



POLICY TITLE

Student Urine Drug Screen Policy

PURPOSE AND SCOPE

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 UNC-Chapel Hill Master of Health Science (MHS) Physician Assistant 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 clinical experiential learning opportunities offered during the didactic phase of the MHS curriculum, as well as Supervised Clinical Practice Experiences offered during the clinical phase of the program.

ARC-PA STANDARD ADDRESSED

A3.02: The program must define, publish, and make readily available and consistently apply its policies and practices to all students.

RESPONSIBLE PARTY AND REVIEW CYCLE

This policy will be reviewed in even-numbered year as needed by the Program Manager and Director of Clinical Education, elevating any policy amendments to the Program Director for approval.

DEFINITIONS

Controlled Substances: Include, but are not limited to marijuana, opiates, amphetamines, barbiturates, heroin, and similar drugs whose possession and use are prohibited under state or federal law; so-called "designer drugs," "look-alikes," synthetic drugs, and similar substances.

POLICY

As a prerequisite to participating in patient care, UNC-Chapel Hill Physician Assistant students will be required to undergo one or more randomized 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 UNC PA program, students agree to submit to urine drug screening, and also agree to pay expenses associated with these requirements. Students may voluntarily request to undergo drug Screening. Voluntary testing is most often requested for extramural (away) electives. Students undergoing Screening for away electives should contact the Director of Clinical Education for information about recommended laboratories and procedures.

Acceptance into and successful completion of the UNC-Chapel Hill MHS Program does not imply or guarantee that the student will be able to obtain state licensure upon graduation.

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

PROCEDURES

I. Process for obtaining a required urine drug screen

- a) Upon enrollment in the program and start of the clinical year, the UNC PA Program 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) To place an order, go to mycb.castlebranch.com
- c) In the "Place Order" field, enter the following package code specific to the UNC PA Program:
U033dt
- d) The cost for the Urine Drug Screen is \$45.
- e) CastleBranch will notify students via e-mail of the deadline for completion of any required urine drug screens throughout the course of the MHS program.
- f) CastleBranch will provide students with instructions regarding obtaining and authorizing release of all required urine drug screen results.
- g) Required urine drug screen will consist of, but not be limited to: Amphetamines (amphetamine and methamphetamine), Barbiturate, Benzodiazepines, Cocaine metabolite, MDMA (Ecstasy), Marijuana metabolites, Methadone, Methaqualone, Opiates (codeine and morphine), Oxycodone, Phencyclidine, Propoxyphene and Expanded Opiates and Fentanyl for the presence of: benzoylecgonine-cocaine metabolite, methamphetamine isomers, fentanyl, methaqualone, methadone, extended opiates (6), phencyclidine, and propoxyphene
- h) Results of all student urine drug screens will be provided by the approved vendor to the Program Manager 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.
- i) Results of student urine drugs with a "dilute negative" will be required to be repeated at the cost of the student in order to participate in clinical teaching activities.
- j) 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 UNC PA program 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".
- k) Students who anticipate a positive test due to legally prescribed medications will provide documentation of the prescription from a physician to avoid instigating an investigation and removal from the clinical rotation site.
- l) Students with Positive Tests due to legally prescribed medications will be asked to provide documentation of the prescription from a physician. Students with Positive Tests providing documentation of legally prescribed medication(s) will be cleared to return to their clinical sites. Documentation can include signed letter from physician, pill bottle with student's name/date of prescription or signed prescription and should be submitted to the designated MRO.

A student with a Positive Test for Controlled Substances or Restricted Substances will be removed from the student's clinical rotation site until the Positive Test can be investigated. This removal may result in the student receiving a grade of either "Incomplete" or "Withdraw" for the clinical rotation.

In the case of a confirmed rest result, the student will be referred to UNC-Chapel Hill Campus Health Services for a medical evaluation and supportive therapy. The student will also be referred to the University

Emergency Evaluation and Action Committee (EEAC) to assess whether the student presents a danger to himself/herself or to the campus community. The Policy and Procedures for the EEAC can be found at <https://unc.policystat.com/policy/4639588/latest>. Students violating this policy may also be referred to the Honor System or to the UNC PA Program Student Progress Committee.

Marijuana use is not legal in North Carolina. A Positive Test for marijuana will be investigated regardless of whether or not marijuana was consumed in a state or country where marijuana or related substances are legal.

Students who anticipate a positive test due to legally prescribed medications will provide documentation of the prescription from a physician to avoid instigating an investigation and removal from the clinical rotation site.

Students with Positive Tests due to legally prescribed medications will be asked to provide documentation of the prescription from a physician. Students with Positive Tests providing documentation of legally prescribed medication(s) will be cleared to return to their clinical sites.

PUBLISHED

- UNC PA Program Policies and Procedures web page: <https://www.med.unc.edu/ahs/unc-pa/students/policies-proceedures/>
- UNC PA Program Student Handbook

HISTORY OF APPROVAL AND UPDATES

Initially approved by Program Director, October 29, 2020; Updated, January 5, 2021