



Separation of Academic Roles in Providing Healthcare

Senior Leader: Medical School Dean

Responsible University Officer: Associate Dean for Undergraduate Medical Education - Twin Cities

Policy Owner: Assistant Dean for Student Affairs - Twin Cities

Associate Dean for Student Life & Academic Affairs - Duluth

Policy Contact: Michael Kim, MD, Assistant Dean for Student Affairs, mikekim@umn.edu

POLICY STATEMENT

The University of Minnesota Medical School (UMMS) requires a clear separation between individuals who provide health services including psychiatric/psychological counseling, and involvement in decisions of academic assessment or promotion. Therefore, any University of Minnesota Medical School (UMMS) faculty member or staff who provides any health services to UMMS students must not be involved in the academic evaluation or promotion of the students receiving those services.

Each faculty member has an obligation to avoid any involvement in the academic evaluation or promotion of any student for whom they have provided psychiatric/psychological counseling or other health services. In such instances, faculty must discuss any existing or potential conflicts with appropriate medical school personnel.

Further, UMMS maintains health records in accordance with State, Federal, and University requirements for the security, privacy and confidentiality of such records.

REASON FOR POLICY

This policy ensures the medical school meets all State, Federal (i.e. FERPA), and University of Minnesota requirements regarding the provision of health services and the right of students to the confidentiality of their health information. The policy also clarifies the medical school's responsibility to separate providers of health services from faculty involved in decisions of academic assessment.

This policy also ensures the medical school meets LCME Accreditation requirements as follows:

Element 12.5: NON-INVOLVEMENT OF PROVIDERS OF STUDENTS HEALTH SERVICES IN STUDENT ASSESSMENT/LOCATION OF STUDENT HEALTH RECORDS. "The health professionals who provide health services, including psychiatric/psychological counseling, to a medical student have no involvement in the academic assessment or promotion of the medical student receiving those services. A medical school ensures that medical student health records are maintained in accordance with legal requirements for security, privacy, confidentiality, and accessibility."

PROCEDURES

General Procedures:

- Except where noted, this policy applies to all medical students irrespective of campus
- Faculty and staff may give lectures to a large class that includes the student to whom healthcare has been provided but should not lead small group discussions, grade papers, serve as preceptors, course directors, or members of promotions or appeals committees, or serve as the student's assigned Faculty Advisor
- If a faculty member determines they are/will be involved in the academic evaluation or promotion of a student for whom they provided psychiatric/psychological counseling or other health services, they must immediately notify the course/clerkship director (or his/her designee). The course/clerkship director will reassign the student to a new clinical site or remove the faculty member from any role in supervision or evaluation of the student
- If a Faculty Advisor determines they have provided psychiatric/psychological counseling or other health services to an assigned advisee, they must immediately notify the relevant Dean of Students for their campus (or his/her designee). The Dean of Students will reassign the student to a new Faculty Advisor
- If a student determines that he/she will be subject to academic evaluation by a faculty member who has provided health services including but not limited to psychiatric/psychological counseling, the student should immediately notify the course/clerkship director (or his/her designee) and/or the Office of Student Affairs. The course/clerkship director (or his/her designee) or administrative officer will work to reassign the student or remove the faculty member from any role in supervision or evaluation of the student or take appropriate necessary steps to resolve the conflict

Location of Health Services Records:

Offices on the Duluth and Twin Cities campuses providing mental health services maintain student health service records. Health Service records are not considered Education Records and, as such, are treated according to relevant Federal, State, and University guidelines as protected health information (PHI). Students must provide written permission for the release of any records provided by these offices to individuals not directly involved in their care. For information at the Twin Cities campus, students may refer to the following: Boynton Mental Health Clinic (BMHC) ("*Patients Rights and Responsibilities*" section: <https://boynton.umn.edu/patient-rights-and-responsibilities>); Student Counseling Services (SCS) ("*Frequently Asked Questions*" section: <https://counseling.umn.edu/appointments/frequently-asked-questions-accordion>). Students on the Duluth campus accessing the Duluth Health Services can visit <http://d.umn.edu/health-services> for additional information.

The UMMS may also offer limited mental health services by a licensed, approved provider, outside of those services offered by BMHC or SCS. In these cases, records are maintained within the office of the provider and the medical school continues to abide by all State, Federal, and University requirements for the maintenance and confidentiality of such records, as well as the separation of these providers' roles from student assessment.

APPENDICES

"*Patients Rights and Responsibilities*" section of the Boynton Health site:

<https://boynton.umn.edu/patient-rights-and-responsibilities>.

ADDITIONAL CONTACTS

Subject	Contact	Phone	Fax/Email
Primary Contact	Name	Phone	Fax/Email
Education Specialist – Duluth	Phyllis Lindberg, MA, LPCC	(218) 726-7059	plindber@d.umn.edu
Director of Learner Development - TC	Scott Slattery, PhD	(612)-626-7196	slatt008@umn.edu

RESPONSIBILITIES

Faculty Responsibilities: Faculty are responsible for informing their course or clerkship director or relevant Dean of Students if they are involved in the academic assessment of a student for whom they provided health services or psychological counseling.

Course/Clerkship Director: Course and Clerkship Directors are responsible for reassigning students and/or faculty who are involved in the academic assessment of a student and who have provided, or will provide, health or psychiatric services to that student.

Administrative/Dean Responsibilities: Appropriate school officials are responsible for resolving situations where there is not a clear separation between the provision of health services or psychological counseling and academic assessment.

Student responsibilities: Students are responsible for notifying the appropriate school official in the event that they encounter a conflict between faculty who are involved in academic assessment and who may also provide (have provided) health services or psychological counseling.

HISTORY

Amended: January 2019

Approved: By Education Council, April 2019

Effective: April 2019

Reviewed and Approved: Associate Dean, UME, May 2022