

Status:

Form: _____



Central Christian College of Kansas

COLLEGE COUNCIL

Date: _____

Title of the Policy/Action: _____

Department Making Request: _____

Proposal: _____

Reasoning: _____

Proposed Start Date: _____

Actions

Date of Action

- **Overseeing Affairs Committee Approval:** _____
- **College Council**
 - **Affirmation:** _____
 - **Confer:** _____
 - **Recommendation:** _____
- **Presidential Response**
 - **Approve:** _____
 - **Refer:** _____
 - **Decline:** _____
- **Board of Trustees**
 - **Sent for Affirmation:** _____
 - **Date Affirmed:** _____

Minutes Attached Below.

Comments: Page 2 is the All Athletic Meeting Minutes where the policy was discussed.
 Page 3 is the Council of Student Athlete Minutes approving the policy.
 Page 4-5 are the minutes for the Student Affairs Committee approving the policy.
 Pages 6-8 is the current institutional drug testing policy with comments from a group of students.

All Athletics Council Meeting Agenda

March 2, 2023

8:30 AM

Alumni Dining Room

- I. Devotional – Joshua Macharia
 - 2 Timothy 4:6-7*
 - Will you fight the good fight?*
 - Will you run the race well?*
 - Will you keep the faith?*

- II. AD's Report
 - A. Drug Tests
 - 1. *After discussion coaches approved the drug policy as was presented from College Council. The discussion end that we are all in agreement with the policy, but may like to propose changes in the future.*
 - B. Hall of Fame
 - 1. May 19, 2023
 - a) Golf Tournament
 - (1) Hole sponsors
 - (a) Each coach needs to get 1 hole sponsor of \$100 for the tournament
 - (2) Teams
 - (a) Each coach needs to attempt to get at least 1 team to sign up to play.
 - 2. May 20, 2023
 - a) Event
 - (1) Set-up Help?
 - C. Scholarship Update
 - D. Toby Awards
 - 1. April 30, 2023
 - a) Greer
 - b) 7:30pm – 8:30pm

- III. Faculty Athletic Representative Report – Heath Whitehouse

- IV. Committee Reports
 - A. BAC – Aaron Hoxie
 - stackable model*
 - B. Student Affairs – Rick Hughes/Tony Romero
 - RA compensation*
 - SGA compensation*
 - RA structure*
 - Drug policy*
 - C. Spiritual Development – Joshua Macharia
 - Not met yet*
 - *Please discuss changing Monday's model*
 - D. Operations – Kyle Moody
 - proposal to paint baseball field for Work Week*
 - Work Week after graduation*
 - E. Campus Planning – Aaron Hoxie
 - soccer press box approved*

-south gym lobby rap done

-renovating Science Hall

F. College Council – Kyle Moody

-

V. Discussion

A. Post-Season Play - Is it restricted to individuals or whole team? Why or why not? Toby Awards

-Calling for special meeting to further discuss

B. Lifestyle Covenant changes feedback

-

C. Trinity International Closing

VI. Business

A. Drug

B. Game Day Workers through March 25th

C. Next Meeting

1. April 6th

2. Devotional: Tony Romero

VII. New Business

A.

VIII. Closing Prayer – Matt Barreiro

IX. Adjourn

A.D.'s Report:

- Update on drug policy: Drug tests are ordered and will be here shortly.
- Are we doing full team testing or just random? It depends on how many tests we receive. Most likely 15-20% of the team.
- Testing will include nicotine, drug, and alcohol. These tests cost \$12. You will not get an email in advance or warning about the testing, you will be either pulled from class or your dorm and tested immediately.
- Going over the new 3-strike rule: 1) 10 community hours and a substance abuse class. 2) Suspension from 50% of the games, 5-10 % reduction in scholarship, and a substance abuse class. 3) Expulsion from the school.

New Business:

- Students are satisfied with the policy and agree that this new policy should go into effect.
- Edify each other and go support other team's events as much as possible.
- Communicate more "nicely" with each other and build others up.

Adjourned: 9:43 PM

Student Affairs

February 28, 2023

12:00 p.m. in The Archer Center

Minutes

1. **Prayer – Jacob R.**
2. Attendees: Cathy Brown, Jacob Rudolph, Rick Hughes, Caleb Koerperich, Brett Janssen
3. **Institutional Drug Policy Recommendation Approval: The committee has approved and recommends the following policy to be sent to the College Council.**
4. **Athletic Drug Policy Recommendation Approval: The committee has approved and recommends the following policy to be sent to the College Council.**

5. Council of Student Athletes Description and Member List

What is Council of Student Athletes (CSA)?

It is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. The CSA offers input on the rules, regulations and policies that affect student-athletes' lives. There is a CSA at the institution, conference and national levels.

Purpose of CSA

The purpose of a CSA at CCK is 4-fold:

1. Generate a student-athlete voice within the institution.
2. Review and respond to proposed institutional legislation
3. Support the campus and conference community through community outreach efforts.
4. Develop a direct line of communication between Athletic Administration and the student-athlete

The desire is that each program within the Athletics Department should have one student representative. The AD will ensure that class representation will be balanced.

Representatives should be nominated by the coach, have a GPA of 3.0 or higher, be in good standing with the Student Life Office and be a professing Christian. The AD will work with the Student Life Office and the Academic Office to check GPA and behavior.

If teams cannot be represented based on the selection criteria, it is up to the AD to ensure that the team is represented by another student from another team that meets the criteria.

This is the recommendation from the Student Affairs Committee. This committee meets monthly.

RA Compensation Approval The committee has approved

6. **6. RA Compensation Approval The committee has approved and recommends the following policy to be sent to College Council.**

Single room; but no guarantee (current RAs will be grandfathered at 100% since that is what they currently have)

85% room for yr 1 RA

90% room for yr 2 RA

100% room for yr 3 RA

Recommendation to do what Tabor College does – If the school balance is \$0, then they can receive a check/cash (above their balance, such as a stipend).

7. **SGA Compensation Approval The committee has approved and recommends the following policy to be sent to College Council.**

50% room with a roommate - For SGA members who live off campus, we need to have a line which states the student would receive funds instead of the room, which is not needed.

Institutional Drug Policy from Student Life

For the purposes of this Handbook, Central Christian College of Kansas recognizes that the possession, manufacture, distribution, dispensing, sale, purchase, or use of controlled substances, tobacco, and alcohol is prohibited in buildings, facilities, and grounds controlled by the College, as well as part of any activity sponsored by the College regardless of location.

This prohibition is applicable to all students, regardless of enrollment status (i.e., residential, non-residential, online, graduate, etc.). Individuals found to be possessing, manufacturing, distributing, dispensing, selling, purchasing, found to be at a party where alcohol is, or using controlled substances, alcohol, or tobacco products or paraphernalia shall be subject to disciplinary action. Furthermore, the illegal manufacture, distribution, dispensing, possession or use of controlled substances may subject individuals to criminal prosecution.

Members of the College community are expected to uphold the laws of the local community, the state of Kansas, and the nation. Any alleged violations of federal, state, or local laws may be referred to the appropriate law enforcement officials and/or to the appropriate college or judicial body.

The College reserves the right to require that any student submit to a physical examination or clinical testing designed to detect the presence of drugs, including, but not limited to, urine or hair follicle, when reasonable suspicion exists that the student is under the influence of or is improperly using drugs in violation of this policy.

Reasonable suspicion for testing is determined at the sole discretion of College officials. Reasonable grounds for drug-testing may include, but are not limited to:

- Drug-related odors on person, clothing, equipment, or in living quarters
- Possession of drug paraphernalia
- Observable phenomena, such as direct observation of substance abuse or physical symptoms or manifestations of being impaired due to substance abuse.

Furthermore, the College will administer drug tests each semester and utilize randomized drug testing of up to 25% of all students monthly.

Initial testing will take place on campus with support from Student Life, the Athletic Director, Assistant Athletic Director, or the Coach and will be paid for by the institution. If a student's test results are positive for substance use, the student will be responsible for the expense of the test. If a student's test results are negative for substance use, the College will be responsible for the expense of the test. Students that test positive will have an opportunity to take a second test at a local testing facility, clinic, or hospital selected by the College, at the cost of the student.

Though alcohol and marijuana may be considered legal substances in some jurisdictions based on either age or through law, both are regarded as having a history of damaging individuals, communities, and society. The College requires abstinence for the sake of the community. In the same way tobacco use is prohibited, including but not limited to cigarettes, cigars, cigarillos, hookahs, chewing tobacco, snuff, and electronic smoking devices such as e-cigarettes, vaping products, and IQOS. Refusal to comply with testing will be considered a violation of the College's drug and substance policy and may result in discipline up to and including dismissal.

Institutional Consequences

Positive tests will evoke the following:

- Student Life will meet with each student and give institutional consequences.
 - 1st Offense –
 - Automatic 1 week of on-campus restriction*
 - 10 hours of community service

- Participate in a class over substance abuse (passing score of 80% or higher)
 - Access to professional support services for substance abuse
 - Subject to random testing for remaining time at Central
- 2nd Offense –
 - Automatic 1 week-off campus suspension**
 - Participate in another substance abuse class (passing score of 80% or higher)
 - Automatic reduction of scholarship at a minimum of 5% at time of offense
 - 3rd Offense –
 - Expulsion from the school
- Offenses are cumulative for the time a student is enrolled at CCK
 - Student Life will convene the Disciplinary Affairs Committee. The committee will meet with each student who tested positive to determine a course of action that fits the needs of each student. The intent of the DAC is to understand why the student chooses to participate in substances and work with the student to make better choices.

*On-campus restriction is defined as not being allowed to leave campus and has certain restrictions applied to where the student can be on campus. The expectation is that students will continue attending all classes, and Moral and Civic Engagement Seminar.

**Off-campus suspension is defined as not being allowed on campus for the duration of the student’s suspension. This would include attending class in person, games, school-sponsored events, etc...

Feedback from Student Leaders regarding Institutional Drug Policy

These comments represent 16 out of 22 leaders on campus and about 7% of our on-ground population.

Student 1	I like it. We need something.
Student 2	Fair, pretty good. I like the different offences and how it gets progressively ‘more’ in consequences.
Student 3	Really good. Strong foundation. Make sure everyone is aware.
Student 4	Make sure it is clearly shared out with everyone. It sounds good. It is clear and no room for misunderstanding.
Student 5	Overall good. I have a couple of questions: How likely is it to have a false positive? Have you already done on and off campus suspensions?
Student 6	I like it. It is well thought through and I like progressed consequences.
Student 7	A bit excessive and unfair. As a 22-year-old who has never done drugs, I think it is ridiculous that I’d need to leave my students to come pee for y’all. 10 minutes is not enough time to inform my boss that I’d be leaving work.
Student 8	I personally like the new policy. I think it is realistic and will be beneficial to the students struggling with addiction.
Student 9	I am completely on board., great ideas.
Student 10	The time that the being tested is given need to be extended to the length of a class, so, roughly 1 hour. Other than that, I agree with everything else.
Student 11	I personally feel that this policy is more than fair to the students and should be well enforced to the best of our abilities.
Student 12	I feel as though this policy is reasonable ad should be simple to follow through with. I believe the first offense should be a little lighter for students who are of age (21 and higher) and kept the same for students who are younger than 21. This is because students who are legally allowed (such as with

	alcohol) whereas younger students are getting themselves involved with federal law. I also believe that students should be given grace with their consequences, not treated poorly, and should get help/kindness/attention they need towards any possible substance addiction. Staff should look to understanding why they are doing it in the first place while they are disciplining them instead of condemning them. Overall, reasonable and easy to understand policy.
Student 13	I feel like this policy is great for our institution and more than fair. The consequences are more than fair enough because you signed a paper to come here that says you will not do these things. I do feel the person that does fail the test needs to get help they need because they are more than likely to be addicted on the drug. We all should be held to high expectations.
Student 14	I think this is a good/reasonable policy. It clearly states the expectations when it comes to this topic; furthermore, it gives the students numerous chances to 'fix' their wrongdoings, yet still holding them accountable. Continually breaking the rules shows they do not want to better themselves, thus results in in dismissal which seems to be the only option left.
Student 15	This policy is great for the school and students. But at the same time, I feel like it is going to be wasted money if all students need to take drug tests. People who get drugs should be dealt with, but only in the right way, or they won't change. So, I believe we can do something to them.
Student 16	I agree. I am glad something is being taken into action. I feel students here at CCK never took getting into trouble seriously, especially when it came to being involved with such substances. I do not disagree with any of it.