**McPherson College**

**Alcohol and Other Drug Biennial Review**

**2024 - 2026**

McPherson College in accordance with the requirements of the 1989 amendments to the Drug Free Schools and Communities Act, as articulated in the Education Department General Administrative Regulations (EDGAR) Part 86- The Drug Free Schools and Campus Regulations, completed the review for academic years 2022-2023 and 2023-2024.

McPherson College is dedicated to a close examination of the drug and alcohol prevention programs every two years. It is important to review the programs to understand the scope and effectiveness of the campus prevention program.

The 2024 review process started in July of 2024 and concluded in December of 2024. The 2024 Drug and Alcohol Program Committee at McPherson College consisted of the following members:

Dan Falk Dean of Students

Brenda Stocklin-Smith Director of Human Resources

Jeremy Nelson Director of Facilities

Abbey Archer-Rierson Chief of Staff, President’s Office

Dr. Matt Skillen Vice President of Academic Affairs

Dr. Ed Loeb Assistant Director of Athletics

Jamie Pjesky Director of Academic Advising and Student Success

**ADM 195 McPherson College Drug-Free Workplace Policy Introduction**

In keeping with its commitment to providing a safe, secure and efficient work environment, McPherson College has adopted the following policy as a supplement to existing personnel policies, practices, and procedures. In response to the needs of all employees, training will be provided to help them maintain a drug-free work environment. Please note Attachment A to this policy that reviews some of the health risks associated with the use of alcohol and illegal drugs.

Section 1: Applicability

All employees of McPherson College, including full- and part-time persons classified as faculty, staff or student employees, must comply with this policy.

Section 2: Definitions

“Drug” means any substance that has known mind- or function-altering effects on a human subject. It specifically includes psychoactive substances. It includes, but is not limited to, drugs controlled, regulated, or prohibited by state and federal law. "Drug” includes, without limitation, alcohol.

“Authorized substance” means only: 1) a lawful over-the-counter drug (excluding any alcoholic beverage) used in the recommended amounts; and 2) a medically prescribed substance, which is lawfully possessed, used as prescribed, and taken under the direction of a physician.

“Workplace” means any office, building or property, including any parking lots, owned or operated by the College, or any other place at which a McPherson College employee performs work for the College or is directed by the College to be. “Workplace” also means where the employee is doing the majority of her/his work. (However, see the On and Off campus College Functions paragraph under Section 3: Prohibitions.)

“Impaired” means having a significantly reduced capacity to perform regular or assigned job-related duties safely and effectively because of drug use or abuse.

Section 3: Prohibitions

McPherson College prohibits the following conduct:

• The illegal use, possession, manufacture, distribution, or sale of drugs, or drug paraphernalia while on College premises or in College vehicles, while conducting College business, or in any workplace (as defined herein.)

• The possession, use or distribution of alcoholic beverages on the College campus, in College vehicles, or in any workplace (as defined herein.)

• Reporting to work while impaired (as defined herein) or being impaired at work, provided, however, that use of an “authorized substance” shall not be cause for discipline so long as the employee immediately, fully, and in good faith discloses to his or her supervisor the nature and cause of the impairment and all other relevant facts.

If it is determined that the use of an authorized substance impairs an employee’s ability to perform regular or assigned duties safely and effectively, the employee shall be temporarily reassigned to other duties, or other appropriate response shall be taken, which shall be consistent with all laws (including for example, the American with Disabilities Act) to the extent they may apply.

On and Off-campus College Functions: An exception to the definition of the workplace as “any…place at which a McPherson College employee performs work for the College or is directed by the College to be…where the employee is doing the majority of her/his work” may be granted for some College functions on or off of the main college campus. At the functions, beer, wine or liquor may be served with prior approval by the Approval Committee, in accordance with the Campus/College-Sponsored Event Alcohol Use Policy. Consumption may be strictly monitored and controlled. The beverage service at any pre-authorized, on or off-campus event will be contracted to a licensed third-party provider.

Employees are generally not permitted to consume alcohol while performing services of any kind for College. In limited circumstances, employees may be approved to consume alcohol in connection with College-sponsored activities that do not involve the direct supervision or oversight of College students. Prior to the event where alcohol may be served or consumed, the employee must review the circumstances with the employee’s direct supervisor. The employee’s direct supervisor may consult with Human Resources regarding approval and parameters related to such approval.

If approved, employees must consume alcohol responsibly and in a manner that does not impair their ability to perform job duties or cause them to negatively represent the College. Employees should discuss specific expectations with their supervisor or Human Resources prior to consuming alcohol while representing the College.

Suspected violations of College policy related to alcohol consumption or alcohol or substance abuse should be immediately reported to Human Resources for review and action. To support the College’s goal of an environment free from illegal drug use and alcohol abuse, employees may be subject to drug or alcohol testing upon reasonable suspicion and in accordance with applicable laws, regulations and internal procedures administered by Human Resources.

Section 4: Employee Assistance

Out of its commitment to providing a work environment conducive to the health and well-being of all employees, McPherson College offers educational and benefit programs dealing with drug use and abuse in the workplace. Benefit programs include partial coverage for both in-patient and outpatient drug abuse treatment programs for employees who are enrolled in the current College health insurance plan and referral services for all employees. McPherson College’s Human Resources office coordinates educational and benefits programs relating to this drug abuse policy.

McPherson College employees have access to an Employee Assistance Program.

Employees are strongly encouraged to seek assistance for drug problems before their job performance is impaired. Any employee who voluntarily reports his or her own drug possession/use problem to McPherson College, before such problem has otherwise been reported to the College or has caused a violation of any other College policy, shall not be disciplined by the College for reporting such personal possession/use in violation of this policy.

Employees who require time away from work to participate in a recognized treatment or rehabilitation program may do so in accordance with the terms of McPherson College’s leave of absence policy. Information about an employee’s participation in such treatment will be held in strictest confidence.

Section 5: Reporting Obligations

In accordance with the Drug-Free Workplace Act of 1988, any employee who is convicted of criminal conduct related to drugs in the workplace must notify McPherson College’s Human Resources Director within five calendar days of any such conviction.

The Drug Free Workplace Act requires McPherson College to impose a penalty upon, or to require satisfactory participation in a drug abuse assistance or rehabilitation program, by any McPherson College employee convicted of a criminal drug statute violation in the workplace. Subject to the other provisions of this policy, and subject to any statutes that may be applicable (such as, for example, the American with Disabilities Act), deciding whether to impose a penalty or to require satisfactory participation in a drug abuse assistance or rehabilitation program shall be at the sole discretion of McPherson College, provided, however, that the College shall endeavor to treat like cases alike and shall not engage in any legally prohibited discrimination.

Section 6: Consequences of Policy Violations

Employees who violate this policy will be subject to appropriate disciplinary action up to and including termination of employment.

Section 7: Distribution of Materials

The following items will be distributed to all employees:

• A copy of this policy.

• A document which describes the health risks associated with use of illicit drugs and the abuse of alcohol. See Next page:

*Some Health Risks Associated with the Use of Alcohol and Illegal Drugs*

Drug and alcohol abuse creates serious problems both for the abusers themselves and for their families, friends, co-workers, and employers. Abuse of alcohol and drugs can cause severe injury to both body and mind. Overdoses of certain drugs kill immediately. Drug abuse can lead to debilitating mental disorders, whether temporary or permanent, and to painful, disabling, and/or fatal physical illness. It substantially increases the risk of violence and suicide. Drug or alcohol abusers as a group find it far more difficult to sustain healthy and satisfying family relationships and friendships, to fulfill their responsibilities, and to hold jobs. In the workplace, drug or alcohol abusers are far more likely than non-abusers to miss work and to have serious on-the-job accidents. They are far less productive and much more costly to employers and are therefore far less desirable as employees than non-abusers. Employees suffering from the immediate or long-term effects of drug or alcohol abuse waste much of their potential.

Illegal use of drugs is, by definition, a crime. The seriousness of the possible punishment depends on such things as the type and amount of drugs involved, the place of the violation, and the criminal history of the participants; serious drug crimes can result in long prison sentences. While use of alcohol is, in and of itself, not a crime, its abuse increases the risk that the abuser will commit, or be the victim of, serious crimes. Further, operating motor vehicles while under the influence of alcohol or while having a blood-alcohol level above the applicable legal limit is a crime. Depending on the circumstances, this can result in suspension or revocation of driving privileges, fines, and jail time and/or prison terms.

The medical information above is for informational purposes only. It consists only of brief summaries. It should not be relied upon for any medical decisions or in any medical emergency. McPherson College disclaims any responsibility to revise or update this information.

McPherson College adheres to the code of federal regulations, part 85, sub-part F, and 34 CR 86 that requires the College to maintain a drug-free workplace for employees.

Section 8: Biennial Review

McPherson College’s drug and alcohol abuse and prevention program and related policies will be reviewed every two years for compliance and effectiveness. The materials developed pursuant to these policies and the results of the biennial review will be reported to the institution’s cabinet members and will be made available upon request.

Section 9: Oversight Responsibility

The Dean of Students and Director of Human Resources shall serve as the main contacts with oversight responsibility for the Drug and Alcohol Policies including, but not limited to: updates, coordination of required information, the biennial review, and annual notification to employees and students.

Section 10: Education and Drug- & Alcohol-Related Services

As part of the New Student Orientation (NSO), first-year students participate in a workshop designed to review the drug and alcohol policies. This workshop includes signs and interventions related to high-risk alcohol and other drug use. In addition to a workshop, all residential students attend residence hall meetings, where Resident Assistants (RAs) facilitate discussions about campus policies and issues.

Educational programming about alcohol and drug use is held throughout the academic year. The programming is a combination of interactive educational activities and passive programming, such as email, bulletin boards, and posters. In addition, referrals may be made to the on-site counseling center, which conducts drug and alcohol screenings for students.

Employees of the college participate in an annual discussion about the institution’s drug and alcohol policy. All employees have access to the Employee Assistance Program (EAP). There is also a local SMART Recovery meeting that is available to all members of the campus community.

*Revised 11/2022*

**Student Conduct**

The College has a duty to establish rules and policies that all students are required to follow for the good of the community. Students have a right to expect enforcement of these rules and policies. The College also has a right to expect students to abide by them as responsible members of the learning community. In addition to the Student Code of Conduct, McPherson College students are responsible for upholding all official College and Residential Life policies while a member of the McPherson College community. Engaging in the following prohibited behaviors is a violation of the Student Code of Conduct:

**Alcohol**--Using or possessing alcoholic beverages including the following:

a) If one is underage;

b) On campus or at College sanctioned activities where alcohol is not allowed;

c) Using or being in possession of alcohol paraphernalia (including, but not limited to, beer cans, bottles, bottle-caps, and/or shot glass collections).

**Drugs**—The unlawful possession, use, or sale of any drug or controlled substance including the following:

a) Manufacturing, growing, distributing, selling, possessing, using, or offering for sale narcotic drugs, depressants, or stimulant substances, hallucinogens, cannabis and/or derivatives (including synthetic derivatives);

b) Being in the presence of illegal drugs;

c) The use of prescription drugs without a prescription;

d) The presence of drug paraphernalia; and/or e) Evidence of drugs such as smell or items used to mask drug odors.

**Clery Act Crime Information for years 2023, 2022 & 2021**

*Drug Abuse Arrests*

2023- 0

2022- 1 on campus & 1 in campus residence hall

2021-0

*Drug Abuse Campus Sanctions*

2023-33 on campus & 33 in campus residence hall

2022-19 on campus & 19 in campus residence hall

2021-14 on campus & 14 in campus residence hall

*Liquor Law Violations Arrests*

2023-0

2022-0

2021-0

*Liquor Law Campus Sanctions*

2023-37 on campus & 37 in campus residence hall

2022-25 on campus & 25 in campus residence hall

2021-17 on campus & 17 in campus residence hall

**Evaluation Process**

The committee used *“A Typology for Campus Based Alcohol Prevention: Moving toward Environmental Management Strategies*” by William DeJong and Linda M. Langford to guide the review process. In addition, the committee used the *“Complying with the Drug-Free Schools and Campuses Regulations- A Guide for University and College Administrators”* that was developed by the Higher Education Center.

Using the DeJong & Langford article, the committee reviewed its programs and activities through the lens of individual and environmental lenses. Regarding the individual lens, the committee considered attitudes, behavior, and treatment as the key concepts. For the idea of environmental, the committee considered the concepts of alcohol-free events, norms, alcohol availability, alcohol promotion, policy/law, health and protection and finally intervention and treatment.

The committee met several times to brainstorm and discuss how McPherson views and treats alcohol use within each of these matrix concepts. The matrix discussion around individual and environmental aspects of alcohol and other drug allowed the committee to better focus on key questions.

* Current Programming
  + Individual
    - Student and employee Vector on-line training called “Alcohol EDU” for student leaders and all first-year students in ACE.
    - Group includes coaches, faculty, orientation programming for first-year students, fall faculty workshop and athletics orientation.
    - School includes human resources and dean of students sending out alcohol and other drugs policy and college sponsored events policy.
    - City includes police and sheriff department alcohol enforcement and liquor stores requiring students to be of age to buy alcohol.
    - State includes law that students need to be 21 years of age to drink.
  + Environment
    - Employee and student events are 99% alcohol free.
      * All student events alcohol free.
      * Alcohol optional events for staff include retirement parties, holiday gatherings and alumni/advancement events.
    - Most city events are alcohol free.
    - State level events are alcohol free.
    - Prairie View counseling for treatment.
    - All student athletes receive an educational session on substance abuse by athletic trainer.
    - Residence Life facilitates health and wellness checks for alcohol and drugs in the residence halls, houses and apartments 3 times a semester.
    - Employees are offered a free Employee Assistance Program (EAP), which offers wellness education.
    - Campus Wellbeing Committee that is proactive about education and events.
    - Director of Student Wellbeing that promotes health living.
    - Alcohol is not allowed in student housing or sporting events.
    - On campus restaurant only serves alcohol after 4:30 pm and students must be 21 years old to drink.
    - Student athletes are subject to random drug and alcohol testing.
    - All fine arts events are alcohol free.

The 2 foundational reasons that McPherson College (MC) reviewed the alcohol and other drug prevention program were to examine the effectiveness of our program and to explore if we enforce our policies consistently. Therefore, the 5 key questions the committee asked were:

1. How does MC provide an environment with alcohol free options?
2. How does MC create a social and academic environment that supports health promoting norms?
3. How does MC’s prevention program limit alcohol availability?
4. How does MC’s prevention program limit marketing and advertising of alcohol on and off campus?
5. How does MC develop and enforce alcohol and other drug policies on and off campus?

After the committee reviewed the matrix for individual and environmental factors and asked the 5 questions above, the committee identified the strengths and weakness of the alcohol and other drug prevention program.

**Strengths:**

* 99% of campus events are alcohol free-with all student events being alcohol free.
* Random alcohol and drug testing for athletes.
* Alcohol and drugs not allowed in student housing.
* Educational component about alcohol use during first year student orientation.
* Limited alcohol sales at on campus restaurant.
* Education on drug and alcohol policy from Human Resources department.
* Residence Life health and safety checks in rooms each semester.
* Prairie View Counseling agreement- students receive 10 free counseling sessions a year.

**Weaknesses:**

* Underage drinking in campus housing.
* Consistent sanctioning for violations of drug and alcohol policy by Student Affairs.
* Supporting student health in campus housing and events.
* Promoting alcohol and other drug norms in campus housing and events.

**Trends:**

* Higher marijuana usage by certain students who abuse the drug. Also, more students are willing to push the boundaries of the campus alcohol and drug policies. The possibility of marijuana addiction has increased due to the level of potency in the drug.

**Student Attitudes and Behaviors**

* Students are using marijuana to relieve anxiety. They are in a sense self-medicating. Students often do not see marijuana as being addictive and view it as a healthy way to manage stress and the daily demands of life.

**Training**

* The Student Affairs office needs increased training on the effects of alcohol and marijuana on students. They also need training on current trends in the drug industry.

**Counseling and Support**

* McPherson College has a strong relationship with Prairie View counseling. Prairie View is a comprehensive counseling agency that provides outpatient substance abuse treatment to both adults and youth. McPherson College students are eligible for 10 free counseling visits, with the option for more if necessary. All services are free and confidential.

**Goals and Objectives for next Biennial Drug and Other Alcohol Review**

1. Objective: Educate individual students on the effects of alcohol and marijuana during the sanctioning process of student conduct. Outcome: Students will have a greater understanding of the effects of alcohol and marijuana use.
2. Objective: Educate from an environmental group perspective by having RA’s complete two alcohol and marijuana educational sessions each semester. Outcome: Students will have a greater understanding of the effects of alcohol and marijuana use.
3. Objective: Student Affairs will utilize research supported sanctioning for all alcohol and marijuana conduct cases. Outcome: There will be consistent sanctioning for violations of drugs and alcohol by Student Affairs.
4. Objective: Student Affairs will hire a director of student wellbeing who will collaborate with residence life and student life to host health promoting student events. Outcome: Students will have a greater understanding of the importance of living a healthy and balanced lifestyle.
5. Objective: Educate from an environmental group perspective by having RA’s complete two alcohol and marijuana educational sessions each semester AND incorporating norms information in each session. Outcome: This will encourage and promote a better understanding of drug and marijuana norms on campus.

**Procedures for disturbing Alcohol and Other Drug Program review to students and employees**.

McPherson College has this report posted on-line under the McPherson College Consumer Information page. To access the information, please click on the following link:

**Revising Alcohol and Other Drugs Program**

McPherson College is committed to reviewing its goals, objectives, and outcomes to ensure that the alcohol and other drug programs are effective. It is important for the College to understand its weaknesses and to improve on the gaps. This report will be used during the year to understand what areas are doing well in meeting goals. McPherson College will review these goals and outcomes and efforts in the next biennial review.