



Medical Students Requiring Treatment and Rehabilitation for Physical, Mental Health and Substance Dependency/Abuse Issues

Section: 4

Policy number: 4.22

Responsible Office: Associate Dean for Student Affairs and Admissions

Issued: TBD

Latest Review: N/A

POLICY STATEMENT

A student may pursue evaluation, treatment and rehabilitation for physical or mental health and substance dependency/abuse issues through the North Dakota Professional Health Program (PHP) as a self-referral. Alternatively, a student may be mandated to follow up with ND PHP by the Associate Dean for Student Affairs & Admissions or the Medical Student Academic Performance Committee. PHP will notify the Associate Dean for Student Affairs & Admissions on the progress of the student by obtaining a release of information (ROI) from the student.

REASON for POLICY

The Professional Health Program of North Dakota is patterned after successful programs in other states where it has proven a successful mechanism for impaired physicians to gain the confidential help that they need for addiction or other mental illnesses without putting their license at risk. Students who are actively participating in the ND PHP may continue with their medical curriculum as directed by the monitoring program.

SCOPE of POLICY

This policy applies to:

Deans, Directors, and Department Heads

Managers and supervisors

Students

Faculty

Staff

Others: _____

WEB SITE REFERENCES

This policy:

Policy Office: <https://med.und.edu/policies/index.html>

Vice President for Health Affairs and Dean: <https://med.und.edu/deans-office/index.html>

UND SMHS Student Affairs and Admissions: <https://med.und.edu/student-affairs-admissions/index.html>

UND Office of Safety: <https://campus.und.edu/safety/public-safety/index.html>

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RELATED INFORMATION

3.7 Inhibiting Conditions for all SMHS Students	https://med.und.edu/policies/_files/docs/3.7-inhibiting-conditions.pdf
SMHS Policy Page	https://med.und.edu/policies/index.html
3.6 Drug and Alcohol Screening and Education Program	https://med.und.edu/policies/_files/docs/3.6-drug-alcohol-screening-education-program.pdf

CONTACTS

Specific questions should be directed to the following:

Subject	Contact	Telephone/FAX	Office/Dept. Email/Web
Policy clarification	Student Affairs	(701)777.4221/777.4942	james.porter@UND.edu
SMHS Student Injury	Student Affairs	(701)777.4221/777.4942	james.porter@UND.edu

DEFINITIONS

Impairment	Impairment is defined as the condition of being unable to perform one's professional duties and responsibilities in a reasonable manner, consistent with professional standards. Cognitive function, judgment, reaction time, and the ability to handle stress are increasingly affected. (taken from ND PHP website)
ND PHP	North Dakota Professional Health Program
UND SMHS	University of North Dakota School of Medicine & Health Sciences
MSAPC	Medical Student Academic Performance Committee
Self-referral	Self-referral refers to a student who voluntarily presents themselves to the ND PHP for assessment and/or treatment.
Involuntary referral	Involuntary referral defines a situation in which the Associate Dean for Student Affairs and Admissions or MSAPC provides the name of the student to ND PHP.

PRINCIPLES

OVERVIEW

A student may pursue evaluation, treatment and rehabilitation for physical or mental health and substance dependency/abuse issues through the North Dakota Professional Health Program (PHP). Alternatively, a student may be mandated to follow up with ND PHP by the Associate Dean for Student Affairs & Admissions or the Medical Student Academic Performance Committee. PHP will notify the Associate Dean for Student Affairs & Admissions of the progress of the student.

In 1973 the American Medical Association defined the impaired physician as one who is unable to fulfill professional and personal responsibilities because of a psychiatric illness, alcoholism, or drug dependency. (American Family Physician Nov 1, 2009) An impaired student is one who is not able to fulfill their

educational, professional or personal responsibilities as the result of psychiatric illness or substance use disorder (SUD).

Section 15-52 of the ND Century Code states in part, "The primary purpose of the University of North Dakota School of Medicine & Health Sciences is to educate physicians and other health professionals for subsequent service in North Dakota." This mandate includes not only the development of well-educated individuals, but also the development of self-care strategies for the state's future physicians.

PROCEDURES

Self-Referral:

A medical student may voluntarily self-refer to the ND PHP for evaluation and monitoring.

1. Enrollment in the ND PHP program alone shall not be a reason for an MSAPC hearing.
2. ND PHP will notify the Associate Dean for Student Affairs & Admissions of a UND SMHS medical student who enrolls in the program.
3. A medical student in ND PHP-monitoring remains subject to all institutional rules and policies, state and federal laws. Participation in the program is not a reason for sanctions and/or dismissal from the program leading to the MD degree.
4. Relapses may be considered a usual part of recovery. A medical student who experiences a relapse which results in legal, civil or institutional action shall be subject to the usual disciplinary processes.
5. A medical student who is not compliant with care or who is released from monitoring for any reason, other than satisfactory completion of the program, shall be reported by ND PHP to the Associate Dean for Student Affairs & Admissions. The student who is not compliant with the program shall be referred for an MSAPC hearing for unprofessional behavior.
6. The student is responsible for all costs (including, but not limited to, random drug testing, program costs, and mileage) for the program.

Involuntary Referral:

A medical student may be involuntarily referred to the ND PHP for evaluation and/or monitoring. This may be accomplished through a referral by the Associate Dean for Student Affairs & Admissions, or as the result of an MSAPC hearing.

1. Enrollment in the ND PHP program alone shall not be a reason for an MSAPC hearing.
2. ND PHP will notify the Associate Dean for Student Affairs and Admissions of a UND SMHS medical student who enrolls in the program.
3. A medical student in ND PHP-monitoring remains subject to all instructional rules and policies, state and federal laws. Participation in the program is not a reason for sanctions and/or dismissal from the program leading to the MD degree.
4. Relapses may be considered a usual part of recovery. A medical student who experiences a relapse which results in legal, civil or institutional action shall be subject to the usual disciplinary processes.
5. A medical student who is not compliant with care or who is released from monitoring for any reason, other than satisfactory completion of the program, shall be reported by ND PHP and the student to the Associate Dean for Student Affairs & Admissions. The ND PHP enrolled student who is not compliant with the program shall be referred to an MSAPC hearing for unprofessional behavior.

6. The student is responsible for all costs (including, but not limited to, random drug testing, program costs, and mileage) for the program.

RESPONSIBILITIES

Student	Seek evaluation and treatment for addiction and/or mental illness. Notify the Associate Dean for Student Affairs & Admissions if they are deemed appropriate for ND PHP monitoring.
Associate Dean for Student Affairs & Admissions	Make students aware of the ND PHP services and the possible consequences of seeking or not seeking treatment. Inform the Medical Student Academic Performance Committee of noncompliance of medical students enrolled in the ND PHP
ND PHP	Notify the Associate Dean for Student Affairs & Admissions of the progress of UND SMHS students who are referred to the program

FORMS

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REVISION RECORD

04.08.20—UMEC Approved