

EMORY UNIVERSITY SENATE
April 22, 2003
Jones Room, Woodruff Library
3:15-5:00

MINUTES

Present:

Maximilian Aue, Travis Blalock, Cheryl Bowie, William Branch, Shelly Brownsberger, Ivan Cakarevic, William Chace, Raquel Cogell, Eugene Emory, John Ford, Isabel Garcia, Susan Gilbert, Gary Hauk, Howard Hunter, Susan Lackey, Susan Lee, Peter Mather, Julie Mayfield, Bill McBride, Kathy McKee, Mark McLeod, Shehzad Mian, Judy Raggi Moore, Joyce Murray, Don Newsome, Joshua Noblitt, Ruth Pagell, Jennifer Peresie, Michael Rogers, Marla Salmon, Robin Mills Schreiber, Dan Sellen, Bijal Shah, John Snarey, Sidney Stein, Steve Strange, Sharon Strocchia, Mike Terrazas, Donna Troka, Kim Turner, Frank Vandall, Linsay Warren

Excused:

Mary Barnes, Nancy Bayly, Jan Gleason, Don Harris, Harriet King, Terri Loften, Ryan Payne, Thomas Pearson, Nelson Totah, Richard Ward

Absent:

Robert Beckford, Euler Bropleh, Tim Bryson, Curtis Carlson, William Casarella, Marion Creekmore, Raymond Dingleline, Richard Doner, Rebecca Donsky, Steve Ellwood, Robert Ethridge, William Fox, Susan Frost, Joan Gotwals, Jim Grimsley, Caroline Holt, Frank Huff, Michael Johns, Ronnie Jowers, Clinton Kitts, Jaimie Klein, Jeff Martin, Michael McCoy, Deborah McFarland, Alice Miller, Jason Miller, Charles Nemeroff, Albert Padwa, Robert Pennington, Beth Seelig, Rachel Shaw, Frank Stout, John Temple, Nathan Tobey, Curtis Withcer, James Zaidan

- I. Welcome
University Senate President William Branch called the meeting to order at 3:20 p.m. He thanked University Senate members, University Senate Past-President Vandall, University Senate Secretary Susan Lee, University President Chace, and Interim Provost Hunter for their support during a productive year.
- II. Minutes
The minutes of March 25, 2003 were approved.
- III. Year-End Committee Reports
The following committees presented reports:

Athletics and Recreation Policy	Ruth Pagell
Campus Development	Written Report

Campus Life	Mark McLeod
Committee on the Environment	Julie Mayfield
Distinguished Faculty Lecture	Written Report
Fringe Benefits	Sidney Stein
Library Policy	Steve Strange
Parking and Transportation	Kim Turner

- IV. Final Update on Pre-Employment Drug Testing Committee
 University Senate President-Elect Snarey reported that the committee represents all parts of the community and a wide range of viewpoints. He presented the committee's report and proposal.

A lengthy and thoughtful discussion took place, during which the question of whether or not the Senate has authority over a policy that affects individual Schools was raised. University Senate President Branch ruled that the Senate does have authority as the proposal would apply to all the Schools. No one challenged the ruling by asking for a vote, so University Senate President Branch's ruling was accepted.

After a friendly amendment, the following motion was passed by a 12-7 vote:

Emory University is committed to the health and well-being of its students and employees. In accord with this commitment, Emory University has a two-level pre-employment drug screening policy.

Level 1. University-Wide Policy

An offer of employment for a position that entails "safety-sensitive" job functions will be conditioned on a negative drug test result. These positions include the following:

- Operators of heavy equipment
- Drivers of University vehicles
- Providers of campus security (police and security personnel)

Level 2. School- or Division-Specific Policy

A School or Division within the University may elect to have a comprehensive pre-employment drug screening policy that applies to all prospective employees within the division or school. (Emory Health Care presently has such a policy and is grandfathered into this policy.)

Review by the University Senate is required for implementation of such a comprehensive pre-employment drug-screening policy. Procedurally, the division head or dean (or his or her designee) would ask the Senate President to place the proposal on the Senate's agenda in order to provide the dean or head an opportunity to present and explain the proposed

policy. The Senate would then discuss and vote on the proposal. The proposed policy, along with the Senate's recommendation, would be forwarded to the President of the University, who would normally make the final decision regarding the policy.

Transition

Any School or Division currently testing its new employees may continue to do so under the previous policy through October 2003. This will provide time for each School or Division wishing to continue a testing program under Level 2 to submit its proposal to the Senate.

- V. Remarks from President William Chace
University President Chace thanked the Senate for being in existence and noted that it has grown in stature and importance during his presidency. He thanked everyone for working hard to make Emory stronger.
- VI. Installation of John Snarey, President
Interim Provost Hunter installed John Snarey as University Senate President. University Senate President Snarey presided over the remainder of the meeting.
- VII. Installation of Jane Howell, Secretary
University Senate President Snarey installed Jane Howell as Secretary.
- VIII. In Appreciation
University Senate President Snarey said that he feels fortunate to follow University Senate Past-President Branch. He said that his agenda for next year is to strengthen faculty and staff participation in university governance.

University Senate Past-President Branch thanked Donna Troka for her hard work on behalf of the Senate and presented her with a gift. Certificates and additional gifts were presented to some of the Senate members.
- IX. Adjourn
Hearing no other business, University Senate President Snarey adjourned the meeting at 5:08 p.m.

Respectfully submitted,
Susan Lee
Secretary of the University Senate