

Jerry H. Hodge School of Pharmacy**OPERATING POLICY AND PROCEDURE**

SOP OP: 77.P.44 STUDENT DRUG SCREENING POLICY

Purpose: Texas Tech University Health Sciences Center Jerry H. Hodge School of Pharmacy (TTUHSC SOP) is committed to providing a safe academic environment for all employees, students, and those who we serve. In order to uphold the highest standards of the pharmacy profession, students must remain free from the use of illicit drugs, alcohol or other drugs with the potential for impairing clinical judgment and performance. Therefore, TTUHSC SOP requires that all pharmacy students have a negative urine drug screen prior to 4000 level experiential activities.

Review: This SOP OP will be reviewed in May of each odd-numbered year by The Student Affairs and Progressions Committee, with recommendations for revisions presented to faculty for voting.

Rationale: The pharmacy profession is responsible for ensuring patient health, safety, and welfare. Pharmacy schools share in this responsibility, as entities that are responsible for educating and training student pharmacists and providing direct patient care services. Student pharmacists are involved in practice experiences in various pharmacy settings and throughout the community as required components of the pharmacy school curriculum. In addition, student pharmacists have access to controlled substances and confidential patient information. Student pharmacists are expected to be non-impaired during all practice experiences in order to ensure the health, safety and welfare of all patients.

Thus, given the nature of its educational program, the TTUHSC SOP has a responsibility to ensure patient safety associated with student education and patient care. The school and affiliated training sites are increasingly recognizing the importance of excluding from their facilities individuals who may jeopardize patient care and are requiring drug screens before allowing students to engage in experiential activities. Standards for accreditation may require health care institutions to screen all individuals involved in patient care according to each institution's policies. The TTUHSC SOP must meet contractual requirements in affiliation agreements with its affiliated training sites.

Ensuring that our student pharmacists are not impaired is also an increasing concern of TTUHSC SOP as well as of the Texas State Board of Pharmacy. As licensed interns with the Board of Pharmacy, student pharmacists must be unimpaired in order to maintain an intern license which is required to matriculate in the academic program.

INTRODUCTION:

All students enrolled at TTUHSC SOP and who participate in clinical and/or research activities must complete a mandatory drug screening. This requirement is in support of TTUHSC OP 77.15. Clinical rotations are an essential element in certain degree programs' curricula. Students who cannot participate in clinical rotations due to a positive drug screening may be unable to fulfill the requirements of a degree program.

Effective: 08/11/23
Review Date: 12/20/23
Revision Date: 12/20/23

Definitions

For the purposes of this policy, the following terms shall have the following meanings:

- A. "Drugs" means all of those drugs included in a current Healthcare Professional Panel Drug Screen. These include, but are not limited to:
 - 1. Amphetamines (including Methamphetamine)
 - 2. Barbiturates
 - 3. Benzodiazepines
 - 4. Cocaine
 - 5. Cannabinoids (THC, Marijuana)
 - 6. Methadone
 - 7. Opiates (Codeine, Hydrocodone, Hydromorphone, Morphine, Oxycodone, Oxymorphone, Heroin, etc.)
 - 8. Phencyclidine (PCP)
 - 9. Propoxyphene
 - 10. Fentanyl
 - 11. Meperidine
 - 12. Tramadol
- B. "Student" means any student enrolled in the TTUHSC SOP who participate in 4000 level experiential activities (P3 and P4 clerkship experiences).
- C. "Medical Review Officer (MRO)" is a nationally certified, licensed medical doctor or osteopath responsible for receiving laboratory results under this policy who has knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate confirmed positive screen results, medical history, and any other relevant biomedical information. Access to the MRO is through the agency completing the drug screen screening.
- D. "Positive drug screen" refers to the presence of drugs found in the screening sample as identified by the MRO in accordance with guidelines established for healthcare workers.

POLICY/PROCEDURE:

- 1. The use of illicit drugs, alcohol, or other substances with the potential for impairing clinical judgment and performance by students is prohibited. Failure to comply with this policy will subject the student to disciplinary action up to and including academic dismissal from TTUHSC SOP.
- 2. Drug screens will be conducted prior to placement in all clinical settings, as well as at random times and/or for cause during a student's time with TTUHSC SOP. Health care facilities affiliated with the TTUHSC SOP will require that students have a negative drug screen prior to beginning clinical experience in their facility to ensure a climate of safety for their patients, families, and staff. Therefore, students passing a drug screen prior to engaging in clinical courses is a requirement of the clinical facility and TTUHSC SOP.
- 3. Substances screened for include but are not limited to the drugs listed above in the definitions section. Screening for other substances may also be required by a health care facility at which the student is assigned for a clinical rotation.
- 4. 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 re-screened at the student's expense.
- 5. All mandatory requests for drug screening (prior to beginning clerkship experience, random screening, or upon suspicion) will be sent to the student from the Office of Student Affairs. Students have a period of three calendar days (within 72 hours) from the date of receipt to complete the screening at an approved facility unless otherwise noted from the Associate Dean of Student Affairs and Admissions.

Effective: 08/11/23

Review Date: 12/20/23

Revision Date: 12/20/23

6. A negative (“clear”) screen is required for continuation in the program. Re-screening, at the student’s expense, may be required if a facility requires a more recent result than is provided by TTUHSC SOP policy.
7. Students will be provided access to this SOP Drug Screen Policy and Protocol via the Student Handbook and will be informed of this during New Student Orientation (whether face-to-face or virtual).

Consequences:

A. Negative Screen Result

If the drug screen is negative, the student will be allowed to participate in clinical and other educational activities on campus. If concern for substance abuse continues, despite a negative result, further drug testing may be required at the discretion of the Vice Chair of Experiential Programs and the Associate Dean of Student Affairs and Admissions.

B. Positive Screen Result

The student with a positive drug screen will be suspended from all patient care activities for a period of time up to one year as determined by the Vice Chair of Experiential Programs and the Associate Dean of Student Affairs and Admissions. This decision may be appealed, in which case the decision would be determined by the Dean of the TTUHSC SOP. Students with a positive drug screen will be subject to discipline up to and including dismissal from the TTUHSC SOP. In order to be reinstated to clinical coursework, the student must submit a letter requesting re-enrollment. Re-enrollment, if approved by the programmatic faculty, may include additional stipulations, such as:

- Student being required to submit for a blood and/or hair screen prior to re-admission.
- Student being placed on probation during the remainder of time in the program.
- Consent to random observed drug screens as ordered by the Associate Dean of Student Affairs and Admission at the expense of the student.
- Mandatory counseling through the Program of Assistance for students enrolled at TTUHSC or other licensed counselor upon approval by the Associate Dean of Student Affairs and Admissions.
- Reporting of substance use to appropriate entities if post-graduate monitoring is recommended.

Repeated failure of a drug screen at any point after re-admission following the initial positive drug screen may result in immediate dismissal from the program.

C. Dilute Screen Results

A dilute screen result will require further screening. If a student received a second negative dilute screen result, a third screen will be required at the student’s expense. If a student received a third negative dilute result, the student will be treated as if the result is positive.

Refusal to Screen

If a student fails to produce the requested sample by the date and time designated by the Office of Student Affairs, the student will be treated as if the screen result was positive.

Effective: 08/11/23
Review Date: 12/20/23
Revision Date: 12/20/23

TTUHSC SOP Drug Screen Protocol

Initial Screening

Prior to the start of clinical placement, students must pass a mandatory drug screening analysis in order to begin the clinical course. The students will not be made aware in advance when they are being screened.

Random Screening

Random periodic drug screening will occur on campus/site as determined by the TTUHSC SOP administration throughout the academic year for pharmacy students. Failure of drug screen and/or refusal for drug screening will subject the student to actions described under Consequences.

All students, after a period of non-active enrollment within the School of Pharmacy, may be required to undergo another drug screening test.

Screening for Reasonable Suspicion of Drug/Alcohol Use

Any TTUHSC SOP student who demonstrates suspicious behavior consistent with the use of drugs or alcohol will be subjected to drug screening (Faculty/Staff Report of Reasonable Suspicion of Drug/Alcohol Use, Attachment B). The faculty member or preceptor who observes such behavior will first contact the Vice Chair of Experiential Programs, documenting in writing the observed behavior. The decision to refer a student for drug screening will be made in collaboration with the Associate Dean of Student Affairs and Admissions. The decision to screen will be made as expediently as possible; no later than 24 hours after reported suspicion. Screening based upon suspicion will occur no later than 48 hours after the reported observation. See Attachment B for a listing of suspicious behaviors (inclusive yet not limited to). Students are responsible for all costs associated with drug screens. Students are responsible for the cost of drug screens.

Student Confidentiality

Maintaining confidentiality and protecting the rights of the student are critical factors in drug screening. Every reasonable effort will be made to protect the confidentiality of students under this policy, including those who screen positive, undergo reasonable suspicions screening, or enter treatment programs. Only persons with a legitimate need to know will be informed of the drug screening results. Under no circumstance will any TTUHSC personnel or anyone else associated with the drug screening program be permitted to discuss publicly any such confidential information acquired in their capacity.

Results Notification

Associate Dean of Student Affairs and Admissions will receive all drug screening results (both positive and negative). All results will be handled using strict confidentiality. The Vice Chair of Experiential Programs and/or their designee will be notified in the case of a positive or dilute screen.

Appeals Process

Students who screen positive for a banned substance may contest the finding within 48 hours following receipt of notice. A written request for appeal must be submitted to the Associate Dean of Student Affairs and Admissions within the 48-hour time frame. The Associate Dean or the Associate Dean's designee will request the laboratory to perform confirmation testing on the student's specimen. The results of the second test will be final. If the second test results are negative, the drug screen will be considered negative. If the second test results are positive, the student will be responsible for any costs incurred with analysis.

Right to Change Policy

The SOP reserves the right to change, modify, amend, or rescind this policy in whole, or in part, at any time via faculty vote.

APPROVAL: _____


Grace M. Kuo, PharmD., MPH, Ph.D., Dean

December 20, 2023

Date

Effective: 08/11/23

Review Date: 12/20/23

Revision Date: 12/20/23

Appendix A
TTUHSC School of Pharmacy
Drug Screening Consent

Students must sign this form to participate in the TTUHSC SOP program, per the requirements set forth by the drug screening policy. Any questions or concerns should be discussed with the Associate Dean for Student Affairs. This consent form must be signed at the start of the academic program.

By signing this form, you affirm that you are aware of the TTUHSC SOP drug screening policy and requirement, which provides:

- A student who screens positive shall be subjected to the sanctions as set forth in the drug screening policy.
- A student who screens positive has an opportunity to appeal the positive drug screen.
- The penalty for missing a scheduled drug screen is the same as the penalty for screening positive for the use of banned substances.

By signing below, I consent and understand:

___ To be screened in accordance with the TTUHSC SOP drug screening policy, which provides that:

- a. I will be notified of the mandatory screening; and
- b. I must appear for said screening or be sanctioned for a positive drug screen.

___ In order to be eligible to participate in the TTUHSC SOP required curriculum design, my drug screen must be negative.

___ To accept consequences of a positive or negative dilute drug screen.

___ To allow disclosure of my drug screening results only for purposes related to participation in the pharmacy program.

Printed Name of Student R#

Date

Signature of Student

Effective: 08/11/23
Review Date: 12/20/23
Revision Date: 12/20/23

