April 2014 – LIVE REAL Mentor Listserv Email

Dear Live Real Mentors:

In November 2010, a survey was emailed to 3,026 human resource directors of companies that employ NDSU students. The survey asked about employers’ policies regarding alcohol infractions and how these may affect a student’s future employability with their company. A total of 301 employers responded and we had a 10% response rate. In February 2014, this survey was administered again to 1,570 identified human resources personnel to assess the impact that alcohol and drug-related infractions have on student’s future employment opportunities and we received a 15.9% response rate.

From these surveys, we have assembled some important information that we would like to share with you:

**Did you know?**

- 61% of all the employers we surveyed said they require alcohol and/or drug testing for prospective employees for some or all positions.
- Almost 84% of the employers surveyed said they conduct criminal background checks on prospective employees for some or all positions.
- 37% of employers will check your social networking sites (e.g., Facebook, Twitter)

**What do employers want students to know?**

- The requirement for self-reported, honest disclosure of an alcohol or drug-related infraction was mentioned 22 times by employers in our survey. This is necessary for employment consideration on a case-by-case basis.
- A drug-related infraction would negatively impact their hiring decision and could result in a no hire.
- Infractions degrade the value of potential employees by limiting the types of jobs they can do, and if the company had another candidate they would hire that person instead.

**Already have an infraction?**

- Students looking for career advice should visit the Counseling Center, 212 Ceres Hall, 701-231-7671.
- Learn the best ways to address these issues during a job interview by visiting the Career Center, 306 Ceres Hall, 701-231-7111.

**Want to know how to reduce your risk?**

Drug & alcohol offenses are scrutinized carefully. Millions of dollars of client products could be at risk…Students need to be aware of the stakes in the real world.

--Employer of NDSU Graduates
Contact the NDSU Alcohol and Other Drug Abuse Prevention Programs at NDSU.prevention@ndsu.edu

Thanks for reading and passing on the information!