



POLICY NAME	Drug Testing – Faculty				POLICY NO.	P-ACAD-105
DATE OF LAST REVISION	08/15/2021					
APPLIES TO						
FACULTY	X	STAFF		STUDENTS		
STUDENT EMPLOYEES		VISITORS		CONTRACTORS		

Drug Testing – New Core Faculty

As a condition of employment, all nursing faculty assigned to teach core nursing classes are required to complete urine drug test for a substance panel at a laboratory site designated by Arizona College of Nursing

- If a faculty member tests positive, the lab will contact the Medical Review Officer (MRO) and the MRO will contact the faculty member to obtain necessary information for review of the test
- Faculty with a positive test result will not be permitted to perform nursing faculty duties until an investigation has been completed and resolution has been achieved
- Faculty receiving a negative drug test initially or after review of the MRO (except for nicotine) may continue to provide nursing instruction
- All positive urine drug test results (except for nicotine and MRO cleared positives) will be reported to the State Board of Nursing

Drug Testing – “For Cause” – All Faculty

This policy refers to signs of impairment while on duty in any health care facility, school or other work locations as a representative of Arizona College of Nursing. Examples of impairment may include but are not limited to:

- Unrealistic excuses for lowered work quality
- An excessive number of mistakes or errors of judgment
- A pattern of lateness for class or clinical
- Repeated absences
- Mood swings from stability to irritability and unexplained outbursts
- Difficulty in concentration and increased agitation or nervousness
- Diminished alertness, confusion, memory lapses, and/or sleeping on the job
- Decrease in problem solving ability and/or priority setting
- Unwillingness to cooperate with co-workers or inability to compromise
- Avoiding contact with supervisor
- Over-reaction to real or imagined criticism; inability to accept criticism
- Slurring of speech
- Odor of alcohol or marijuana on breath

POLICY MANAGEMENT

List the role(s), committees, or departments directly responsible for updates to this policy.

Exceptions: (If needed)

References: (If needed)