



Separation of Academic Roles in Providing Healthcare

Senior Leader: Senior Associate Dean for Undergraduate Medical Education

Responsible University Officer: Senior Associate Dean for Undergraduate Medical Education

Policy Owner: Senior Associate Dean for Undergraduate Medical Education

Policy Contact: Assistant Dean for Student Affairs-TC

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 also be involved in the academic evaluation or promotion of the students receiving those services.

Each faculty member has an obligation to avoid any current or future involvement in the academic assessment 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.

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.

Procedures

General Procedures:

- Except where noted, this policy applies to all matriculated medical students irrespective of campus and current enrollment status (ie. Leaves of Absence)
- Faculty and staff may give lectures to a large class that includes the student to whom healthcare has been provided but must not lead small group discussions, grade papers, serve as preceptors, course directors, 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 assessment 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 resolve the conflict, which may include reassigning the student or removing the faculty member from the role contributing to the conflict

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- If a Faculty Advisor determines they have provided psychiatric/psychological counseling or other health services to an assigned advisee, they must immediately notify the Faculty Advising Lead or the relevant Dean of Students for their campus (or his/her designee). Faculty Advisors may refer to the *Conflicts of Interest in Advising & Advancement* policy for additional details on handling such conflicts
- If a member of the scholastic standing committee determines they have provided psychiatric/psychological counseling or other health services to a student being brought before the committee they will refer to the *Scholastic Standing Committee* policy.
- If a student determines that he/she will be subject to academic assessment by a faculty member who has provided health services to them 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 reassign the student or remove the faculty member from any role in supervision or assessment of the student and/or take the appropriate, necessary steps to resolve the conflict

Location of Health Services Records:

Each campus' designated health service or affiliated health system maintains their own 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 health service offices to individuals not directly involved in their care.

Twin Cities: 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>).

Duluth: Students on the Duluth campus accessing the Duluth Health Services can visit <http://d.umn.edu/health-services> for additional information.

St. Cloud: In addition to having full access to BMHC and SCS in the Twin Cities as described above, St. Cloud students can receive care through CentraCare Employee and Student Health Services. They may access those medical records by contacting CentraCare Medical Records <https://health-services.d.umn.edu/>

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.

Additional Information

"Patients Rights and Responsibilities" section of the Boynton Health site: <https://boynton.umn.edu/patient-rights-and-responsibilities>.

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Additional Contacts

Role/Title	Contact	Email
Education Specialist – Duluth	Liz Teschner	eteschn@umn.edu
Director of Learner Development - Twin Cities & St. Cloud	Maryanne Reilly Spong	maryanne@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.

LCME Accreditation Relevance

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.”

History

Amended: January 2019

Approved: By Education Council, April 2019

Effective: April 2019

Reviewed and Approved: Associate Dean, UME, May 2022

Reviewed and Approved: Senior Associate Dean, UME, March 2025