

Minutes of the Governance and Personnel Policy Committee-September 15, 2015:

Present: Lloyd Fleisher, Paul Williams, Carolyn Bird, Dmitris Argyropoulos, Beth Fath, J. Mark Searce, Karen Bullock, Larry Silverberg, Marie Davidian, Michael Steer.

Absent: Marina Bykova, Ralph Smith.

Most of the discussion involved the proposed regulation for a Drug and Alcohol Free Workplace which was sent to the Executive Committee, discussed at its meeting on Sept 10, 2015, and then sent to our committee for further discussion and recommendations. Although this regulation appears to have come from the office of the Vice Chancellor for Finance and Administration, there was some confusion as to what served as its model. According to Katherine Stewart it was modeled after the policy used at the Ohio State University. However, based upon Lloyd Fleisher's discussion with David Rainer (on Sept 13, 2015) it was modeled after that used by the NC Department of Transportation. I will now summarize the comments of the committee members:

1. It was the consensus of the committee that this regulation goes overboard.
2. The blood alcohol concentration (BAC) limits seem to be too harsh. For example, a BAC of 0.02% is sufficient to raise suspicion. This is below that required to be legally intoxicated while driving.
3. One member asked what it is that this regulation is trying to accomplish. Another member suggested that the regulation should be limited to people working in highly sensitive areas where any level of impairment would present potential dangers.
4. Is this a Human Resources (HR) policy or do they have something in place already. It was the opinion of several committee members that HR does have such a policy in place.
5. In section 3.9, "Reasonable Suspicion" is defined. The committee felt this definition was vague, would be difficult to enforce, and could potentially create violators that don't actually exist.
6. It was pointed out that in section 6.2.3 we already have an "Alcohol Policy" (NC State POL 04.20.02) and an "Alcohol Regulation" (Alcohol Regulation NC State REG 04.20.01).
7. One committee member remarked, and the committee concurred, that all we really need is the information contained in sections 6.1.1, 6.1.2 and 6.3.1.
8. It was suggested that this regulation be sent to the Faculty Senators ASAP. They can then provide specific questions which would be sent to David Rainer and/or HR, and/or NC State Legal. David Rainer has already agreed to come to the Faculty Senate meeting on Oct 6, 2015 and suggested that HR and/or NC Legal may also be there. Discussion of this regulation at the Faculty Senate meeting on Sept 22 was suggested, but there was some trepidation that it might consume the entire meeting.

The IOC pertaining to Non-Tenure Track (NTT) faculty was briefly discussed. It was pointed out that a redistribution of Faculty Senators would be required if a college for

NTT faculty was established. It was also pointed out that Katherine Stewart said she will provide the Executive Committee (and therefore our committee) with information regarding this issue.