

# Clinical Faculty Drug Screening Policy

## Nell Hodgson Woodruff School of Nursing of Emory University

The faculty and administration of the Nell Hodgson Woodruff School of Nursing is strongly committed to following the professional standards of the healthcare community in order to benefit patients, students and faculty. Drug screening for students and faculty with clinical responsibilities is becoming a standard requirement for healthcare and community agencies prior to clinical placement. In order to comply with clinical agency contractual requirements, the School of Nursing will require all clinical faculty to consent to a drug screen. Beginning September 1, 2006, the following policy will be in effect:

- Drug Screens will be conducted on all faculty with clinical responsibilities. The School of Nursing will contract with an outside vendor to perform these screens, and will bear the cost of these screens.
- Results of previously conducted drug screens will not be accepted by the School.
- The clinical faculty member's failure to consent to the drug screen may prevent the School of Nursing from securing a suitable job assignment for the faculty member, thus rendering some faculty members unable to continue employment with the School;
- Drug screen panels will include, but may not be limited to:
  - Marijuana, Cocaine, Opiates, Phencyclidine, Barbiturates, Benzodiazepines, Amphetamines, Propoxyphene and Methadone;
- Clinical sites may have additional requirements or other required vendors; the School will be responsible for these additional expenses if the results of previously conducted drug screens or other vendor's results are not accepted by the facility.
- Adverse results of drug screens may prevent the School of Nursing from securing a suitable job placement for the faculty member, and may render the faculty member unable to fulfill his/her contractual obligations to the School and the University, constituting grounds for immediate dismissal.
- Results of drug screens will be kept in confidential files in the Office of the Dean. The Administrative Director of Academic Affairs Services will convey the clearance to the healthcare or community agency per contractual obligations.
- Faculty must report felony or misdemeanor convictions (excluding minor traffic violations) which occur during employment within 10 business days of occurrence to the designated administrator. Failure to report these convictions may result in the inability of the School to comply with clinical contractual obligations and therefore render the faculty member unable to fulfill his/her contractual obligations to the School and the University, constituting grounds for immediate dismissal.
- In all cases the School of Nursing will comply with the Emory University Statement of Principles Governing Faculty Relationships (The Grey Book) and all applicable University policies.