Policy on Faculty and Housestaff with Potential Conflicts in Student Assessments

Responsible Office: Office of Medical Education and Student Affairs (OMESA)
Effective Date: September 20, 2016

Purpose: To prevent individuals who have personal or professional relationships with students from participating in the academic assessment of such students. The health professionals who are currently providing or have previously provided health services, including psychiatric or psychological counseling, to a medical or academic health student should have no involvement in the academic assessment or promotion of the student receiving those services. In addition, faculty and housestaff members who have a personal or familial relationship to a student must have no involvement in the academic assessment of that student.

Applicability: This policy applies to all students enrolled at the Emory University School of Medicine.

Policies and Responsibilities:
1. Individuals who provide or have previously provided health services to a medical or academic health student must have no involvement in the academic assessment or promotion of the student.
2. If there is a pre-existing physician-patient relationship between a faculty or housestaff member and a student, the faculty or housestaff member must abstain or recuse him/herself from participating in any formal or informal student assessment.
3. Students must notify the Executive Associate Dean of Medical Education of any potential conflicts of interest in order to allow for changes in a resident or faculty teaching assignment. Students will be reassigned to a different faculty or housestaff member for coursework and subsequent assessment. Any information provided to the Executive Associate Dean regarding potential conflicts will be treated as confidential.
4. Faculty members who are involved in determining final grades for a module, course, or clerkship, either individually or as part of a committee, must recuse themselves from any deliberation if they have provided health services to a student.
5. Faculty members who serve as members of the Progress and Promotions Committee (or members of other departmental committees that assign final grades) must also recuse themselves from any deliberation if they have provided health services to a student.
6. Faculty and housestaff members who have a personal or familial relationship to a student should not have any involvement in the academic assessment of that student. If a student, faculty or housestaff member is uncertain as to whether a particular relationship disqualifies them from having involvement in the academic assessment of that student, the Executive Associate Dean for Medical Education should be consulted for guidance.

Revision History:
Revised and approved by the Council of Chairs on September 19, 2016
Original effective date: September 20, 2016