

**THE TEXAS A&M UNIVERSITY SYSTEM
HEALTH SCIENCE CENTER INTERNAL POLICIES**

**11.04.99.Z1.02 Drug Screening for Students Participating in Programs in the
Curricula of the College – Baylor College of Dentistry**

Approved December 6, 2006

Supplements System Regulation 11.04.99

1. APPLICABILITY

This policy applies to students entering or enrolled in an educational program that includes, or may include at a future date, assignment to a clinical health care facility. Visiting students who enroll in courses with such an assignment are also subject to the Policy. Presently, students in the following programs are subject to a drug screening review.

- A. Dentistry
- B. Dental Hygiene
- C. Dental Hygiene Graduate
- D. Dental Specialty Graduate
- E. Biomedical Sciences
- F. Health Professions Education
- G. Visiting Scholar, Clinician, Fellows and

Other such programs as may be developed.

2. PROCEDURE

Effective as of the date of this policy, individuals accepted into programs listed in paragraph 1. above must submit to and satisfactorily complete a drug screening as a condition of admission. This screen must be completed and satisfactory results received by Baylor College of Dentistry within 30 days after matriculation or before participation in a rotation or patient treatment that requires such a screening, whichever comes first. This policy also applies to those students or program participants entering or continuing in programs that do not involve the review of the Admissions Committee or a Program Director. Students who refuse to submit to or do not pass the drug screening review may be dismissed from the program.

Drug screening results will be honored by Baylor College of Dentistry and all of its affiliates for the duration of the student's enrollment in the program if the participating student has not had a break in enrollment at the College. A break in enrollment is defined as nonattendance of one full semester (fall or spring) or more. The above information must be verifiable through BCD.

3. RATIONALE

- A. Health care providers are entrusted with the health, safety and welfare of patients, have access to controlled substances and confidential information, and operate in settings that require the exercise of good judgment and ethical behavior. Thus, an assessment of a student's suitability to function in such a setting is imperative to promote the highest level of integrity in health care services.
- B. Clinical facilities are increasingly interpreting standards by accreditation agencies, such as Joint Commission of Accreditation of Healthcare Organizations (JCAHO), to require drug screening for security purposes on individuals who provide services within the facility and especially those who supervise care and render treatment to vulnerable populations. To facilitate this requirement, educational institutions have agreed to conduct these drug screening reviews for students and faculty.
- C. As an institution dedicated to the education of healthcare providers Baylor College of Dentistry has a responsibility for the critical evaluation of the professionalism of our students. Additionally we must safeguard the well-being of our patients whom we serve. Clinical patient care is an essential element in most of our curricula. Students who cannot participate in patient treatment due to impairment are unable to fulfill the requirements of the program. Security issues apply to individuals in all of our programs. Therefore, it is in everyone's interest to resolve these issues prior to a commitment of resources by Baylor College of Dentistry, the student or applicant.
- D. Baylor College of Dentistry is obligated to meet the contractual requirements contained in affiliation agreements between the College and the various healthcare facilities.

4. COMPLETING THE DRUG SCREENING PROCESS

- A. Baylor College of Dentistry will designate an approved laboratory to conduct the drug screen test and issue reports directly to the Baylor College of Dentistry Student Health Clinic. Results from a laboratory other than the one designated will not be accepted. Students must contact the designated laboratory or participate in the screening within the College and comply with all instructions in authorizing and obtaining the drug screening. The student must also complete the releases required for Baylor College of Dentistry Student Health Clinic to receive the laboratory report. Students are responsible for payment of any fees charged by the designated laboratory to supply this service.
- B. Method, Scope and Review of Results

Method of Urinalysis

An unobserved collection of urine should be taken at a facility that follows National Institute on Drug Abuse guidelines.

Type of Test

Substance Abuse Panel 10 ("SAP 10"), with integrity checks for Creatinine and pH levels

Pre-Assignment Drug Screening Panel

The SAP Panel 10 with integrity checks examines for the following substances or their metabolites.

Integrity Checks

CREATININE

pH

Substance Abuse Panel

AMPHETAMINES

BARBITURATES

BENZODIAZEPINES

COCAINE METABOLITES

MARIJUANA METABOLITES

METHADONE

OPIATES

PHENCYCLIDINE

PHENCYCLIDINE

PROPOXYPHENE

SAP 10 test results that fall outside of acceptable ranges are considered positive test results and are automatically sent for a separate confirmatory test by a Gas Chromatography Mass Spectrometry method. If the results remain positive, they are sent to a Medical Review Officer (MRO) who calls the individual to determine if there is a valid prescription for the drug in question. If a valid prescription exists, the test result is deemed to be “negative” and acceptable.

The MRO is a medical doctor who specializes in the interpretation of drug screening results. The MROs do not make placement decisions; they simply pass along information regarding legal versus illegal drug use or consumption. The MROs are not required, but are beneficial in making placement decisions. Medical Reviews are a separate cost since they entail a separate service. The cost of Medical Reviews varies from about \$25 to \$75 dollars per tested individual. It is important to note that although any physician could perform this service, only certified MROs are considered bona fide experts in this field.

5. RESULTS OF A POSITIVE SCREEN

If a student has a positive drug screen he/she will not be allowed to participate in any anticipated affiliation rotation or, or clinical treatment at Baylor College of Dentistry. The student will be referred to the Associate Dean for Academic Affairs or Associate Dean for Research and Graduate Studies for review and dispensation consistent with the Baylor College of Dentistry Academic and Disciplinary Due Process documents. The student may continue in lecture courses while the case is under consideration if he/she can provide proof of current treatment. Students dismissed with a decision for return after a drug treatment program will be required to submit a negative drug screen and documentation of participation by a physician or counselor. Random drug screening will occur twice per month for the entire 12 months following return.

6. CONFIDENTIALITY AND RECORDKEEPING

- A. Drug screening reports and other submitted information are confidential and may only be reviewed by College officials and affiliated clinical facilities in accordance with the Family Educational Rights and Privacy Act and applicable Health Insurance Portability and Accountability Act laws.
- B. Drug screening reports and any submitted health information of students will be maintained in the College Student Health Clinic in accordance with the College's record retention policy for student records.

7. OTHER PROVISIONS

Criminal charges as a result of drug use that occur while a student is in attendance at the College may result in disciplinary action, including dismissal, and will be addressed through the College's Academic and Disciplinary Due Process policies.

OFFICE OF RESPONSIBILITY

Vice President for Academic Affairs