

University of Northern Colorado
College of Osteopathic Medicine

**Policy: Recusal from Student Assessment and Promotion Decisions
for Health Professionals Providing Services to UNC COM Students**

Responsible Party: Associate Dean, Clinical Education

COCA Standard: 9.10

Review Frequency: Annually and as needed.

Any UNC COM faculty member who is a healthcare professional with a previous or ongoing therapeutic relationship with a UNC COM student must recuse themselves from all activities involving the 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.

Procedure:

Committee Participation:

At the onset of all UNC COM committees where the agenda contains discussion/decisions of student admission to the COM program or progress through the COM curriculum, the chair will ask that any faculty members present declare conflicts of interest. A faculty member with a therapeutic relationship with a student slated for discussion is expected to declare this conflict and will refrain from both the discussion about and any decisions regarding that student.

Summative Skills Assessment

Any faculty member assigned to assess or grade the performance of a current UNC COM 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 conflict, the Associate Dean of Clinical Education will assign a faculty member to perform the assessment and will assign the grade.

Final Course Grades

Should a Course Director have a therapeutic relationship with a student, they must recuse themselves from any decisions regarding a course grade. If there is a Co-Course Director, they will assume this responsibility. If no Co-Course Director exists, the Associate Dean of Preclinical Education will fulfill

Policy Reviewed and Approved by Deans Council
12/12/24

this role for OMS 1 and 2 courses, and the Associate Dean of Clinical Education will do so for OMS 3 and 4 Courses.

Clinical Rotation Assessment and Grading

Supervising Clinical Preceptors who have an ongoing or prior therapeutic relationship with a UNC COM student are not permitted to provide the end of rotation evaluation for that student. If a preceptor is assigned to supervise a student with whom a therapeutic relationship exists, they must notify the Associate Dean of Clinical Education and GME of this conflict as soon as they are aware of the assignment. The Associate Dean will determine if there are other preceptors on the rotation who may complete assessment and, if not, will re-assign the student to a new rotation.

Student reporting of conflict due to a current or ongoing therapeutic relationship

Should a student be assigned to a summative evaluation by a clinician with whom they have an established therapeutic relationship they should report this to the Course Director. Should a student be assigned to a clinical rotation with a preceptor with whom they have an established therapeutic relationship they should notify their clinical coordinator as soon as they are aware of the assignment.