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ORLANDO COLLEGE OF OSTEOPATHIC MEDICINE

Orlando College of Osteopathic Medicine

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**Policy Title: Non-Academic Health Professionals/Recusals from Academic Assessment and Promotion Policy**

It is the policy of OCOM that any health professional who is currently or who has previously provided health services to any current student, through a physician-patient relationship, must recuse themselves from the academic assessment or promotion of the student receiving those services.

**Faculty Recusal from Assigning Student Grades**
Any OCOM faculty member who is a healthcare professional with a previous or ongoing therapeutic relationship with a OCOM student must recuse themselves from all activities involving summative assessment, grading, and promotion of that student.
For the purposes of this policy, a “therapeutic relationship” occurs when a licensed clinician assumes the responsibility for the evaluation, diagnosis, or management of a student’s medical or behavioral health condition.

**Recusal Policy**
If an OCOM faculty member is a health professional with a previous or ongoing therapeutic relationship with a OCOM student, they must recuse themselves as described in this policy.

**Committee Meetings**
In the case of committee meetings, including, but not limited to, the Student Progress and Professionalism Committee, the committee Chair (or designee) will call for a declaration of any conflict of interest from committee members prior to student case discussions. Any committee member(s) identifying a potential conflict will be required to recuse themselves from both the discussion phase of the meeting as well as the decision-making process for matters in which a potential conflict exists.

This policy also applies to any faculty member on the Admissions Committee involved in the discussion of an applicant with whom the faculty member has a previous or ongoing therapeutic relationship. In such a case, the faculty member must recuse themself from any discussion or vote regarding the student's candidacy or admission decision.

**Summative Skills Assessments**
In the case of summative skills assessments including, but not limited to, OMM, clinical skills, simulation, and OSCE evaluations, faculty graders with conflicts of interest as described in this policy must recuse themselves from the assessment and grading process.

Any faculty member assigned to assess or grade the performance of a current OCOM student with whom they have a previous or ongoing established therapeutic relationship must identify the conflict of interest to the Course Director. The Course Director will either assign the student assessment and/or grading to a different faculty member or perform it themselves.

If the Course Director also has a potential conflict, then the Associate Dean for Pre-Clinical Education will perform the assessment (or designate another qualified faculty member) and assign the grade.

**Final Course Grades**
During all first- and second-year pre-clinical courses, a Course Director who has a previous or ongoing therapeutic relationship with a OCOM student is prohibited from making any decisions regarding final course grade determinations for that student. In these cases, the Course Director must report the potential conflict of interest to the Associate Dean for Pre-Clinical Education who will then designate another qualified faculty member to make the student's summative assessment or final grade determination. In cases in which there is no qualified faculty member, the Associate Dean for Pre-Clinical Education will assume these responsibilities.

**Activities Not Prohibited by This Policy**
OCOM faculty who have previous or ongoing therapeutic relationships with an OCOM student are permitted to provide student instruction through modalities, including but not limited to, lectures, small group sessions, clinical skills instruction, or OMM table training. In addition, the faculty member may provide academic advising or letters of recommendation at the student's request.

**Clinical Rotation Evaluations and Grades**

During third- and fourth-year clinical rotations, supervising faculty preceptors who have a prior or current established therapeutic relationship with a current OCOM student are not permitted to determine the end-of-rotation evaluation for that student. If a preceptor is assigned to supervise such a student for a clinical rotation, they should immediately notify the Associate Dean for Clinical Education, who may identify an alternative clinical practice or service for the student's rotation, or in cases where that is not feasible, identify another preceptor on the rotation to complete the end-of-rotation evaluation.

**Mock Assessments**

It is the policy of OCOM to disallow faculty members from treating students, staff, or other faculty members with OMM or other treatments. This does not preclude faculty from engaging in mock encounters or simulating a true patient encounter with a student.

Nothing in this policy excludes acts of a Good Samaritan.

This policy shall be posted at ocom.org/policies.