

Policy - Student Urine Drug Screen

Origin Date: April 22, 2014

Last Evaluated: April 2019

Responsible Party: Program Director

Minimum Review Frequency: Biennially

Approving Body: Principal Faculty

DPAS Associated Forms: None

Background and Purpose

The purpose of this policy is to provide a safe treatment, working and learning environment for patients, students, clinical and institutional staff and protection of property during any clinical education experiential course of the High Point University Master of Physician Assistant Studies (MPAS) Program. Health care accreditation organizations mandate that hospitals and other health care agencies require students, who participate in the care of patients, be subject to the same compliance and work standards as their employees. Accordingly, submitting a negative urine drug screen is a condition for participation in certain clinical experiential learning opportunities offered during the didactic phase of the MPAS curriculum, as well as certain Supervised Clinical Practice Experiences offered during the clinical phase of the program.

Policy Statement

As a prerequisite to participating in patient care, High Point University MPAS students may be required to undergo one or more random urine drug screens. Such randomized testing is necessary in order to adhere to requirements of our clinical affiliates. When required by clinical facilities, students must complete urine drug screening prior to the onset of the given clinical experience. Students are financially responsible for services related to urine drug screening. Depending on the specific clinical site requirements, this may need to be repeated annually or more frequently.

Urine drug screening results that limit the Program's ability to secure clinical experiences may prevent a student from being promoted within the program or recommended for graduation. By accepting admission into the MPAS program, students agree to submit to urine drug screening, and also agree to pay expenses associated with these requirements.

Acceptance into and successful completion of the High Point University MPAS Program does not imply or guarantee that the student will be able to obtain state licensure upon graduation.

Process

I. Process for obtaining a required urine drug screen

- a. Upon enrollment in the program, the DPAS will instruct students in the process for contacting the CastleBranch Screening and Compliance vendor with which the program has established a reporting relationship. While in the program there may be times when a clinical rotation site will require a repeat drug screen. These may be ordered through CastleBranch or another vendor specified by clinical site.
- b. CastleBranch will notify students via e-mail of the deadline for completion of any required urine drug screens throughout the course of the MPAS program.
- c. CastleBranch will provide students with instructions regarding obtaining and authorizing release of all required urine drug screen results.
- d. Required urine drug screen will consist of, but not be limited to: Amphetamines (amphetamine and methamphetamine), Cocaine metabolite, Marijuana metabolites, Opiates (codeine and morphine), Phencyclidine, Barbiturates, Benzodiazepines, Methadone, Propoxyphene, Methaqualone, and MDMA (Ecstasy).
- e. Results of all student urine drug screens will be provided by the approved vendor to the Chair of the Department of Physician Assistant Studies and the Director of Clinical Education. Results will only indicate whether the test result is “negative” or “non-negative”. No additional information will be provided to the program.
- f. The approved vendor will ensure that all “non-negative” results are reviewed by a medical review officer/physician (MRO). A test is not considered “non-negative” until the MRO determines that the results are not due to a legally prescribed prescription medication being used as directed by their health care provider, or due to some other plausible reason. In these cases, students will receive a complete report and will have the opportunity to provide additional information/documentation to the MRO for consideration. The DPAS will be notified that the urine drug screen is undergoing review by the MRO. Following review, the program will receive notification of whether the results are deemed to be “negative” or “non-negative”.

II. Program examination of urine drug screen results

- a. The Chair of the Department of Physician Assistant Studies and the Director of Clinical Education will review all required urine drug screen reports for enrolled MPAS students.
- b. Because of the mandate to comply with health system policies, and the serious implications of a “non-negative” test, disciplinary actions against students may be imposed without the customary mechanisms of warning and probation.
- c. Students may not begin or continue coursework (clinical or non-clinical) immediately after a “non-negative” urine drug screen is received. As a result, the student will not be able to complete the requirements of the education program, and will be dismissed from the program following final review by the Chair of the Department of Physician Assistant Studies.

III. Appeals process

- a. Dean of the Congdon School of Health Sciences
 - i. A MPAS student dismissed from the program may, within seven days after the “non-negative” urine drug screen was received, appeal to the Dean of the Congdon School of Health Sciences. The appeal must be made in writing and include any supporting documentation the student wishes to submit.
 - ii. The Dean will consider the request for appeal.
 - iii. The student may request a meeting with the Dean. The Dean will determine whether such a meeting is necessary and will determine any terms of the meeting.
 - iv. The Dean will render a decision on the matter within seven days of receipt of the

- appeal request.
- v. The student, Chair of the Department of Physician Assistant Studies, and the Graduate Operations Office will be informed of the Dean's decision.
- b. Provost and Vice President for Academic Affairs
 - i. A MPAS student dismissed from the program and whose subsequent appeal to the Dean has also been denied may appeal the Dean's decision. The appeal must be made in writing and received by the Provost within seven days of the Dean's decision.
 - ii. The Provost will consider the request for appeal.
 - iii. The student may request a meeting with the Provost. The Provost will determine whether such a meeting is necessary and will determine any terms of the meeting.
 - iv. The Provost will render a decision on the matter within seven days of receipt of the appeal request.
 - v. The student, Dean of the Congdon School of Health Sciences, Department Chair and the Graduate Operations Office will be informed of this decision.
 - vi. The decision of the Provost and Vice President for Academic Affairs regarding dismissal is final and cannot be appealed.

Maintenance of Records and Confidentiality

Urine drug screen results will be retained within the CastleBranch portal and may be viewed by the Chairperson of the Department of Physician Assistant Studies and the Director of Clinical Education. This remains separate from other student educational and academic records. Confidentiality will be maintained consistent with Family Educational Rights and Privacy Act (FERPA) and any other appropriate requirements and/or guidelines.

Approved by: Principal Faculty

Modified: April 2017, April 2019

Next Review: Spring 2021