

 <p>College of Health and Human Sciences Physician Assistant Program</p> <p style="text-align: center;">POLICIES</p>	<p>Effective Date: January 1, 2020</p>
<p>Responsible Party: Program Director</p>	<p>Revised:</p>
<p>Approved by: K-State PA Program Principal Faculty</p>	
<p>Subject: PA Program Student Urine Drug Screen</p>	
<p>PURPOSE:</p> <p>The purpose of this policy is to provide a safe treatment, working and learning environment for patients, students, clinical and institutional staff during any clinical education experiential course of the Kansas State University 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 certain clinical experiential learning opportunities offered during the didactic phase of the MSPAS curriculum, as well as certain Supervised Clinical Practice Experiences offered during the clinical phase of the program.</p>	
<p>POLICY STATEMENT:</p> <p>This policy applies to all Kansas State University physician assistant 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/PA Program policy.</p> <p>As a prerequisite to participating in patient care, K-State PA program 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.</p> <p>Acceptance into and successful completion of the Kansas State University PA Program does not imply or guarantee that the student will be able to obtain state licensure upon graduation.</p> <p>The PA 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.</p> <p>Rationale for conducting a UDS:</p> <ul style="list-style-type: none"> ○ 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 PA program.

- Impaired providers may lack the ability to perform in a safe manner and make appropriate critical life altering decisions.
- 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.
- 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.
- Additionally a UDS is required to:
 - Meet the contractual obligations contained in affiliation agreements between K-State and the various health care facilities.
 - Perform due diligence and competency assessment of all individuals who may have contact with patients and/or research participants.
 - Ensure uniform compliance with JCAHO standards and agency regulations pertaining to human resource management at health care facilities.
 - Meet the public demands of greater diligence in light of the national reports on deaths resulting from medical malpractice and medical errors.

URINE DRUG SCREEN (UDS)

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 candidates.

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 under “Scope of the UDS”.

Prospective Students:

Will be notified through the admissions web page and/or information packet that, if accepted, they will be required to complete a UDS, and authorize release of the results to appropriate academic and/or clinical personnel.

Conditionally Accepted Applicants

- The UDS is not to be 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.
- Students accepted for admission will be notified that matriculation is contingent upon the evaluation and acceptable outcome of all required UDS checks.
- Conditionally accepted applicants must do the following by October 15th of the year prior to 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.
- 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 PA program.

Enrolled PA Students

- Once admitted, students will be notified verbally and by letter or e-mail of the deadline for completion. The PA program will provide students with instructions on obtaining an authorized drug screen.
- At a minimum, complete a UDS by October 15th of the didactic phase, in preparation for entry into the clinical phase. (Or more frequently if required by clinical rotation sites or by the PA Program).
- 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.
- Failure of the UDS may preclude participation in any further clinical rotations. As a result, the student may not be able to complete the requirements of the education program, may not be eligible for federal, or state credentialing required for practice, and may be recommended dismissed from the Program. Decisions are subject to right of appeal.
- All information will be retained until an appeal, if any, has concluded and determination regarding continued participation has been made.
- Results of all drug screens shall be privileged and confidential, will be maintained in a secure place and shall not be released or otherwise disclosed to any person or agency, other than (1) individuals involved in K-State PA program’s admissions and student services; (2) persons who have a legitimate need to know, as determined by the Program director; (3) upon direction of a court order; (4) any affiliated entity providing clinical training; or, (5) with the written consent of the student.

Note: Should the vendor report a diluted screening specimen thereby precluding an accurate drug screen test, the enrolled student or conditionally accepted applicant will be required to complete and successfully pass a new drug screen test. The cost of the second test will be at the enrolled student’s / conditionally accepted applicant’s expense.

Costs:

- The costs associated with the UDS for conditionally accepted applicants is the responsibility of the applicant.
- The costs associated with the UDS for students of the didactic and clinical phases are covered by the fees paid to the program as part of tuition and fees.
- If an additional UDS is requested or required, the costs are the responsibility of the student.

Period of Validity:

The program will generally honor the Urine Drug Screen 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 **drug screen panel** will consist of:

1. Marijuana (THC, Cannabinoids)
2. Cocaine
3. Amphetamines (includes Meth)
4. Phencyclidine (PCP)
5. Opiates/Morphine (not synthetic, not oxy)
6. Benzodiazepine
7. Barbiturates
8. Propoxyphene
9. Methadone
10. Methaqualone
11. Ecstasy
12. Oxycodone

Initial Positive Results:

- Students with a positive drug screen will have an opportunity to consult with a Medical Review Officer (MRO) provided by the vendor, to verify whether there is a valid medical explanation for the screening results. If, after review by the vendor's MRO, 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 MRO, there is not a valid medical explanation for the positive screen then the test results will stand.
- Any appeal right of a positive UDS rests 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 under "Scope of the UDS".

Conditionally Accepted Applicants

- The Admissions and/or Academic Director will review all UDS reports and notify the program director of any positive results.
- Conditionally accepted applicants with a positive drug screen will have their conditional offer rescinded by the PA program Director and/or Associate Director, and will not be allowed to matriculate. They may choose to reapply to the Program, but must complete a new CASPA application during the next admission cycle.

Enrolled Students

- Results of all student urine drug screens will be provided by the approved vendor to the Admissions Coordinator, and/or Clinical Coordinator. Results will only indicate whether the test result is "negative" or "non-negative" or other similar language used by the approved vendor that issued the UDS report. No additional information will be provided to the program.

- The PA program utilizes a Review Committee (RC) to review any non-negative UDS for enrolled students. The RC consists of the following:
 - PA Program Director
 - PA Program Associate Director or Clinical Director
 - PA Program Medical Director
- In the event that a student fails a drug screen, the PA Program Director will be notified, and the student will be removed from the clinical rotation or classroom pending a review by the RC. A repeated UDS may be requested at the student's expense. Due to 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. Students may not continue coursework (clinical or non-clinical) immediately after a "non-negative" UDS is received.
- The RC will review each referred non-negative UDS to determine the potential impact that any adverse findings might have on the enrolled PA student's educational program of study, and will determine the course of action regarding the student's continued participation in the program. If the RC determines that the student may be unable to complete the educational requirements of the PA program, he/she will be recommended for dismissal from the program, pending the outcome of an appeal, should such right be invoked.
- Any student who fails the drug screen will be notified of his/her right to appeal to the Associate Dean, Graduate School, within 7 days after "non-negative" UDS was received. All information will be retained until an appeal, if any, has concluded and determination regarding continued participation in the program has been made. The appeal must be made in writing, and should include any supporting documentation the student wishes to submit. The Associate Dean will consider the request for an appeal, and render a decision on the matter within seven days of receipt of the appeal request.
- Students claiming inaccuracies in their UDS will be referred to the vendor and/or authorized laboratory completing the screen.

Falsification of Information

Falsification of information submitted as part of the application process or on the UDS can result in a recommendation of immediate removal of the applicant from the conditionally accepted list or dismissal of an enrolled student from the MSPAS 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 at: [FERPA](#).
- 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 PA 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)