

*Annual Report, University Senate Ad Hoc Committee on
Pre-Employment Drug Testing
April 27, 2004*

Roster: Thomas Arthur, Cheryl Bowie, Euler Bropleh, Scott Lilienfeld, Don Newsome, Judith Raggi-Moore, Sharon Strocchia (Chair)

The committee was constituted in September 2003 and charged with re-examining the issue of pre-employment drug testing of all new staff hires, which had been the subject of heated debate over the previous academic year. Working in close partnership with Executive VP Michael Mandl, Alice Miller, VP for Human Resources, and Kent Alexander, University General Counsel, the committee reviewed pre-employment drug-testing policies in place at peer institutions. After various inquiries and consultations in early Fall 2003, the committee determined that limiting pre-employment drug testing to staff members hired for “safety-sensitive” positions only, rather than testing all new hires, afforded the best balance between individual civil liberties and Emory’s institutional interests. Current employees transferring into a position designated as “safety-sensitive” would be subject to testing. Positions carrying this designation include personnel involved in animal and patient care; operators of heavy equipment; drivers of University vehicles; and providers of campus security. Provisions were included in the final proposal for those persons taking approved prescription drugs that might result in “false positives.”

The committee presented a formal resolution to the University Senate for vote on October 28, 2003, which passed by unanimous vote of 20-0. President Wagner accepted the resolution without amendment. After VP Miller and the committee further refined the relevant job codes, the new policy was put into place effective January 1, 2004. 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.

Respectfully submitted,

Sharon Strocchia
President-Elect, University Senate