $10.6m in budget for compensation, and $6.6m for debt service. The difference between projected revenue and committed uses assumes a budget of $1.4m, $2.7m, and $3.4m for programmatic investments assuming a 0%, 1%, and 1.5% tuition increase, respectively. During budget hearings, academic and administrative units made requests for budget needs totaling $18.953m: $8.47m academic investments requested, $7.68m in administrative investments requested, and $2.8m in academic infrastructure (e.g., upgrading classrooms, technology upgrades). At any of the proposed tuition increase levels, Ohio University would be unable to address all of the requested programmatic investments. The plan is to request a 1.5% increase in tuition that will add more financial aid and address some of the programmatic investments. The budget will be presented to the Board of Trustees at the Board meeting in June.
Topic 2: Dean Evaluations. Because faculty and staff were asked to complete the ModernThink survey, the administration did not want to send out two surveys at the same time. As such, the total time period allotted to participate in the dean evaluation surveys was a shorter amount of time than previous years; faculty were sent the survey on April 18 and asked to respond by April 25. However, according to an analysis of response rates over the past seven years, the shortened time frame did not impact response rates. For most evaluations, response rates were the same while some had an increase.

Topic 3: ModernThink Survey. Provost Benoit first thanked the team for both finding the survey and for encouraging participation. Response rates ranged between 55% and 63%. The results of the surveys will be delivered to Ohio University sometime in June 2014. The results will be used as part of the Assessment and AQIP action plans and projects to make changes in the future. Plans for communicating the results include creating a website to share and display responses and holding open forums to discuss the results during the fall 2014 semester. Plans for using the survey results include identifying short-term and long-term goals as well as determining groups to work on implementation strategies. Depending upon the results, existing standing committees may be identified or new task forces may be formed. Some members of the implementation team that worked on the survey prior to implementation will move onto a new group charged with implementation issues and identifying recommendations. This team will increase in numbers and may include members from the AQIP task force and representatives from Human Resources.

Topic 4: Benefits Advisory Council. The charge of the Council is to analyze and make recommendations related to University benefit plan designs and performance with the guiding principles and strategies defined by the Total Compensation Committee under the direction of the President. The Benefits Advisory Council explores options and suggests changes to meet the objectives and goals established by the Total Compensation Committee; it is tasked with considering competitiveness and financial sustainability in their recommendations and serves as an advisory board to the Total Compensation Committee. However, the ultimate decision-making relies with the President and Board of Trustees. The Benefits Advisory Committee is co-chaired by the Senior Associate Vice President of Finance and Administration and the Faculty Senate Finance and Facilities Chair. Membership will include a variety of appointments by the President and Provost from senates, regional campuses, administrative groups, and faculty groups. The President and Provost are currently in the process of getting appointments made; the goal is to have the Council begin to meet during summer 2014.

Questions and Discussions
• A senator asked for clarification regarding the purpose and role of multiple committees. The Provost responded by stating that the three committees (i.e., Benefits Advisory, Total Compensation, and Board of Trustees) have different functions and charges for this important issue. Provost Benoit stated that the structure of three committees is important due to both changes within the Ohio University system as well as changes external to the University.
• A senator asked if only Group I faculty were included in the dean evaluation survey. Provost Benoit said that who was included depended upon the type of evaluation. For comprehensive evaluations, staff members were included. For annual evaluations, only Group I were invited to participate (see Faculty Handbook VII.E.9).

II. Vice President for Student Affairs Ryan Lombardi and Director of the Women’s Center Susanne Dietzel
VP for Student Affairs Ryan Lombardi shared a PowerPoint presentation about Trends in Ohio University Student Behavior. The increase in enrollment numbers on the Athens campus enrollment numbers between 2006-07 and 2013-14 has had an impact on student support services.

Counseling and Psychological Services. The volume of total appointments for Counseling and Psychological Services has increased while the total clients are steady (1,727 total clients and 13,341 total appointments in 2008-09 versus 1,729 total clients and 18,604 total appointments in
2013-14). Psychiatric support has increased by 310% in the past four years. According to the staff in Counseling and Psychological Services, there have been increases in pathologies such as bipolar disorders and schizophrenia that require multiple appointments. However, Counseling and Psychological Services staff is limited.

- **Alcohol and Drug Referrals.** Alcohol referrals have stayed as expected with increases in student enrollment; drug referrals have had some increase. Numbers notably decreased after stricter policies were implemented in 2005-06. Over the past few years, marijuana use has increased slightly (from 28% to 33% according to a survey asking about use at least once in the past 30 days). There has been a notable increase over the past few years in prescription drug abuse.

- **Halloween.** Although Halloween guest registration was up slightly in 2013, the number of out-of-town visitors since 2009 indicates a steady decrease. Current policies limit students to one guest and charge students for guests. The approximately $40k in revenue generated from guest fees is used for alcohol programming.

- **High Risk Drinkers.** Student Affairs conducts a survey of students every two years and assesses the number of students considered to be high risk alcohol users. The first survey conducted in 2005 indicated that 84% of students were identified as high risk drinkers, which is defined as consuming five or more alcoholic drinks in a single setting during the last two weeks. The same survey conducted in 2013 indicated that 63% of students were identified as high risk drinkers. The national average for the age group is 48%. For first year students in 2013, 28% were classified as high risk drinkers at the beginning of the school year (national average = 18%) and 40% were classified as high risk drinkers midway through the school year (national average = 26%). The trend indicates movement from non-drinkers to high risk drinks, which is called the college effect.

- **Sexual Assault.** Lombardi stated that sexual assault on the Ohio University campus and across all campuses in the United States is under-reported. As such, the occurrence of sexual assault is difficult to measure and the statistics are inherently flawed. In 2009, there were revisions to sanctioning guidelines and standards that improved consistency for those found guilty of sexual assault.

- **Timeline.** Highlights of the timeline of changes to policy since 2006 included Halloween guest registration fee, new sexual assault sanctioning guidelines, survivor advocacy program, sanctions for alcohol offenses, educational programming, and Greek housing rules change. The increase and revision of activities have been designed to improve the numbers.

- **Education.** A number of efforts have been made to educate new students during Bobcat Orientation. Expectations and standards are clearly communicated to both students and parents/guardians. Education of current students includes campus conversations about how to improve campus culture related to alcohol abuse and sexual misconduct.

- **Assistance.** Lombardi asked for assistance and/or support of efforts. Lombardi also encouraged faculty to use the services available in which faculty need assistance or support.

- **Hours spent per week on academic work.** The results of the Campus Involvement study indicate a change in reported hours per week spent on academic work. In 2009, 68% of students reported spending fewer than 10 hours per week on academic work. In 2013, the number dropped to 50% of students.

**Questions and Discussions**

- A senator asked for clarification about the relationship between steady number of the total clients and the increasing number of total appointments in Counseling and Psychological Services over the years. Lombardi said that changes are partially due to some clients who need more on-going, intensive support. As such, the total number of clients being served is steady because of the increased need of the current clients being served and the limitations of the office from a staffing perspective.

- A senator asked if clients for Counseling and Psychological Services who need more limited support (i.e., only a single visit) are being served. Lombardi stated that, although there are
opportunities for walk-in appointments daily, students with lower pathologies are often put on a wait list. During the busiest time of the year, psychiatry appointments for the 1.5 FTE available to students are often scheduled 4-6 weeks in advance.

Director of the Women’s Center Susanne Dietzel spoke about the work that the Survivor Advocacy Program provides by educating students and the campus community at large about sexual assault, dating and domestic violence, and stalking. The program was funded in 2009 by a Department of Justice grant, reviewed approximately 18 months ago, and has expanded services to Regional campuses. Office provides advocacy students or friends of students who have been survivors of sexual assault, dating and domestic violence, and stalking.

- **Online Educational Program.** Part of the grant includes introducing a mandatory prevention education program for all incoming students. The educational program is entitled Not Anymore. The educational program is an interactive, online program. The program was chosen for interactivity, peer approach, inclusion of LGBT, use of pre-post testing, and endorsement by the Department of Justice. The program typically takes two to three hours to complete and contains learning modules about healthy and unhealthy sexual relationships, dynamics of sexual assault, and relationship violence. Modules are also proactive and include information about bystander intervention and models of behavior to prevent sexual assault. Ohio University can customize the program to add institutional links and references. Dietzel also noted that early education is very important; research shows that the first six weeks of the semester has the highest frequency of sexual assault. As such, there are plans to have a strong presence in the resident halls to reinforce the messaging of the online educational program.

- **White House Initiatives.** The April 2014 First Report of the White House Task Force to Protect Students from Sexual Assault outlines action steps and recommendations for college campuses. Ohio University is already doing a number of the actions and recommendations outlined in the Report. As examples, education about bystander intervention and engaging men in educational programming is already taking place at Ohio University. Another important issue in the Report is effectively responding when a student is sexually assaulted. Ohio University policies and hearings about sexual misconduct are consistent with the recommendations of the Report. Importantly, Ohio University offers confidentiality in advocacy services and a victim-centered approach to services. Lombardi added to the presentation by comparing the Dear Colleague Letter to the Report. The Letter provided broad, arguably ambiguous guidance for federal government expectations for responding to sexual assault on campus. The Report provides more clear guidelines. For example, in fall 2014, Ohio University started a new process for investigating charges of sexual assault using professionally trained investigators that interview the parties and present the information. This was a shift from a hearing model.

**Questions and Discussions**

- A senator asked for clarification about how students should find the sexual education materials. Dietzel responded that students will be educated and provided information during Bobcat Orientation. Students are required to register in the summer and have until mid-October to finish the program. Students are given the opportunity to opt out. Although not yet finalized, the plan is to place a hold on spring semester registration for students who do not finish or who do not opt out.

- A senator remarked about the importance of confidentiality in light of regulations that mandate faculty to report knowledge of sexual misconduct. In other words, faculty members have a legal obligation to report instances in which students report instances of sexual misconduct to faculty. As such, Ohio University’s victim-centered approach in providing additional, strictly confidential advocacy services was welcome. Dietzel added by stating that brochures will be sent to faculty about whom to contact and what offices faculty can use to refer students.

- A senator asked for clarification about when the educational programming will take place and whether not the program is self-paced. Dietzel said that students are introduced during Bobcat
Orientation and that the program is self-paced. Lombardi added that the program structure is similar to an existing program: alcohol.edu.

- A senator asked about whether or not the program would be required only on the Athens campus or if it also included the regional campuses. Dietzel responded that the program would only be required for Athens campus students.

- A senator asked if the customizable content in the program included information about how students could get support including resources for students suffering from mental health issues such as depression, problems with academics, and issues associated with financial aid. Dietzel said that one of the services that the Survivor Advocacy Program provides in advising students about these issues. In addition, the modules within the online program educate students about trigger warnings.

- A senator asked if there was a way for faculty to be educated through the online modules. Dietzel said that faculty logins are not currently available yet may be available in the near future (i.e., summer 2014).

III. Email Upgrade: Update from Project Manager David Alexander
Project Manager from the Office of Information Technology David Alexander shared a PowerPoint presentation about upcoming e-mail system upgrade.

❖ Catmail for Everyone. For a variety of reasons, it was determined that an upgrade was needed. The upgrade plan was the preferred choice. Catmail is cloud hosted Exchange email & calendar; the upgrade is limited to only email and calendar and will not include enabling other services such as OneDrive, Lync, SharePoint, and Office applications. There are a number of benefits of Catmail including 50 GB e-mail quotas, improved web access, easier calendaring, consistent experience for everyone, and reliability. Users should expect (1) interface changes that will vary by type of use (i.e., web use, mobile use, and Outlook use), (2) new sending limits with respect to the maximum number of recipients per message and the maximum number of messages per account within a 24 hour period, and (3) management of trash and junk mail folders. As an ideal schedule, the proposed timeline outlines changes to take place in summer 2014. If changes are not completed before the fall semester, then changes will be paused and the timeline will be reevaluated. Prior to the move, users are encouraged to ensure that e-mail client and web browser are up-to-date and to review deleted items and junk folders. Users will be notified before the move starts. However, the move is automatic and comprehensive. Alexander stated that current information will be available online. In addition, the IT Change Guide highlights a number of the changes that will take place in OIT.

Questions and Discussions
- A senator asked if the University could check the upgrades and changes for the Linux operating systems. Alexander stated that the changes and the experience would be compatible with the Linux platform.

- A senator asked if it was possible to sync the calendar with the Google calendar. Alexander said he would have to look into it.

- A senator asked if the University has a subscription to Box (free cloud storage for students, faculty, and staff). Alexander said that the University has purchased a site license for Box that offers 50GB of free cloud storage to all current students, faculty and staff. Another senator asked for clarification about collaboration using Box. Alexander stated that the default setting is sharing within Ohio University but users can share outside the organization by adding e-mail addresses.

IV. Roll Call and Approval of the April 14, 2014 Minutes
❖ The minutes were approved by a voice vote.

V. Chair’s Report (Beth Quitslund)
Topic 1: Election of Ohio Faculty Council Representative. The Ohio Faculty Council is organized under the University System of Ohio and represents the faculty of four-year public institutions. It is charged with presenting a faculty perspective of major issues in higher education to the Chancellor, the Ohio Board of Regents, officials of the state of Ohio, and the public. In practice, one of the main functions is to share information about the happenings at various institutions in the state. It meets on the second Friday of every month in Columbus; all institutions send two representatives. The Ohio University Faculty Senate normally sends two members: the Chair and someone else who is elected by the Senate. The term is two years. Nick Kiersey (from Chillicothe) has just finished a two-year term. Quitslund nominated Kiersey for reappointment; he has been an effective representative and is willing to be reappointed. Kiersey was elected by a voice vote. The Senate should also have an alternate. Quitslund asked senators to contact her after the meeting if willing to be the alternate.

Topic 2: Committee Preferences. Quitslund asked faculty to rank all four Senate committees using the forms provided. The Senate will try to appoint senators to his/her first choice. However, first choice may not be possible when trying to balance College representation within committee membership.

Topic 3: Updates and Announcements.
- Quitslund reminded senators that nominations for standing committees are due Wednesday, May 7 to Laura Tuck. There are a number of vacancies including a specific need for the Parking Committee. Quitslund encouraged all senators to encourage colleagues. Committee representation is important for shared governance.
- The ModernThink survey participation was very good. Faculty response rate was 60%, classified staff response rate was 63%, and the administrative staff response rate was 55%. As an institution, exceeding 50% for all employee categories should provide a valid data set for implementing changes. In addition, using the results for an AQIP action item should lead to real, actionable results.
- Quitslund provided another thanks to Elizabeth Sayrs for her dedication and service as Faculty Senate Chair. In response to an e-mail Quitslund sent to all faculty, a number of colleagues sent affirmative responses. Faculty senators joined Quitslund in a round of applause. Sayrs received a standing ovation from the body.
- Quitslund also thanked all senators rotating off of senate service: Albert Rouzie, Vladimir Marchenkov, Elizabeth Sayrs, Jacqueline Wolf, Beth Vanderveer, Ghirmai Negash, and Joseph Slade.
- Upcoming Senate Meeting: Monday, September 8, Walter Hall 235

VI. Executive Committee (Beth Quitslund)
- Sense of the Senate Resolution on Sexual Assault Awareness and Prevention—First Reading
- This resolution was written by the Executive Committee in collaboration with the Chairs of the Senate Committees. The representatives felt that the resolution was important at the end of the year with an unusual number of public incidents involving sexual misconduct and perceptions of sexual misconduct. The motivations were to make a formal statement of concern as well as acknowledge the tremendous work and activism done on the campus by individuals, students, and university organizations.
- This resolution expresses gratitude to various staff and volunteers for outreach around sexual misconduct, commends individual students who have intervened to improve the safety of OU students and guests, and endorses the creation of a climate survey. In addition, this resolution states that the Senate will actively support and work with OU offices and student groups to make the campus a respectful, safe, and secure environment.
- After a seconded motion to suspend the rules passed, allowing for a vote on the resolution before the final draft of the report is completed, the resolution was passed by a voice vote without discussion.
VII. Educational Policy & Student Affairs Committee (Ruth Palmer)

- Resolution to Endorse the General Education Common Goals—Second Reading
  - This resolution endorses the General Education Common Goals. The resolution supports future activities of the General Education Task Force including the development of learning objectives for the goals, possible changes to general education, incorporating learning outcomes and assessments, and approval of proposed revisions by UCC, EPSA, and the Faculty Senate.
  - Most of the discussion focused on concerns about the Recommendations section of the Common Goals for Baccalaureate Programs at Ohio University document. This section includes a list of Recommended Goals and Recommended Curricular and Co-Curricular Experiences. Specifically, there were concerns expressed about the possibility of the recommended goals being perceived as required goals and experiences in the future. In other words, would programs appear to be deficient if the goals and experiences in the recommended section were not achieved? Questions were also raised about the purpose of including the Recommendation section at all, expertise necessary to develop select content, and strategies for achieving goals.
  - There were a number of responses to concerns and questions. First, the firm and guiding principle for changes to general education is that the number of courses will not change. Second, although there is a belief that the recommended goals and experiences are important, there are limitations to the number and scope of general education courses. Third, the Recommendations section of the document was developed using frequently mentioned responses by faculty from a survey about the Goals. Fourth, this stage in the development process is to only review/approve the list of Common Goals; the next stages include developing learning objectives for the goals, making recommendations for possible changes to general education, and identifying learning outcomes and assessments. Fifth and finally, it was stated that the faculty body is entirely responsible for curricular changes. As such, any changes will not happen without extensive review and approval from the Faculty Senate and multiple faculty groups across campus.
  - The resolution itself was passed by a voice vote.

- Resolution to Revise Language Concerning Notifications of Medical Visits—First Reading
  - This resolution proposes revisions for relevant university publications to be consistent with policies for how students can ask for written notification of the visit to use as documentation for an excused absence for medical reasons at Ohio University Campus Care and OhioHealth O’Bleness Hospital.
  - A senator asked if we needed to waive a second reading in order to meet any deadlines for publication changes. The response was that it was not necessary given that the deadline for changes to various publications for the 2014-15 academic year have passed.
  - The resolution will move forward to a second reading

For Senators, Palmer provided a brief description about what EPSA is and what EPSA does.

VIII. Finance & Facilities Committee (Steve Hays)

Steve Hays spoke on behalf of the Committee Chair about two topics.

- Hays indicated that the committee has been having some discussion about RCM liaisons. Previously, the Faculty Senate asked each college to appoint an RCM liaison representative. One of the goals was to provide a mechanism for communication about problems and solutions about RCM to faculty through the Faculty Senate. The committee and/or committee chair plans to create and make a brief report available via faculty senate website about what has been learned through experiences with RCM.
Hays also informed the Faculty Senate about potential plans for the upcoming year. Specifically, the Finance & Facilities Committee may raise issues associated with Intercollegiate Athletics (ICA). The plan is to put forth a resolution asking the Senate to ask F&F to study the costs of ICA. Some concerns expressed were the need transparent reporting about the amount and rationale for Ohio University spending on ICA. A Draft of the Sense of the Senate Resolution is available online for discussion and input.

Quitslund praised and thanked the committee for the work accomplished during the past year with specific reference to a number of issues that had extremely short time frames.

A senator added that RCM is still in its learning phase. As such, such future work of the committee for next year will involve RCM issues.

For Senators, Hays provided a brief description about what F&F is and what F&F does.

IX. Professional Relations Committee (Ben Bates)

Bates briefly provided an update about the Resolution Clarify the Status of Retired Group I and Group II Faculty Reappointed to Part-Time Positions after Retirement. The Resolution has been withdrawn based upon guidance from Legal Affairs. After a question from a senator, Bates explained Legal Affairs’ reasoning as related to the legal issues associated with benefits from STRS. In addition, Bates explained how the resolution would have impacted retirees covered under ARP in response to a senator’s question. The resolution itself was only designed to address the negative consequences to faculty who were reappointed under the STRS system. Faculty under the ARP system did not have the same barrier. In fact, reappointment to part-time positions after retirement may help faculty under the ARP system assuming a supplement in medical coverage.

After a question from a senator, Bates also mentioned that next year’s agenda will continue to include more evaluation of Group classifications for faculty including (but not limited to) naming, evaluations, and promotions. This is partially in response to some issues that have been identified as a result of the most recent Group II promotions.

For Senators, Bates provided a brief description about what PRC is and what PRC does. Quitslund also mentioned that PRC is in need of a new chair and thanked Bates for his service.

X. Promotion & Tenure Committee (Ani Ruhil)

Ani Ruhil spoke on behalf of the Committee Chair.

The committee is anticipating an appeal forthcoming in the near future. However, the appeal has not yet been sent to the committee.

There were no questions or discussion.

For Senators, Ruhil provided a brief description about what P&T is and what P&T does.

XI. New Business

None

XII. Adjournment

The meeting was adjourned at 9:26pm.
Division of Student Affairs
Trends in Student Behavior
Faculty Senate
May 5, 2015

Counseling and Psychological Services

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Alcohol & Other Drug Referrals

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Halloween Guest Registration

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First Year Alcohol Data

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Athens Enrollment:

- 2007: 19,500
- 2008: 20,000
- 2009: 20,500
- 2010: 21,000
- 2011: 21,500
- 2012: 22,000
- 2013: 22,500
- 2014: 23,000
Timeline

- New strategy to address high risk drinking
- Behavioral response team (SRCC)
- New sanctioning guidelines – 2 strike policy & parent notification
  - CHOICES – Infused into UC115
  - Halloween guest registration fee
  - New Student-Athlete Code of Conduct
  - Medical Emergency Assistance Program
- New sexual assault sanctioning guidelines
- VAWA Grant – Survivor Advocacy Program
- Hire full-time psychiatrist
  - Add eCheckup as a sanctioning tool
  - Dear Colleague Letter
  - Increase programming efforts
  - “What’s My Risk” infused into UC190 classes
  - Additional sanctions for alcohol related offenses
    - Revise the Student- Athlete Code of Conduct
    - Nuisance Party Ordinance enforced
    - Halloween guest registration fee increased
    - Asst Director for Health Promotion
    - NCHIP partnership
    - Greek housing rules change
    - New sexual misconduct process for students
    - Online sexual assault educational course

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