

**Emory University Senate
October 28, 2003
Jones Room, Woodruff Library**

In Attendance:

Tom Arthur, Nancy Bayly, Cheryl Bowie, William Branch, Euler Bropleh, Jim Brown, Shelly Brownsberger, Tim Bryson, Kevin Center, David Dryer, Katie Ford, Thomas Frank, Isabel Garcia, Jackie Garonzik, Maggie Gilead, Gary Hauk, David Holtgrave, Jane Howell, Jimin Kim, Harriet King, Matthew Krasney, Jane Lawson, Lynn Magee, Mike Mandl, Mark McLeod, Richard Metters, Alice Miller, James Morey, Don Newsome, Ruth Pagell, Anup Patel, Robert Pennington, Michael Rogers, Kelly Schmeelk, Robin Mills Schreiber, Kim Smith, John Snarey, Steve Strange, Sharon Strocchia, Mike Terrazas, Donna Troka, Amy Verner, Richard Ward, Cathi Wentworth

Absent:

Chris Arries, Gregory Boyce, Curtis Carlson, Charity Crabtree, Marion Creekmore, Raymond Dingledine, Richard Doner, Steve Ellwood, Robert Ethridge, John Ford, William Fox, Greg Galant, Don Harris, Caroline Holt, Frank Huff, Ronnie Jowers, Michael Johns, Jeffrey Koplan, Richard Levinson, Jeff Martin, Michael McCoy, Jason Miller, Charles B. Nemeroff, Bernard Potts, Gabriel Rainisch, Patrick Reilly, Allesandra Ribiero, Carson Sieving, Elizabeth Simoneau, Sidney Stein, Frank Stout, Daniel Teodorescu, Nathan Tobey, Nagueyalti Warren, James Zaidan

Excused:

Kent Alexander, Raquel Cogell, Eugene Emory, Jan Gleason, Jim Grimsley, Charlotte Johnson, Susie Lackey, Peter Mather, Linda Matthews, Judy Raggi Moore, Albert Padwa, Ryan Payne, Thomas Pearson, Holli Semetko, Jennifer Stocking, James Wagner, Mike Woodworth

I. Welcome and Call to Order

University Senate President John Snarey called the meeting to order at 3:21 p.m.

II. Approval of Minutes

The minutes of September 23, 2003, were approved.

III. Emory Gives—Michelle Smith

Michelle Smith showed a video about Emory Gives and encouraged higher participation this year. Last year's participation rate was 10 percent. The goal for Emory Gives 2004 is \$425,000.

Questions and answers followed.

IV. Future of the University Committee—William Branch

University Senate Past President William Branch, chair of the Future of the University Committee of Faculty Council, announced there will be nonvoting faculty representatives on each of the major committees of the Board of Trustees. There are nine faculty representatives appointed: John Snarey and Sharon Strocchia to Academic Affairs, Kathy Parker to Woodruff Health Sciences, Dwight Duffus to Investments, Eleanor Main to Institutional Advancement, Marshall Duke to Finance, Carol Hogue to Campus Life, Connie Kertz to Audit, and William Branch to Real Estate, Buildings, and Grounds. Branch stated that the appointments will give Emory possibly the highest level of faculty representation among its peer institutions.

Questions and answers followed.

V. Honorary Degree Committee—Mary Anne Lindskog

Mary Anne Lindskog presented the Honorary Degrees Committee roster. These twenty-five people will select the honorary degree recipients for commencement 2005. Lindskog encouraged everyone to submit nominations. Questions and answers followed. The committee roster was approved without opposition.

VI. Update on the Pre-Employment Drug Testing Committee—Sharon Strocchia, Don Newsome, and Euler Bropleh

University Senate President Elect Sharon Strocchia, chair of the Ad Hoc Committee on University Drug Testing Policy, thanked President Jim Wagner, Executive Vice President for Finance and Administration Mike Mandl, and Senior Vice President and General Counsel Kent Alexander for their help in forming a proposed pre-employment drug testing policy. Strocchia stated that the current policy was believed to be overly broad. The crux of the proposed policy is positions, not people. She presented the committee's proposal. Employee Council President Don Newsome expressed the endorsement of the Employee Council of the recommended policy. Student Government Association President Euler Bropleh expressed the endorsement of the Student Government Association. Questions and answers followed.

The following motion was passed by a 20-0 vote:

Emory University is committed to the health and well-being of its students, staff, and faculty. In keeping with this commitment, the Senate Ad Hoc Committee on the University Drug Testing Policy aims to develop a drug-testing policy for the University that is guided by the core principles of safety, responsibility, academic and personal freedoms, justice, and progressive leadership.

Proposal

Pre-Employment Drug Testing

1. An offer of employment for a position that entails safety-sensitive job functions will be conditioned on a negative drug test result. Safety-sensitive positions include, but may not be limited to, the following: operators of heavy equipment; drivers of University

vehicles; providers of campus security (police and security personnel); animal and patient care; and all employees currently identified under existing Emory Healthcare drug-testing policies.

Safety-sensitive positions are defined by job functions. The Division of Human Resources or other appropriate unit of the University will need to operationalize these safety-sensitive functions in terms of specific positions or occupation codes, such as those presented in the U.S. Government Dictionary of Occupational Titles. The final list of positions will be shared with the Senate Executive Committee prior to being finalized for general publication.

2. Current employees applying to transfer, or who are offered a transfer, from a non-safety-sensitive position into one designated as safety sensitive will be tested. An offer of employment for this safety-sensitive position will be conditioned on a negative drug test result. The committee recommends adopting the same provision stated in the current policy: “a positive test result caused by the appropriate use of legally prescribed medications that are taken in accordance with the prescription and that do not cause unsafe or unacceptable job performance will not affect an applicant’s employment.” If appropriate testing confirms a positive result, the applicant will not be considered further, and consistent with new application policy, could not re-apply for at least one year.

Reporting and Review Mechanisms

3. The overall effectiveness of the policy will be reviewed and evaluated by the University administration on a periodic basis. Proposed changes to the policy will be discussed with the Senate Executive Committee prior to implementation. The Senate requests that the University administration share the statistical results of pre-employment drug testing with the Senate Executive Committee at the one-year anniversary date of the new policy.

4. Supervisors in all units are strongly encouraged to be attentive to job impairment due to possible substance abuse and to take appropriate action, such as referral to the Employee Assistance Program, as part of their managerial responsibilities.

VII. New Business

None.

VIII. Adjourn

Hearing no other business, University Senate President Snarey adjourned the meeting at 4:42 p.m.

Respectfully submitted,
Jane Howell
Secretary of the University Senate

