

Indiana State University

School of Nursing

Baccalaureate Nursing Program

Drug Screening and Impaired Nursing Student Policy

Purpose: To screen, and potentially identify, any chemically impaired student who needs treatment for chemical dependency or problems with substance abuse. If the student is licensed or registered as a CNA or any other licensed professional, a report will be filed with the state licensing authorities.

Philosophy: Chemical dependency is a disease that is preventable and treatable. Students are as vulnerable as any other human being to this problem. The need for public safety and treatment is also recognized. Nursing faculty require students to provide competent care with supervision. To fulfill this obligation, nursing students must be free from chemical impairment during all parts of the nursing program including classroom, online, campus laboratory, and clinical settings.

The nursing faculty defines the chemically impaired student as a person who, while in the academic or clinical setting, is under the influence of, or has recently abused, either separately or in combination: alcohol, over the counter medications, illicit drugs, prescribed medications, inhalants, or synthetic designer drugs. Abuse of substances includes episodic misuse or chronic use that has produced psychological and/or physical symptoms.

Drug Screening Policy and Procedure

1. All applicants to the Baccalaureate Nursing Program must read, sign, and submit the Drug Screening Procedure and Policy Acknowledgment Form (Addendum A) with application materials.
2. Nursing students may be required to obtain drug and alcohol screening while in the program if a clinical facility requires screening, or if there are concerns that the student is either presently impaired by chemicals or has a substance abuse problem.
3. In the event of positive drug or alcohol screening results and/or failure of the student to undergo drug or alcohol screening, the student will be dropped administratively from all nursing courses. See Impaired Student Policy and Procedure below.

Impaired Student Policy and Procedure

1. If a student is suspected to be currently impaired by chemicals, the student should be removed to a private area. The observer should state the sign(s) and behavior(s) of concern and allow the student to provide a brief verbal explanation. Observable unusual behaviors include, but are not limited to: slurred speech, impaired motor abilities, changes in attitude, changes in personality, scent of alcohol or other chemicals, frequent absenteeism, not meeting obligations, and others. If in a clinical facility, agency policies and procedures will be followed.
2. The student will be directed immediately to leave the classroom, online, laboratory, or clinical setting. The observer will document the incident. Faculty must be notified and will complete the [incident report form](#). Transportation may be arranged on behalf of the student. The student is responsible for transportation costs. ISU employees are not permitted to transport any student in personal cars. Preceptors are discouraged from transporting students.
3. The student must submit to and pay for an alcohol and 10-panel drug screen immediately. Specific facility protocols must also be followed.
4. The student will be required to sign and complete a "Student Wellness Contract" (see addendum B). Signature on this form should not be acquired while the student appears to be impaired.
5. In the event of a positive drug or alcohol screening result, the student must be evaluated by a state certified substance abuse counselor before returning to the nursing program. The student is responsible for locating a counselor and any costs related to screening, evaluation, and, if required, any further counseling. A written verification from a provider that the student is safe to return to student nursing practice is required before the student may resume the program of study.
6. In the event of failure of the student to undergo drug and alcohol screening within the designated timeline and/or failure to seek evaluation and treatment, or if an additional incident occurs related to chemical impairment, the Associate Director of Students will initiate dismissal from the program.
 - a. The student will not be eligible to reapply to the program for a minimum of five years.
 - b. If reapplying after five years, all application procedures and policies will apply, including the Drug Screening Policy and Procedures above.
 - c. If successfully re-admitted, the student will start the program over from the beginning.
 - d. The student has a right to due process through the University student judicial system.
7. If inpatient or residential treatment is chosen by the student, the student, his or her academic advisor, and the Associate Director of Students will determine the best action to be taken in regards to dropping or withdrawing from the nursing course(s). The Admission, Progression,

Retention, Dismissal, and Graduation Policy will be adhered to if the student must drop nursing courses due to treatment regimen.

Screening for Traditional Track Campus Applicants:

1. Prior to and within 30 days of applying, all applicants must acquire a 10-panel drug screen from (1) Right Choice or (2) UMG ISU Health Center (see below) and include results in the application portfolio.
2. All applicants testing must be completed at (1) Right Choice (3205 South 3rd Place, Terre Haute, IN 47802, 812-235-3153) or (2) UMG ISU Health Center (Student Services Building, 567 N. 5th St, Terre Haute, IN 47809, 812-237-3883).
3. The student will be responsible for the cost of the screening.
4. In the event of positive screening results, the student will be advised by the Associate Director of Students to undergo substance abuse treatment and will be denied admission to the nursing major.
5. One year after denial of admission to the major due to a positive drug screen, the student may reapply.
 - a. The student will be required to submit verifiable proof of substance abuse evaluation and/or treatment by a licensed chemical dependency health care provider.
 - b. The student must follow the admission application requirements, including submitting proof of a new 10-panel drug screen from Right Choice or UMG ISU Health Center.
 - c. Random drug screenings may be required of the student throughout the program.
6. Failure or refusal of the student to acquire drug screening will result in ineligibility for application to the major.
7. If a student in the nursing major becomes a non-continuing student for longer than one semester, the student may be required to acquire a new 10-panel drug screen before resuming nursing courses.

Approved SAC 11/15/2022, Vote 5-0-0

Acknowledged Steering Committee (SON), 12/9/2022, Vote 5-0-0

Addendum A

Drug Screening Procedure and Policy Acknowledgment Form

I have reviewed the Drug Screening and Impaired Nursing Student Policy. I understand the need for public and personal safety. I understand the need for, and agree to, remaining free of chemical impairment during participation in all parts of the nursing program, including classroom, online, campus laboratory, and clinical settings.

I understand that I may be required to undergo drug and/or alcohol screening, at my own expense, while in the program if a clinical facility requires screening or if there are any concerns regarding potential chemical impairment.

Student Name (PRINT)

Student University ID#

Student Signature

Date

Addendum B
Student Wellness Contract

I, _____, will receive a comprehensive abuse evaluation conducted by a health care professional who is certified by the state as a drug and alcohol counselor. I understand that the payment for evaluation, treatment, and follow-up care will be my responsibility. If no treatment is recommended, evidence of such will be provided to the Associate Director of Students before I return to classroom, online, campus laboratory, or clinical settings. If treatment is recommended, I must complete the therapy determined in conjunction with the evaluator. I understand that further evidence of chemical impairment in the classroom, online, campus laboratory, or clinical settings will result in dismissal from the program.

Date: _____

Student Signature: _____

Witness Signatures:

Printed Names:

1) _____

2) _____
