

Urine Drug Screen Policy

This policy applies to all UT PA conditionally accepted applicants and enrolled PA students. A urine drug screen (UDS) is required of each conditionally accepted applicant prior to full admission and at least annually thereafter for every continuing student.

Conditionally accepted applicants who have an adverse finding on a UDS report will be denied full admission/matriculation, and current students will be disciplined in accordance with established University/PAM Program policy.

Definitions:

Adverse Finding: A term describing a UDS report of anything other than “clear” or “no findings” or other similar language used by the approved vendor that issued the UDS report.

Break in Enrollment: A term describing non-attendance of one full semester (Fall, Spring, Summer) or more.

Conditional Acceptance: A term describing an applicant’s status when basic review criteria have been met at the time an admission offer is extended but prior to full admission to an academic program.

Full Admission: A term indicating that a student has met all program admission requirements and has been cleared of any Adverse Findings that would prevent eligibility for enrollment.

Matriculated: A term describing students enrolled in a University program as degree-seeking candidates.

Rationale for this policy:

The PAM Program is committed to accepting and educating students who meet established standards for professionalism, are of high moral character and are suitable candidates for professional certification or licensure.

The purposes of conducting a UDS are multiple:

1. Health care providers are entrusted with the health, safety, and welfare of patients, have access to confidential and sensitive information; and operate in settings that require the exercise of good judgment and ethical behavior. Thus, an assessment of a student’s or conditionally accepted applicant’s suitability to function in clinical settings is imperative to ensure the highest level of integrity in students in the PAM program.
2. Impaired providers may lack the ability to perform in a safe manner and make appropriate critical life altering decisions.
3. Clinical facilities are increasingly required by their accreditation agencies to obtain a UDS for security purposes on individuals who supervise care, render treatment, and provide services within the facility.
4. Clinical rotations are an essential element in PA training. Students who cannot

participate in clinical rotations because of positive UDS results are unable to fulfill the requirements of a degree program. Therefore, these issues must be resolved prior to a commitment of resources by the University, student, or conditionally accepted applicant.

5. Additionally, a UDS is required to
 - (a) meet the contractual obligations contained in affiliation agreements between UT and the various health care facilities;
 - (b) perform due diligence and competency assessment of all individuals who may have contact with patients and/or research participants;
 - (c) ensure uniform compliance with JCAHO standards and agency regulations pertaining to human resource management;
 - (d) meet the public demands of greater diligence considering the national reports on deaths resulting from medical malpractice and medical errors.

Timing and Procedure for the UDS:

Conditionally Accepted Applicants:

- 1) The UDS is not used as a component of the application, interview, or decision-making process regarding conditional acceptance to a designated program. It is a mandatory component of the post-conditional acceptance matriculation process.
- 2) Conditionally accepted applicants must do the following by May 1st of the year of matriculation to be eligible for full admission
 - (a) Complete and authorize the release of the UDS Consent and Release Form and
 - (b) Complete the UDS.
- 3) Instructions to complete the UDS:
 - Log into [Castlebranch](#)
 - Click on the “place order” tab
 - Use this package code for the UT PA Program if you are in Florida: **HW42in**
 - Use this package code for the UT PA Program if you are out of state: **HW42out**
 - Follow instructions as they appear on screen to complete the process
- 4) Any conditionally accepted applicant who fails to complete the above will not be allowed to begin classes and may jeopardize full admission status to the PAM program.

Enrolled PA Students:

- 1) At a minimum, complete a UDS in November (Fall 2 Semester) of the didactic phase in preparation for entry into the clinical phase. (Or more frequently if required by clinical rotation sites or by the University).
- 2) Instructions to complete the UDS:
 - a. Log into [Castlebranch](#)
 - b. Click on the “place order” tab
 - c. Use this package code for the UT PA Program if you are in Florida: HW42in

- d. Use this package code for the UT PA Program if you are out of state:
HW42out
 - e. Follow instructions as they appear on screen to complete the process
- 3) Any student who fails to adhere to the UDS deadline will be suspended from all classes until the UDS is completed. All exams and assessments missed while on suspension will be recorded with a grade of "0" or "Fail" as this is not an excused absence from the program.
 - 4) While enrolled in the PAM program, students must notify the PAM program director immediately or within five (5) business days of any offense, arrest or charge that may alter the results of their UDS. Failure to do so may result in dismissal from the program.

Note: Should the vendor report that the screening specimen was diluted, thereby precluding an accurate drug screen test, the student/accepted applicant will be required to complete and successfully pass a new drug screen test. The cost of the second test will be the student's responsibility.

Costs:

- 1) The costs associated with the UDS is the responsibility of the applicant.

Period of Validity:

The program will generally honor the UDS results for a period of one year, but a UDS may be necessary more frequently, depending on class or rotation site requirements. Any student who has a break in enrollment may be required to complete a UDS before he/she is permitted to re-enroll in any courses.

Scope of the UDS:

The 10-panel drug screening shall include testing for at least the following drug panels:

1. Amphetamines
2. Barbiturates
3. Benzodiazepines
4. Cocaine Metabolite
5. Opiates
6. Phencyclidine (PCP)
7. Marijuana (THC) Metabolite
8. Methadone
9. Methaqualone
10. Propoxyphene

Initial Positive Results:

Students with a positive drug screen will have an opportunity to consult with a Medical

Review Officer, provided by the vendor, to verify whether there is a valid medical explanation for the screening results. If, after review by the vendor's Medical Review Officer, there is a valid medical explanation for the screening results, the vendor will notify the University of a clear test. If, after review by the Medical Review Officer, there is not a valid medical explanation for the positive screen then the test results will stand.

Any appeal right of a positive screen rest solely between the student/accepted applicant, the Medical Review Officer, and the vendor.

Procedure for Review of Positive UDS:

An "offense" under this policy is any instance in which a drug screening report shows a positive test for one or more of the drugs listed above in the Drug Screening Panels section.

- The program identified staff member will review all UDS reports and notify the program director of any positive results.
- Accepted applicants with a positive drug screen will have their conditional offer rescinded and will not be allowed to matriculate. They may choose to reapply to the Program but must complete a new CASPA application the next admission cycle.
- Once admitted, any student with a positive drug screen will be suspended for the remainder of the semester and be administratively withdrawn from all courses. The student will be referred to the state peer professional program for substance abuse/addiction assessment and must successfully complete any recommendations made by the treatment program before re- enrolling into the program.
- Any student who has a second positive drug screen will be dismissed from the program.

Falsification of Information:

Falsification of information submitted as part of the application process or on the UDS can result in immediate removal of the applicant from the conditionally accepted list or dismissal of an enrolled student from the degree program.

Confidentiality of Records:

The University maintains UDS reports and all records pertaining to the results in confidence, unless release is otherwise required by law. Information about the Family Educational Rights and Privacy Act (FERPA) is available [here](#).

Release of information reported on the UDS may be released to future employers, licensing boards and clinical sites with signed release from the student for purposes of employment credentialing, licensure, and site placement.

Record Keeping:

UDS reports and all records pertaining to the results will be maintained in the conditionally accepted applicant's file or enrolled student's academic file in the PAM Program for the

minimum timeframe listed below, unless otherwise required by law:

- Enrolled Students – Five (5) years after graduation
- Conditionally Accepted Applicants – Two (2) years from date of application (provided no anticipated legal action)

Statement regarding THC: If marijuana is detected it will be reported as a positive result even if legally prescribed to you in your state. This will be treated as an “offense” for purposes of this policy and the consequences of a positive drug screen will be applied.