

Section 7	Student Policies	08/05/10 -Originated
Subject 7.1	Student Policies	-Reviewed w/ changes
Policy 7.1.27	SON Student Urine Drug Testing Policy	-Reviewed w/o changes
		School of Nursing -Author

SON Student Urine Drug Testing Policy

Definitions

Medical Review Officer (MRO): A licensed physician responsible for receiving laboratory results, who has knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate an individual’s positive test result together with that individual’s medical history and any other relevant biomedical information.

Policy

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- It is the policy of UTMB to provide a safe workplace for all employees, students, and patients. The UTMB School of Nursing requires that all nursing students have a negative urine drug screen. All students who enroll in any program or course at UTMB SON on August 30, 2010 and later; and
 - All students who enroll in any course in a health care facility for which a negative urine drug screen is required, beginning August 30, 2010

The substances tested for will be amphetamines, cocaine, marijuana, opiates, and phencyclidine (PCP); and additional substances as required by a health care facility where the student is assigned for a clinical rotation.

A student’s test is not considered positive until a Medical Review Officer (MRO) determines that the results are not due to legally prescribed and appropriately taken prescription medications and the student has been offered the opportunity to have the original sample retested at the student’s expense.

Background

Patient safety priorities have led many clinical facilities to require urine drug testing of health care providers. In addition to the School of Nursing’s (SON) belief that this is an appropriate patient safety decision, drug testing is now a prerequisite for an increasing number of facilities to accept student assignments. UTMB already requires drug testing of all prospective employees. This policy represents the SON’s attempt to balance the needs of students while protecting the interests of patients. It outlines procedures and confidentiality safeguards that are part of the program. The SON Executive Council, SON Faculty Assembly, Curriculum Committee, SON Student Affairs, Human Resources, Student Wellness, Employee Health, Legal Affairs, and Student Government participated in the development of these policies and procedures.

Procedure

Initial testing will occur with students who will be enrolled in clinical rotations during 2010-11. In addition students accepting admission to the SON, for spring 2011 and thereafter will be required to provide testing results one week prior to SON orientation. A negative (“clear”) test is required for continuation in the curriculum. The program may be expanded to additional student groups

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**Procedure,
continued**

in the future, and retesting may be required if a facility requires a more recent test result than is provided for in the SON policy. Students will be scheduled for an appointment by the Office of Student Affairs (OSA) and will be notified by e-mail to pick up their authorization and testing forms from OSA and sign a testing consent form. A collection site, in a location near the student’s home or preferred location, will be available. Additional collection sites may be authorized (for example a specific health care facility may require testing at their facility). Students cannot choose their own testing date/time.

Students who do not receive an appointment should contact the [Office of Student Affairs \(OSA\)](#) (409-747-1548) to request an appointment.

Students must take their authorization and testing forms and student picture ID to the collection site at the appointed day and time. Prior to collection, students have the opportunity, but are not required, to disclose the use of prescription medications they believe may result in a positive test.

Students will provide a urine sample inside the collection facility at the direction of center staff with a container provided to them. The collection is unobserved, but to be valid it must meet specimen specifications for color, temperature, and concentration. A student has a three-hour window to produce a valid specimen.

- If a student is unable to produce a valid specimen within the specified time-frame (such as from shy bladder, excessively dilute, off-temperature, or contaminated sample), the student will not be allowed to begin or continue in the curriculum. One additional retesting will be allowed, under direct observation.

If a student is unable to produce a valid specimen on a second attempt, this will result in a “Positive/Not Clear” report. Such students are not allowed to begin or continue in the curriculum and will be subject to the same consequences as any “Positive/Not Clear” result.

**Testing
Process**

Samples will be collected and properly labeled at the collection site.

Specimens will be shipped to a testing facility not affiliated with UTMB. Standard cut-offs used by the U.S. Department of Transportation will be used to define positive results.

A “Negative/Clear” result is reported if the sample is negative for the screened substances, or is positive for one or more screened substances but a Medical Review Officer (MRO) not affiliated with UTMB contacts the student and determines that a legitimately prescribed medication explains the presence and level of a drug detected. A “Positive/Not Clear” result is reported if the sample is positive for one or more screened substances, and a Medical Review Officer

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Testing Process, continued

(MRO) not affiliated with UTMB contacts the student and determines that a valid explanation of the result does not exist. Before making this report, the MRO will offer the student the opportunity to have the original sample retested by an independent laboratory at the student’s expense. Students will not be allowed to provide a new sample for testing.

The Office of Student Affairs (OSA) will receive testing reports from the laboratory and MRO on a regular basis and will maintain the records as part of a secure database available only to the program administrators.

Negative results will be sent directly to OSA from the laboratory.

Positive results will be sent from the laboratory to MRO, who will send the report to OSA once a final decision is made. Positive reports will include the name of drug but will not have quantitative results.

The decision of the MRO regarding test results and reporting is final and not subject to appeal

A positive test will result in a report to the Associate Dean for Student Affairs (ADSA) for intervention and/or possible disciplinary action as provided for in [7.1.3 Student Conduct and Discipline](#) and supported by the University of Texas System Regent’s *Rules and Regulations*, [Series 50101, Student Conduct and Discipline](#).

Drug test results will remain separate from the academic record.

If a student does not keep a collection appointment or declines to participate, he/she will not be allowed to begin or continue in the curriculum. This will result in a report to the Associate Dean for Student Affairs (ADSA).

Students may not begin or continue coursework (clinical or non-clinical) until a negative (“clear”) test report is received.

A student may resume coursework (clinical or non-clinical) only if the student satisfactorily fulfills any requirements, that may include submitting periodic drug samples, set forth by the ADSA, if offered; and if authorized by the ADSA, the student submits a subsequent test sample for which a negative (“clear”) test report is received.

References

IHOP 7.1.3 Student Conduct and Discipline
 Regents’ *Rules and Regulations*, Series 50101, Student Conduct and Discipline