

**The University of Chicago Medical Center  
Graduate Medical Education Policy**

**Pre-Commencement Drug Testing**

Issued: December 2017

Graduate Medical Education Policy #19

**Purpose**

The University of Chicago Medical Center (“UCMC”) is strongly committed to achieving a workplace and work force that is free of illegal drugs and the abuse of alcohol and medications. As part of that commitment, it is UCMC’s policy that all incoming residents and fellows as part of the pre-commencement health screening examination by UCMC, must complete a drug test prior to the Commencement Date specified in their resident or fellow contract.

This policy applies to all incoming residents and fellows who have received an offer from UCMC for a position in a UCMC ACGME accredited or non-accredited residency or fellowship program (whether through NRMP Match or otherwise). Per UCMC resident and fellow contracts and per NRMP requirements, all incoming residents and fellows shall be given notice in advance that a drug test is part of the pre-commencement screening process at UCMC. Any incoming resident or fellow who fails the drug test shall be referred to UCMC’s Physician’s Assistance Committee for evaluation and follow up, as appropriate.

**Definitions**

“**Incoming Resident and/or Fellow**” means any individual who has received and accepted an offer of employment in any of UCMC’s ACGME accredited or non-accredited residency or fellowship programs, whether such offer of employment was made in connection with the NRMP Match process or otherwise.

“**PAC**” means UCMC’s Physician’s Assistance Committee as set forth in Medical Staff Policy 06 – Physician Impairment.

“**UCOM**” means The University of Chicago Medical Center’s Occupational Medicine Department.

**Procedures**

Each Incoming Resident and Fellow’s urine specimens will be collected by personnel from the University of Chicago Medical Center’s Occupational Medicine Department or as necessary an outside collection site that has been approved by Occupational Medicine. *See also* UCMC Pre-Employment Drug Testing Policy HR218 for applicable procedures. Incoming Residents and Fellows can schedule a time to supply urine specimens at UCOM during the one-week period immediately prior to the start date of their contracts.

## **Results**

An Incoming Resident or Fellow whose drug-test results are negative will be deemed to have passed the pre-commencement drug test.

An Incoming Resident or Fellow shall be deemed to have a positive drug screen if their specimen tests positive for illegal drugs or controlled substances at levels above industry standard cutoff levels of appropriate use including the following substances: amphetamines; cocaine, marijuana, opiates, PCP, barbiturates, benzodiazepines, methadone, propoxyphene,. All positive drug screens will be reviewed and verified by the UCMC Medical Review Officer (“MRO”) in UCOM. The MRO will determine if the drug screen is verified as positive or negative.

The Incoming Resident or Fellow may attempt to establish a legitimate medical explanation for the test results by satisfactorily documenting such an explanation to the MRO within three (3) business days of notice of the test result. The MRO will report the final drug screen results to the GME Office via UCOM

In the event an Incoming Resident or Fellow’s final drug test results are positive the Incoming Resident or Fellow will be referred to UCMC’s Physician’s Assistance Committee for further evaluation and follow up as appropriate. *See also* UCMC Physician Impairment Policy MSO 06.

Incoming Residents and Fellows who fail to cooperate in testing on a timely basis will not be eligible to commence a residency or fellowship program with UCMC. *See also* Visas, Licenses, Matriculation, and Orientation Policy, GME 04. Nothing in this policy is intended to limit or otherwise impact UCMC’s and/or a Program’s ability to make disciplinary decisions, including decisions to extend or terminate a resident or fellow’s contract, in their sole discretion and consistent with the resident or fellow’s contract and other GME policies.

Test results and information submitted to the UCMC MRO shall be maintained in secure files with access limited to the Incoming Resident or Fellow, the MRO, and other appropriate management personnel, and as the Incoming Resident or Fellow otherwise consents. If the Incoming Resident or Fellow initiates a legal proceeding involving such records, they may be disclosed to the extent permitted by law.

## **Interpretation, Implementation and Revision**

The Graduate Medical Education Office and Medical Legal Affairs are responsible for the revision of this policy.

The Graduate Medical Education Committee is responsible for the interpretation and implementation of this policy.

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