

# FACULTY SENATE RESOLUTION 13–14

## A Call for Protection of Privacy Rights of LSU Staff

*Sponsored by Vince LiCata, John Protevi, and William Stickle*

Whereas the LSU Offices of Human Resource Management (HRM), Risk Management (RM), and Environmental Health and Safety (EHS) have recently “expanded the pool of safety-sensitive positions that are subject to random drug and alcohol screening,” and

Whereas this expansion now includes several research positions, including postdoctoral associates and research associates, and

Whereas this expansion, despite claims to the contrary, is inconsistent with and significantly oversteps the provisions of Louisiana Executive Order BJ 2008-69 regarding random drug testing – especially by ignoring the “reasonable suspicion” and/or “compliance with a rehabilitation agreement” requirements stipulated therein, and

Whereas, in addition, the 8 definitions of “safety-sensitive or security-sensitive positions” in Executive Order BJ 2008-69 cannot be reasonably considered to include almost any research postdoctoral associates or research associates on the LSU campus, and

Whereas such questionable and extreme interpretations Executive Order BJ 2008-69 would produce a testing regime that would be unprecedented at a U.S. university as well as being potentially in violation of Fourth Amendment rights, and

Whereas many if not most postdoctoral associates and research associates at LSU are paid from research grants, and both the National Science Foundation and the National Institutes of Health have previously considered and decided strongly

against requiring drug testing for postdoctoral associates and other research personnel working on federal grants, and

Whereas the implementation of this dubious, extreme, and unnecessary new policy would severely damage the national reputation of LSU and its ability to recruit and retain high quality faculty, postdoctoral associates, research associates, and graduate students; and will negatively impact the Flagship Agenda of LSU, the re-accreditation of LSU, and the research intensive Quality Enhancement Plan,

Be it Resolved that the LSU Faculty Senate requests immediate revocation of the expansion of positions covered by drug testing, requests immediate correction of LSU PS-67 to remove related recent changes, and requests an immediate halt to the requirement for the "confirmation" statements regarding random drug testing being requested from LSU postdoctoral associates, research associates, and any other positions in the "expanded pool" that likewise unnecessarily and aggressively expand upon the standard policies found at other flagship universities.