

Institutional Handbook of Operating Procedures
Policy 07.01.26

Section: Student Policies	Responsible Vice President: Executive Vice President & Provost
Subject: Student Services and Activities	Responsible Entity: Student Affairs

I. Title

Student Drug Testing

II. Policy

It is the policy of UTMB to provide a safe workplace for all employees, students, and patients. UTMB Schools require students to have a negative urine drug screen.

Substances tested for may include amphetamines, cocaine, marijuana, opiates, phencyclidine (PCP), benzodiazepines, barbiturates, methadone, methqualone, propoxyphene, and ethanol; Other substances may be required by a health care facility at which the student is assigned for a clinical rotation. Drug screen results will not be accepted from non-UTMB approved collection and testing sites.

III. Background

Patient safety priorities have led many facilities to require urine drug testing of health care providers and others who may interact with the patients or personnel. In addition to UTMB's 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 and incoming students.

IV. Procedure

This policy represents UTMB's attempt to balance the needs of students while protecting the interests of patients. Each school will establish policies specific to its requirements. These are located as follows:

- [School of Health Professions Student Drug Testing Policy](#)
- [School of Medicine Student Drug Testing Policy](#)
- [School of Nursing Student Drug Testing Policy](#)

- A. In situations where there is a basis to think that a crime may have been committed and/or the student is making threats to harm himself or herself or others or is acting in a manner that is immediately dangerous to himself or herself or others, the faculty member will contact UTMB Police Department and the Student Affairs Dean.
- B. When the Associate Dean of Student Affairs (ADSA) personally observes a student who may be unfit for duty, the ADSA will document the observations as soon as is practicable using the Fitness for Duty Observation Report. When possible, the ADSA should have another observer complete a separate observation report. Each observer should completely and accurately outline how the student's behavior jeopardizes safety or the student's ability to perform his or her academic responsibilities.
- C. When the ADSA receives credible and/or reliable information that a student may be unfit for duty, the ADSA should have the reporting party complete an observation report. When possible, the ADSA should validate and document the information.

Note: Actions that may trigger the need to evaluate a student’s fitness for duty include, but are not limited to: problems with dexterity, coordination, concentration, memory, alertness, vision, speech, inappropriate interactions with coworkers or supervisors, or suicidal or threatening statements.

D. The ADSA reviews the documents to determine if it is appropriate to move forward with a [fitness for duty evaluation](#).

E. The ADSA will submit the observation reports and other supporting documentation to the Director of Student Wellness or designee, to schedule the evaluation.

F. In situations where there is reason to believe that the student is under the influence of drugs or alcohol while performing his/her academic responsibilities, the ADSA should ask the student to agree to a voluntary substance testing.

1. If the student agrees, the Student Health Clinic will conduct substance abuse testing, which may include breath alcohol testing or a 25-panel drug screen. Test results will be reported to the Student Conduct and Discipline Officer and will be subject to the Student Conduct and Discipline Policy. When testing is needed after normal business hours, the student may be taken to an Emergency Department.

2. If the student does not agree, the ADSA will forward the observation report to the Student Conduct and Discipline Officer, and the student will be subject to the Student Conduct and Discipline Policy.

V. Establishing a Positive Drug Test and its Consequences

A student’s drug screen is not considered positive until a [medical review officer \(MRO\)](#) has determined that the results are not due to legally prescribed and appropriately taken prescription medications and the student has been offered the opportunity to have their original sample retested at the student’s expense.

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

Drug test results will remain separate from the academic record.

Non-matriculated Students:

A non-matriculated student with a positive drug test will be reported to the relevant Associate Dean for Student Affairs (ADSA) and may have his or her offer of admission rescinded.

Matriculated Students:

A positive test will result in a report to the relevant ADSA for intervention and/or possible disciplinary action as authorized by the University of Texas System Regent’s Rules and Regulations. Additionally, the relevant ADSA may send the results to the Student Conduct and Discipline Officer to be processed under [IHOP – 07.01.03 – Student Conduct and Discipline](#).

A student may resume coursework (clinical or non-clinical) once the student satisfactorily fulfills any requirements 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.

VI. Relevant System Policies and Procedures

[Regents' Rules and Regulations, Series 50101, Student Conduct and Discipline](#)

VII. Related UTMB Policies and Procedures

[IHOP – 07.01.03 – Student Conduct and Discipline](#)

[School of Health Professions Student Drug Testing Policy](#)

[School of Medicine Drug Testing Policy](#)

[School of Nursing Drug Testing Policy](#)

VIII. Dates Approved or Amended

<i>Originated: 08/15/2017</i>	
<i>Reviewed with Changes</i>	<i>Reviewed without Changes</i>
07/01/2020	

IX. Contact Information

The Office of Student Affairs and Admissions:

Graduate School of Biomedical Sciences – (409) 266-6504

School of Health Professions – (409) 772-3004

School of Medicine – (409) 772-6026

School of Nursing – (409) 772-8205