

UNIVERSITY OF MISSOURI-KANSAS CITY SCHOOL OF MEDICINE  
ALLIED HEALTH PROGRAMS  
COMMITTEE ON PROGRESSION  
PROPOSED Version 2015  
Approved 8/20/2015

**PREFACE**

This manual describes policies and procedures for determining a student's status in the University of Missouri-Kansas City (UMKC) School of Medicine Allied Health programs. Allied Health students are defined as students enrolled in the UMKC School of Medicine Master of Science in Anesthesia (MSA) or Master of Medical Science Physician Assistant (MMSPA) program. Students should become thoroughly familiar with this information and assume responsibility for knowing and complying with these guidelines. All statements in these guidelines concerning policies, procedures, and regulations by the University of Missouri-Kansas City School of Medicine are subject to change. They are not offers to contract. The UMKC Catalog is an additional source of information regarding overall University policies. In several instances, noted subsequently in this manual, School of Medicine policies differ from, and supersede university policies.

Students are responsible for knowing their academic status by referring to their official permanent academic record on file at the School of Medicine and with the UMKC Registration and Records Office, and through official transcripts. Additional unofficial information, such as scheduling and evaluations are also accessible through Pathway and program tracking systems.

The responsibilities of the Allied Health Committee on Progression (COP) are the development and application of policies and procedures regarding student progression towards graduation. This committee makes recommendations to the School of Medicine (SOM) Graduate Council. Recommendations made by the COP are designed to ensure the positive progression of students who clearly demonstrate growth in knowledge, skills, and abilities resulting in evidence-based competencies consistent with the student's level of training and professional scope of practice expectations.

The COP is scheduled to meet monthly to evaluate student progression and to determine eligibility for graduation and promotion.

**STATEMENT OF HUMAN RIGHTS**

The Board of Curators and UMKC are committed to the policy of equal opportunity, regardless of race, color, Religion, sex, sexual orientation, national origin, age, disability and status as a Vietnam era veteran. The Equal Opportunity and Affirmative Action Office, 223 Administrative Center, 5115 Oak St., is responsible for all relevant programs.

**STATEMENT ON DISCRIMINATION, INTIMIDATION AND SEXUAL HARRASSMENT**

The faculty, administration, staff, and students of the University of Missouri-Kansas City are dedicated to the pursuit of knowledge and the acquisition of skills that will enable us to lead rich and full lives. We can pursue these ends only in a culture of mutual respect and civility. It is thus incumbent upon all of us to create a culture of respect everywhere on campus and at all times through our actions and speech. As a community of learners, we are committed to creating and maintaining an environment on campus that is free of all forms of harassment, intimidation, and discrimination. Any form of discrimination or coercion based on race, ethnicity, gender, class, religion, sexual orientation, age, rank, or any other characteristic will not be tolerated.

Should you, a friend, or a colleague ever experience any action or speech that feels coercive or discriminatory, you should report this immediately to the course director, department chair, Associate Dean for Diversity and Community Partnership (office M1-109 of the office of the Dean of the School of Medicine), and/or the Affirmative Action Office. The Affirmative Action Office, which is ultimately responsible for investigating all complaints of discrimination or sexual harassment, is located at 218A Administrative Center, 5115 Oak Street; the office may be contacted at 816-235-1323. All formal complaints will be investigated and appropriate action taken.

Under the University of Missouri's Title IX policy, discrimination, violence and harassment based on sex, gender, and gender identity are subject to the same kinds of accountability and support applied to offenses based on other protected characteristics such as race, color, ethnic or national origin, sexual orientation, religion, age, ancestry, disability, military status, and veteran status. If you or someone you know has been harassed or assaulted, you can find the appropriate resources by visiting UMKC's Title IX Office webpage (<http://info.umkc.edu/title9/>) or contacting UMKC's Title IX Coordinator, Mikah K. Thompson (816.235.6910 or [thompsonmikah@umkc.edu](mailto:thompsonmikah@umkc.edu)). Additionally, you can file a complaint using UMKC's online discrimination complaint form, which is located at <http://info.umkc.edu/title9/reporting/report-online/>.

## **STUDENT RECORDS**

Official student records in the School of Medicine are permanently kept in the Office of Council on Evaluation. Students with proper photo identification are encouraged to review their student files any time during regular office hours. All records are strictly confidential. Access to a student file, other than to the student, is limited to authorized personnel. Unofficial information, such as scheduling, grades, and evaluations are also accessible through Pathway and program tracking systems.

The School of Medicine follows and adheres to the *Policy on Student Records* as adopted by the Board of Curators. The purpose of this policy is to set forth the guidelines governing the protection of the privacy of student records and to implement The Family Education Rights and Privacy Act of 1974, also known as FERPA.

If a student wishes to have any person other than authorized personnel review his/her official record, a FERPA Release of Confidential Information form authorizing release of information to that person must be submitted and maintained in the student's file. Each FERPA Release form is valid for 90 days.

## **POLICY APPLICABILITY**

The Allied Health Committee on Progression policies and procedures apply to all School of Medicine Allied Health students, except where otherwise noted. In addition to the policies outlined in this manual, students should seek advisement regarding curriculum requirements from the Program Director, academic advisor and/or Education Coordinator.

## **POLICY**

Policies and procedures are adopted by the COP that explicitly define criteria for maintaining a student in good academic standing while enrolled in a School of Medicine Allied Health Program, including, but not limited to required competencies and associated timelines necessary to justify progression. Each Allied Health program has its own criteria for promotion, probation, separation, retention and graduation. The process and procedure for enforcing all criteria is the same for all Allied Health programs.

## CRITERIA FOR PROMOTION, PROBATION, SEPARATION, RETENTION and GRADUATION:

### MASTER OF SCIENCE IN ANESTHESIA PROGRAM

The COP's recommendation for promotion, probation, separation, retention, and graduation for the MSA program are governed by the following criteria:

1. **Promotion** - progression from didactic phase (semesters 1-3) to clinical phase (semesters 4-7).  
MSA students meet criteria for promotion if the following are achieved:
  - a. Cumulative program GPA of 2.700 or higher and
  - b. No individual course grade of C- or below and
  - c. Student achieved no more than one grade of a B- or below in clinical coursework (ANES 5561, 5563, and 5565)
  
2. **Probation** –a period of “academic warning”. Students who meet criteria for probation are immediately subject to the customary probation stipulations listed below, regardless of “official” notification from an Education or Program Coordinator, or other School of Medicine program official(s).  
MSA students meet criteria for placement on probation for any one of the following reasons:
  - a. Cumulative **program** GPA falls below a 3.000
    - i. While on probation the student must achieve a 3.000 **term** GPA
    - ii. Student must raise **cumulative program** GPA to a 3.000 or higher by the end of the second successive semester following the term in which the student qualified for probation.
    - iii. The graduate student on probation will be restored to good standing when the **cumulative program** GPA of at least 3.000 is achieved.
  - b. Clinical course grade (ANES 5561, 5563, 5565, 5567, 5569, and 5571) of a B- or lower
    - i. While on probation the student must achieve a 3.000 **term** GPA
    - ii. Student will return to good standing if the clinical grade in the subsequent semester clinical course (ANES 5563, 5565, 5567, 5569, 5571 or 5573), based on the student's Program of Study, is a grade of B or higher.
  - c. Achieving two or more grades of C in any one semester
    - i. While on probation the student must achieve a 3.000 **term** GPA
    - ii. Student will return to good standing if a 3.000 **term** GPA is achieved in the semester following the term in which the student qualified for probation.
  - d. Any student retained (avoiding separation) in the program regardless of current GPA.
    - i. While on probation the student must achieve a 3.000 **term** GPA
    - ii. Duration of probation and return to good standing will be outlined by COP.
  
3. **Separation**-dismissal from program. A student may meet criteria for separation without having previously demonstrated academic difficulty or professional misconduct. A student who meets criteria for separation is invited to appear before the COP to present reasons why s/he should be retained within the program.  
MSA Students meet criteria for separation if any of the following occur:
  - a. Failure to successfully complete the courses outlined in the Program of Study for semesters 1-3 in consecutive order
  - b. Failure to meet requirements for promotion
  - c. Failure to meet probationary stipulations or violation of probationary stipulations.
  - d. Achieving course grade of C- or lower for any MSA course

- e. Achieving two or more course grades of B- or lower in clinical coursework (ANES 5561, 5563, 5565, 5567, 5569, 5571, 5573) Unable to fulfill the mandatory program requirements for graduation due to an incident which prevents a student from doing so in a hospital or other clinical affiliate institutions
  - f. Falsification of patient or clinical contact hours/experiences required for promotion or graduation
  - g. Non-adherence to MSA program, School of Medicine, and/or university policies
  - h. Failure to return to the program from an extended program absence or leave of absence
4. **Retained-** A student who has met criteria for separation, but has been retained in the program may be placed in the category of retention at the recommendation of the COP
- a. Any student placed in the retention category during their first year in the program must repeat the didactic phase (semesters 1-3) of the program and
    - i. At minimum, students must repeat all didactic phase clinical and simulation coursework (ANES 5561, 5563, 5585, 5565, and 5586) for the new matriculation year program of study and
  - b. Students in the clinical phase (semester 4-7) not promoted may be recommended for the following actions by the COP:
    - i. Repetition of the academic program
    - ii. Deceleration of the academic program
    - iii. Other actions as deemed appropriate by the COP
    - iv.
  - c. Coursework deemed necessary by the COP may not exceed 20% of the total hours for the program of study, unless approved by the UMKC Dean of Graduate Studies, and
  - d. Coursework deemed necessary by the COP must be completed at the student's expense
  - e. Any student placed in "retention" status will automatically be placed on probation
5. **Graduation-** A student who has completed the recommended course of study and is compliant with program, School of Medicine, and university policies.
- MSA students meet the recommendations for graduation if the following are achieved:
- a. Cumulative program GPA of 3.000 or higher and
  - b. 80% of program of study hours completed with a 3.0 (B) or higher and
  - c. No individual course grade of C- or lower and
  - d. Completion of the required program of study and
  - e. Confirmation of 2000 clinical hours through the MSA Program clinical tracking system
- Completing MSA degree recommendations does not automatically result in conferral of the degree. Please refer to UMKC Catalog for further graduation requirements.

#### **MASTER OF MEDICAL SCIENCE PHYSICIAN ASSISTANT PROGRAM**

The COP's recommendation for promotion, probation, separation, retention, and graduation for the MMSPA program are governed by the following criteria:

1. **Promotion** – progression from didactic phase (semester 1 through semester 4 didactic courses) to the clinical phase (Supervised Clinical Practice Experiences). Didactic courses include MEDPA

5501,5502,5503,5504,5505,5511,5512,5513,5514,5521,5522,5523,5524,5531,5532,5533,5534) MMSPA students meet criteria for promotion if the following are achieved:

- a. Cumulative program GPA of 2.700 or higher in the didactic phase
- b. No individual course grade of C- or below and
- c. Passing score/grade on clinical promotion OSCE

2. **Probation** – a period of “academic warning”. Students who meet criteria for probation are immediately subject to the customary probation stipulations listed below, regardless of “official” notification from an Education or Program Coordinator, or other School of Medicine program official(s).

MMSPA students meet criteria for placement on probation for any one of the following reasons:

- a. Cumulative program GPA falls below a 3.000
  - i. While on probation the student must achieve a 3.000 **term** GPA
  - ii. Student must raise **cumulative program** GPA to a 3.000 or higher by the end of the second successive semester following the term in which the student qualified for probation.
  - iii. The graduate student on probation will be restored to good standing when the **cumulative program** GPA of at least 3.000 is achieved.
- b. Individual course grade of C+ or below
  - i. While on probation the student must achieve a 3.000 **term** GPA
  - ii. Student will return to good standing if a 3.000 **term** GPA is achieved in the semester following the term in which the student qualified for probation.
- c. Any student retained (avoiding separation) in the program regardless of current GPA.
  - i. While on probation the student must achieve a 3.000 **term** GPA
  - ii. Duration of probation and return to good standing will be outlined by COP
- d. Failure of two end of rotation exams (first attempt)
  - i. While on probation the student must achieve a 3.000 **term** GPA
  - ii. Duration of probation and return to good standing will be outlined by COP

3. **Separation** – dismissal from program. A student may meet criteria for separation without having previously demonstrated academic deficiencies. A student who meets criteria for separation will be invited to appear before the COP to present reasons why s/he should be retained within the program.

MMSPA students meet criteria for separation if any of the following occur:

- a. Failure to successfully complete the courses outlined in the Program of Study for semesters 1-4 in consecutive order
- b. Failure to meet requirements for promotion
- c. Achieving a grade of C- or less in any course
- d. Achieving two or more grades of C+ or C in clinical rotations.
- e. Failure to meet probationary stipulations or violation of probationary stipulations. Non-adherence to MMSPA program, School of Medicine, and/or university policies
- f. Failure to pass the Summative Exam
- g. Failure to return to the program from an extended program leave or leave of absence
- h. Failure of three end of rotation exams (first attempt)
- i. Unable to fulfill the mandatory program requirements for graduation due to an incident which prevents a student from doing so in a hospital or other clinical affiliate institutions.

4. **Retained** – A student who has met criteria for separation, but has been retained in the program may be placed in the category of “retained” by the recommendation of the COP.
  - a. Students not promoted may be recommended for the following actions by the COP:
    - i. Repetition of the academic program
    - ii. Deceleration of the academic program
    - iii. Other actions as deemed appropriate by the COP
  - b. Coursework deemed necessary by the COP may not exceed 20% of the total hours for the program of study, unless approved by the UMKC Dean of Graduate Studies, and
  - c. Coursework deemed necessary by the COP must be completed at the student’s expense
  - d. Any student placed in “retained” will automatically be placed on probation
  
5. **Graduation** – A student who has completed the recommended course of study and is compliant with program, School of Medicine, and university policies.

MMSPA students meet the criteria for graduation if the following are achieved:

  - a. Cumulative program GPA of 3.00 or higher and
  - b. 80% of program of study hours completed with a 3.0 (B) or higher and
  - c. No individual course grade of C- or lower and
  - d. Completion of the required program of study and
  - e. Satisfactorily pass the summative examination

Completing MMSPA degree recommendations does not automatically result in conferral of the degree. Please refer to UMKC Catalog for further graduation requirements.

## **PROCESS AND PROCEDURE**

### **Academic Separation (Dismissal) Process**

When a graduate student meets criteria for separation (dismissal), including students who have not been in previous academic difficulty, s/he:

1. Shall be notified that s/he met criteria for separation from the program. This notification will come from the Committee on Progression by email or in written form (letter) as necessary. Notification will be sent to the Education Coordinator, Program Director, Faculty Advisor, and Associate Dean for Student Affairs.
2. Will be invited to attend the Committee on Progression meeting to show cause for retention in the program.
3. May have additional input into the Committee on Progression discussion by:
  - a. Submitting a personal statement to the Committee on Progression expressing his/her views. Acceptable personal statements are no more than two single-spaced typed pages with standard 1-inch margins, 12 point font and original signature.
  - b. Submitting supporting documents from others, e.g., the student’s Education Coordinator, Faculty Advisor and/or peers. Original supporting documentation on official letterhead from outside sources (i.e. treating physician) should be mailed or faxed directly to the Committee on Progression via the Office of the Council on Evaluation.

The Committee on Progression reviews the student's performance and the additional input when applicable, and after thorough discussion and careful consideration, makes its recommendation for either retention or dismissal. If the recommendation of the Committee on Progression is for retention, the recommendation is forwarded to the Graduate Council for approval. If the recommendation of the Committee on Progression is for dismissal, the student is notified that the recommendation will be reviewed at the next scheduled Graduate Council meeting and should the recommendation for dismissal be upheld, the student's opportunity to appeal the decision would occur at that same meeting. The student will need to inform the Graduate Council whether or not s/he wishes to appeal the recommendation. The student is informed an appeal should include new information or mitigating circumstances to cause the Graduate Council to overturn the Committee on Progression recommendation.

At the first scheduled Graduate Council meeting following the Committee on Progression meeting the Graduate Council reviews the recommendation from the Committee on Progression and determines whether to overturn or sustain the recommendation from the Committee on Progression. If the Graduate Council makes a determination to overturn the recommendation for dismissal from the Committee on Progression, the student is retained on probation with stipulations specified by the Graduate Council or remanded back to the Committee on Progression. No personal appearance by either the student or any of the witnesses is necessary. If the Graduate Council makes a determination to sustain the recommendation for dismissal from the Committee on Progression, the student may

1. choose to forfeit his/her right to appeal, or
2. immediately exercise his/her right to appeal to the determination to the Graduate Council

If the student chooses to forfeit his/her right to appeal, the Committee on Progression recommendation for dismissal remains upheld by the Graduate Council and is final.

If the student chooses to appeal, then s/he has the right to:

1. Submit a written statement of appeal to the Graduate Council in lieu of appearing personally.
2. Appear personally before the Graduate Council at the same meeting.
3. Request more time for appeals preparation and a postponement of personal appearance.
  - a. Such request must be submitted to the Graduate Council no later than twenty-four hours before the next meeting of the Graduate Council (when time permits).
  - b. The student may postpone his/her appearance before the Graduate Council only until the meeting following the immediate next meeting of the Graduate Council.
4. Bring witnesses with him/her to testify on his/her behalf. Such witnesses might include other students, faculty members, family members, friends or legal counsel. At such a hearing, the student is permitted to present his/her statement and supporting witnesses are also permitted to present statements in support of why the student should be retained in the program. Acceptable personal statements are no more than two single-spaced typed pages with standard 1-inch margins, 12 point font and original signature. Proceedings of these appeals hearings are digitally recorded, and a copy of the recording is provided to the student upon request.
5. Neither the student nor any witnesses who accompany the student, including any legal counsel, are permitted to cross examine members of the Graduate Council or other witnesses who testify. The advisor/counselor may only be present to advise the student during the proceedings.

Students appealing a Committee on Progression recommendation will be required to submit to the Graduate Council Coordinator, 1 day prior to the hearing date, a complete and final list of all persons who have agreed to be present at the hearing on his/her behalf. The Graduate Council may accept late student submissions when lateness is necessitated by the close proximity of the scheduled meetings. This list must provide the names, professions (e.g., physician, attorney, etc.) and the specific purpose for their attendance (e.g., as witness, advisor, etc.) at the hearing. A signed FERPA release by the students will be required at the time of the hearing.

After hearing the student and accompanying witnesses, the Graduate Council excuses these individuals from its meeting, holds deliberations on the appeal, and subsequently determines anew whether to overturn or sustain the recommendation from the Committee on Progression. If the Graduate Council makes a determination to overturn the recommendation for dismissal from the Committee on Progression and its own earlier determination to sustain said recommendation, the student is retained on probation with stipulations specified by the Graduate Council or remanded back to the Committee on Progression. If the Graduate Council makes a determination to sustain the recommendation for dismissal from the Committee on Progression and its own earlier determination to sustain said recommendation, then the Graduate Council decision is final. No further appeals will be accepted. The student will be referred to the University Counseling and Testing Center for support and career guidance

The Graduate Council will notify the student of the final decision by email or in written form (letter) as necessary. Notification will be sent to the Education Coordinator, Program Director, Faculty Advisor, and Associate Dean for Student Affairs and UMKC Registrar.

### **NON-ACADEMIC/DISCIPLINARY SEPARATION (DISMISSAL) PROCESS**

The procedures to be followed with regard to actions taken against students based upon non-academic/disciplinary grounds are set forth in the Standards of Professional Conduct.

### **APPEAL PROCESS FOR Non-DISMISSAL/Retained (NON-STATUS REVIEW) CASES AND PETITIONS**

Students are permitted to appeal non-status review cases and petitions that have been denied by the Committee on Progression to the Graduate Council in writing. This will be the final appeal and the appeal process ends with the final action by the Graduate Council.

### **PROGRAM ABSENCES**

Students are responsible for all content, assignments, exams, and other course requirements missed during any type of absence. Extended program absences and/or leaves of absence should not be undertaken without considerable thought, planning and communication with school and university staff and advisors, as they may affect financial aid and may extend a student's program of study.

#### **Daily Short-Term Absence**

A short-term absence is considered an absence from the program of five consecutive weekdays or less. Short-term absences are defined as excused and non-excused based on the policy of each Allied Health program. Refer to the respective Allied Health program handbook regarding daily short-term absences from the program. Should a student need to take more time away from the program after being approved for a daily short-term absence, he/she may need to complete the process for an extended program absence.



## **Extended Program Absence**

An extended program absence for Allied Health students is defined as a period of absence from the didactic phase for at least six consecutive weekdays, but no more than 14 consecutive days or an absence from the clinical phase for at least six consecutive weekdays, but no more than 21 consecutive days. Permission should be obtained before the leave if at all possible. It is understood that the nature of an emergency leave may not allow the student time to request leave before taking it. It is incumbent upon the student however, to notify the Program Director or his/her designee of the emergency at the earliest possible time. Should a student need to take more time away from the program after being approved for an extended program absence, he/she may need to complete the process for a Leave of Absence.

The Allied Health Committee on Progression allows for extended program absences for the following reasons:

1. Personal
2. Medical

Dependent on the reason for the absence, different paperwork may be required to request an extended program absence.

### *Extended Program Absence Process*

A student requesting an extended program absence must complete the Allied Health Extended Program Absence Form and the student's program-specific Technical Standards form. If the absence is for medical reasons, a Provider Certification for Medical Leave must also be submitted. Extended program absences must be approved by a student's respective Program Director. Extended program absences will only be granted if the leave does not necessitate an extension of the program of study. The student's program director may only approve one extended program absence per student per academic year. Subsequent requests for an extended program absence by a student within an academic year must be reviewed and approved by the Committee on Progression. Should a request for an extended program absence not be approved by the program director, it will be forwarded for recommendation to the Committee on Progression.

Retroactive extended program absences are granted only in emergency situations. Any student who does not return to an Allied Health program when an extended program absence has expired will meet criteria for separation from the program. A student who leaves an Allied Health program without following the procedures outlined in this policy will meet criteria for separation from the program.

The Allied Health Committee on Progression allows for extended program absences for the following reasons:

1. Personal
2. Medical

Dependent on the reason for the absence, different paperwork may be required.

### *Procedure for Requesting an Extended Program Absence*

1. The student completes the Allied Health Request for Extended Program Absence and obtains signatures and approval from current faculty/course directors and the program director.
2. The student reads and completes the program-specific Technical Standards form.
3. The student submits the completed Request for Extended Program Absence and program-specific Technical Standards form to the Program Director.

4. If the absence is for medical purposes, the student must also complete the top of the Provider Certification for Medical Leave form and submit it to the treating physician/therapist, along with the program-specific Technical Standards document. *Note that family members/relatives, Emergency Room physicians and/or urgent care facility physicians are not accepted as providers able to certify a student's need for medical absence.*
5. Upon receipt of all required documents by the program director, a decision for approval or denial of the extended program absence will be rendered. If the student has already been granted at least one extended program absence during the same academic year, the decision for approval or denial will be made by the Committee on Progression.
6. Any denials of extended program absence will be forwarded to the Committee on Progression for recommendation.
7. Any student who does not return to the program when the extended program leave has expired will meet criteria for separation from the program.
8. A student who leaves an Allied Health program without following the procedures outlined in this policy will meet criteria for separation from the program.

#### *Procedure for Returning from an Extended Program Absence*

1. The student completes the COP Request for Return from Leave form.
2. The student reads and completes the program-specific Technical Standards form.
3. The student submits the completed Request for Return from Leave and program-specific Technical Standards form to the Program Director.
4. If the absence is for medical purposes, the student must also complete the top of the Provider Certification for Return from Medical Leave form and submit it to the treating physician/therapist, along with the program-specific Technical Standards document. *Note that family members/relatives, Emergency Room physicians and/or urgent care facility physicians are not accepted as providers able to certify a student's need for medical absence.* The provider then submits the completed form to the Program Director.
5. Once the program director receives the required documents and any necessary supporting documentation, the program director will review the paperwork and render a decision upon the request. If the student has already been granted at least one extended program absence during the same academic year, the decision for approval or denial will be made by the Committee on Progression.
6. If the request for return from leave is approved, the program director will alert the student to the decision.
7. If the request for return from leave is not approved, the request will be forwarded to the Committee on Progression for recommendation. *No student is permitted to return to the program or coursework without permission from the school.*

#### **Leave of Absence**

A leave of absence is a period of time that is not eligible for or approved as a daily short or extended program absence. During a leave of absence a student is not participating in the requirements of his/her program. A student might request a leave due to an emergency, because of medical or psychiatric illness or due to personal reasons. The school might also place a student on leave in accordance with specific academic policies. Any leave will have academic and/or financial repercussions, and should therefore not be undertaken without considerable thought, planning and communication with school and university staff and advisors.

It is inappropriate to request a leave of absence for any of the following reasons:

- The request is made in an attempt to avoid receiving undesirable grades in one or more courses
- The request is made in an attempt to gain additional time to prepare for coursework or examinations

- The request is made in an attempt to avoid meeting criteria for separation

### *Didactic Phase*

All students must complete the didactic phase in a consecutive manner, as outlined in the Program of Study. If a leave of absence is requested during the didactic phase, granting leave will be done with the following stipulations based on the student's current status within the program:

1. Student will not continue with requirements of the program and has approval to join the next matriculating class or
2. Student will not continue with requirements of the program and has approval to re-apply to the program and compete for a class seat with other applicants in accordance with the program's admissions policies and procedures.

### *Clinical Phase*

Any leave of absence will require the student to make up all course and program requirements and will be granted with one the following stipulations:

1. Student returns to his/her program of study which may require extended time to complete at the student's expense.
2. Student will not continue with requirements of the program has approval to join the next matriculating class or
3. Student will not continue with requirements of the program and has approval to re-apply to the program and compete for a class seat with other applicants in accordance with the program's admissions policies and procedures.

Retroactive leaves of absence are granted only in emergency situations. Any student who does not return to an Allied Health program when a leave of absence has expired will meet criteria for separation from the program. A student who leaves an Allied Health program without following the procedures outlined in this policy will meet criteria for separation from the program.

The Allied Health Committee on Progression allows for the following types of leave:

- a. Personal
- b. Medical
- c. Emergency
- d. Administrative

### Personal Leave

A personal leave of absence is defined as a period of time during which a student is granted permission to be away from the program in order to attend to familial or personal obligations which interfere with the student's ability to adhere to the program's Technical Standards. Personal leave is granted by the Chair of the Committee on Progression and is subject to the approval of the Graduate Council.

Any student failing to fully participate in the program without a documented leave risks meeting criteria for separation. A student requesting personal leave is personally responsible for ensuring the timely completion and submission of all required forms and supporting documentation, and for maintaining accurate course enrollment in the Pathway system. Once granted, personal leave may extend a student in the program an equivalent amount of time to the leave or more. A student in the clinical phase may request an extension of personal leave by submitting updated required forms and supporting documentation for review by the

Committee Chair. In accordance with university policy, any request for extension will not be granted beyond one year from the original leave date. Retroactive requests for personal leave are not permitted. Students on personal leave are ineligible to take any examinations or readiness assessment (i.e. PBA, End of Rotation Exams, PACKRAT, and ITE) examinations. Students have the option to petition the Committee on Progression for permission to take readiness assessment while on personal leave. Upon return from leave, the student must adhere to the schedule outlined by either his/her respective curriculum committee, program director or the Committee on Progression to complete outstanding exams and readiness assessment examinations.

A student must return from personal leave when s/he is prepared to adhere to the School of Medicine Technical Standards and the pre-approved period of time for the leave expires. Students request permission to return from personal leave by submitting required forms and supporting documentation identified in this policy. In order to satisfy enrollment requirements, students must return to the program and register for coursework following an expired leave.

#### *Procedure for Requesting Personal Leave*

1. The student completes the COP Request for Leave of Absence form and obtains signatures from his/her Student Affairs Education Coordinator and Program Director.
2. The student reads and completes his/her respective program's Technical Standards document.
3. The student completes the UMKC Request for Leave of Absence form and obtains all necessary signatures from Step 2 of that form.
4. The student submits the completed COP Request for Leave of Absence, Program Technical Standards document and UMKC Request for Leave of Absence forms to the Council on Evaluation office no later than 30 days prior to the anticipated leave start date.
5. The Committee on Progression Chair will review the paperwork and render a decision upon the request.
6. If the request for personal leave is approved by the Chair, Council on Evaluation staff will forward the information to the Registrar's Office for final processing and send an email notification to the student's university email account. The student must then facilitate any necessary change in enrollment in the Pathway system as a result of the leave.
7. If the request for personal leave is denied by the Chair, Council on Evaluation staff will notify the student and/or request any additional information necessary.
8. During any approved leave, a student is required to monitor his/her UMKC email address and keep in contact with his/her Education Coordinator and Program Director.

#### *Procedure for Returning from Personal Leave*

1. The student completes the COP Request for Return from Leave form and obtains the Student Affairs Education Coordinator and Program Director signatures.
2. The student reads and completes a new program-specific Technical Standards document.
3. The student completes the campus UMKC Request for Return from Leave form and obtains all necessary signatures from Step 2 of that form.
4. The student submits the completed COP Request for Return from Personal Leave, program-specific Technical Standards document and UMKC Request for Return from Leave forms to the Council on Evaluation office no later than 30 days prior, or as soon as possible to the anticipated leave return date.
5. The Committee on Progression Chair will review the paperwork and render a decision upon the request.
6. If the request for return from personal leave is approved by the Chair, Council on Evaluation staff will forward the information to the Registrar's Office for final processing and send an email notification to the

student's university account. The student must then facilitate any necessary change in enrollment in the Pathway system as a result of the return.

7. If the request for return from personal leave is denied by the Chair, Council on Evaluation staff will notify the student and/or request any additional information necessary. *No student is permitted to return to the program or coursework without permission from the school.*

### Medical Leave

A medical leave of absence is defined as a period of time during which a student is medically unable, as certified by a treating physician or therapist who is not a family member or relative of the student, to fully participate in the program as required by the student's program-specific Technical Standards. Medical leave is granted by the Chair of the Committee on Progression and is subject to the approval of the Graduate Council.

Any student failing to fully participate in the program without a documented leave risks meeting criteria for separation. A student requesting medical leave is personally responsible for ensuring the timely completion and submission of all required forms and supporting documentation, and for maintaining accurate course enrollment in the Pathway system. Once granted, medical leave may extend a student in the program an equivalent amount of time to the leave or more. A student in the clinical phase may request an extension of medical leave by submitting updated required forms and supporting documentation for review by the Committee Chair. In accordance with university policy, any request for extension will not be granted beyond one year from the original leave date. Retroactive requests for medical leave are not permitted. Students on medical leave are ineligible to take any examinations or readiness assessment (i.e. PBA, End of Rotation Exams, PACKRAT, and ITE) examinations. Students have the option to petition the Committee on Progression for permission to take readiness assessment while on personal leave. Upon return from leave, the student must adhere to the schedule outlined by either his/her respective curriculum committee or the Committee on Progression to complete outstanding exams and readiness assessment examinations.

A student must return from medical leave when the treating physician or therapist identified in the original request for leave certifies that the student is ready to enter with full-time participation in the program as required by the program-specific Technical Standards and the pre-approved period of time for the leave expires. Students request permission to return from medical leave by submitting required forms and supporting documentation identified in this policy. In order to satisfy enrollment requirements, students must return to the program and register for coursework following an expired leave.

### *Conditions for a Medical Leave of Absence*

A medical leave of absence may be granted when a student has a verified medical condition, including psychiatric illness, which prohibits full participation in the program as defined by the student's program-specific Technical Standards.

### *Procedure for Requesting Medical Leave*

1. The student completes the top of the COP Provider Certification for Medical Leave of Absence form and reads and completes the program-specific Technical Standards form and submits both to the treating physician/therapist. *Note that family members/relatives, Emergency Room physicians and/or urgent care facility physicians are not accepted as providers able to certify a student's need for medical leave.*
2. The student completes the COP Request for Leave of Absence form and obtains the Student Affairs Education Coordinator and Program Director signatures.

3. The student completes the campus UMKC Request for Leave of Absence form and obtains all necessary signatures from Step 2 of that form.
4. The student submits the completed COP Request for Leave of Absence and UMKC Request for Leave of Absence forms to the Council on Evaluation office no later than 30 days prior to the anticipated start of the leave.
5. Once the COP Provider Certification for Medical Leave of Absence form, program-specific Technical Standards document and supporting documentation is submitted to the Council on Evaluation by the care provider, the Committee Chair will review the paperwork and render a decision upon the request.
6. If the request for medical leave is approved by the Chair, Council on Evaluation staff will forward the information to the Registrar's Office for final processing and send an email notification to the student. The student must then facilitate any necessary change in enrollment in the Pathway system as a result of the leave.
7. If the request for medical leave is denied by the Chair, Council on Evaluation staff will notify the student and/or request any additional information necessary.
8. During any approved leave, a student is required to monitor his/her UMKC email address and keep in contact with his/her Student Affairs Education Coordinator and Program Director.

#### *Procedure for Returning from Medical Leave*

1. To prepare for returning from leave, the student must complete the top of the COP Provider Certification for Return from Medical Leave of Absence form and read and complete the program-specific Technical Standards Document and submits both to the same treating physician/therapist who originally certified the leave.
2. The student completes the COP Request for Return from Leave form and obtains the Student Affairs Education Coordinator and Program Director signatures.
3. The student completes the campus UMKC Request for Return from Leave form and obtains all necessary signatures from Step 2 of that form.
4. The student submits the completed COP Request for Return from Leave and UMKC Request for Return from Leave forms to the Council on Evaluation office no later than 30 days prior to the anticipated return from leave.
5. Once the COP Provider Certification for Return from Medical Leave of Absence form, program-specific Technical Standards document and any supporting documentation is submitted to the Council on Evaluation by the care provider, the Committee Chair will review the paperwork and render a decision upon the request.
6. If the request for return from medical leave is approved by the Chair, Council on Evaluation staff will forward the information to the Registrar's Office for final processing and send an email notification to the student. The student must then facilitate any necessary change in enrollment in the Pathway system as a result of the return.
7. If the request for return from medical leave is denied by the Chair, Council on Evaluation staff will notify the student and/or request any additional information necessary. *No student is permitted to return to the program or coursework without permission from the school.*

#### Emergency Leave

An emergency leave of absence is defined as a period of time during which a student is medically unable to fully participate in the program as required by the student's program-specific Technical Standards as the result of an emergent or potentially life-threatening medical or psychiatric illness. An emergency leave of absence may be granted when a student or immediate family member has an emergent or life-threatening medical

condition, including psychiatric illness, which prohibits the student's full participation in the program as defined by the student's program-specific Technical Standards. Emergency Leave is determined by the Associate Dean for Student Affairs or Assistant Dean for Graduate Studies, working in conjunction with the Committee on Progression.

A student seeking emergency leave must, when able, follow the procedure outlined in this policy. School of Medicine staff will assist in the completion of any required paperwork for Emergency Leave in the event a student is unable to participate in the process. Any student failing to fully participate in the program without a documented leave risks meeting criteria for separation.

Any student seeking emergency leave is personally responsible for ensuring the timely completion and submission of all required forms and supporting documentation, and for maintaining accurate course enrollment in the Pathway system *when able*. Emergency leave should coincide with the start of the acute illness and is granted for a period not to exceed 30 days. Emergency leave may be counted as an entire month away from the program, dependent on the curriculum requirements of the student. A student may not request an extension of emergency leave but can, if necessary, request medical leave by submitting all required forms and supporting documentation for Medical Leave to the Committee on Progression. Retroactive requests for emergency leave are not permitted. Enrollment in any coursework, at any institution, while on emergency leave is strictly prohibited. Students on emergency leave are also ineligible to take any examinations or readiness assessment (i.e. PBA, End of Rotation Exams, PACKRAT, and ITE) examinations.

A student must return from emergency leave when a treating physician or therapist who is not a family member or relative of the student certifies that the student is ready to fully participate in the program as required by the program-specific Technical Standards and the pre-approved period of time for the leave expires. Students request permission to return from emergency leave by submitting required forms and supporting documentation identified in this policy. In order to satisfy enrollment requirements, students must return to the program and register for coursework following an expired leave.

#### *Procedure for Obtaining Emergency Leave*

1. The student, if able, completes the COP Request for Leave of Absence form and submits it to their respective Program Director. The Program Directors will provide the information to the Associate Dean for Student Affairs or Assistant Dean for Graduate Studies, who will render a decision regarding the request and forward it on to the Council on Evaluation.
2. The student, if physically able, completes the program-specific Technical Standards document and campus UMKC Request for Leave of Absence form and obtains all necessary Step 2 signatures.
3. The student submits the completed UMKC Request for Leave of Absence form and program-specific Technical Standards document to the Council on Evaluation office no later than 48 hours following the submission of the COP Request for Leave of Absence form.
4. Once the COP Request for Leave of Absence, the program-specific Technical Standards document and the UMKC Request for Leave of Absence forms are submitted to the Council on Evaluation, the Committee staff will review the paperwork for completeness and note the decision of the Associate Dean for Student Affairs or Assistant Dean for Graduate Studies.
5. If the request for emergency leave is approved by the Associate Dean or Assistant Dean, Council on Evaluation staff will forward the information to the Registrar's Office for final processing and send an email notification to the student. The student, if physically able, must then facilitate any necessary change in enrollment in the Pathway system as a result of the leave.

6. If the request for emergency leave is denied by the Associate Dean or Assistant Dean, Council on Evaluation staff will notify the student and/or request any additional information necessary.
7. During emergency leave, students who are physically able must monitor his/her UMKC email address and keep in contact with his/her Student Affairs Education Coordinator and Program Director.

#### *Procedure for Returning from Emergency Leave*

1. To prepare for returning from an emergency medical leave, the student must complete the top of the COP Provider Certification for Return from Emergency Medical Leave of Absence form and submit it to the treating physician/therapist who treated the student during the leave, along with the program-specific Technical Standards document. The student must also complete the forms listed below. Students granted emergency leave for non-medical reasons need to complete steps 2 – 7 below *only*.
2. The student completes the program-specific Technical Standards document and COP Request for Return from Leave form and obtains the Student Affairs Education Coordinator and Program Director signatures.
3. The student completes the campus UMKC Request for Return from Leave form and obtains all necessary Step 2 signatures.
4. The student submits the completed COP Request for Return from Emergency Leave, program-specific Technical Standards and UMKC Request for Return from Leave forms to the Council on Evaluation office no later than 7 days prior to the anticipated return from leave.
5. Once the COP Provider Certification for Return from Leave of Absence form (where applicable) and all other non-medical emergency leave return forms are submitted to the Council on Evaluation, the COP Chair will review the paperwork and render a decision upon the request.
6. If the request for return from emergency leave is approved by the Chair, Council on Evaluation staff will forward the information to the Registrar's Office for final processing and send an email notification to the student. The student must then facilitate any necessary change in enrollment in the Pathway system as a result of the return.
7. If the request for return from emergency leave is denied by the Chair, Council on Evaluation staff will notify the student and/or request any additional information necessary. *No student is permitted to return to the program or coursework without permission from the school.*

#### Administrative Leave

An administrative leave of absence is defined as a period of time during which a student is not permitted to participate in the program due to academic performance, eligibility for separation based on COP policies or as the result of an appeal for retention. Administrative leave is determined by the Chair of the Committee on Progression and is subject to the approval of the Graduate Council.

Any student placed on administrative leave is personally responsible for ensuring the timely completion and submission of all required forms and supporting documentation, and for maintaining accurate course enrollment in the Pathway system. Administrative leave coincides either with the start of the month or academic term or with the date of a School of Medicine Graduate Council meeting. Administrative leaves conclude at the end of a month or academic term. Administrative leave is counted in whole months away from the program and may extend a student in the program an equivalent amount of time to the leave. A student may not request an extension of administrative leave but can, if appropriate, request personal leave by submitting all required forms and supporting documentation for Personal Leave to the Committee on Progression. Students on administrative leave are ineligible to take any examinations or readiness assessment



(i.e. PBA, End of Rotation Exams, PACKRAT, and ITE) examinations. Students have the option to petition the Committee on Progression for permission to take readiness assessment while on administrative leave.

A student must return from administrative leave when he/she is prepared to adhere to the program-specific Technical Standards and the pre-approved period of time for the leave expires. Students request permission to return from administrative leave by submitting required forms and supporting documentation identified in this policy. In order to satisfy enrollment requirements, students must return to the program and register for coursework following an expired leave.

#### *Procedure for Placement on Administrative Leave*

1. The student receives notification from the Committee on Progression that s/he meets criteria for placement on Administrative Leave.
2. The student completes the UMKC Request for Leave of Absence form and obtains all necessary signatures from Step 2 of that form.
3. The student submits the completed UMKC Request for Leave of Absence forms to the Council on Evaluation office no later than 3 days following the original notification from the Committee on Progression.
4. Office of Evaluation staff will forward the leave information to the Registrar's Office for final processing and send an email notification to the student's university email account. The student must then facilitate any necessary change in enrollment in the Pathway system as a result of the leave.
5. During administrative leave, the student is required to monitor his/her UMKC email address and keep in contact with his/her Student Affairs Education Coordinator and Program Director.

#### *Procedure for Returning from Administrative Leave*

1. The student completes the program-specific Technical Standards document and the COP Request for Return from Leave form and obtains the Student Affairs Education Coordinator and Program Director signatures.
2. The student completes the campus UMKC Request for Return from Leave form and obtains all necessary signatures from Step 2 of that form.
3. The student submits the completed program-specific Technical Standards document, the COP Request for Return from Leave and the UMKC Request for Return from Leave forms to the Office of Evaluation no later than 10 days prior to the anticipated leave return date.
4. The Committee Chair will review the paperwork and render a decision upon the request.
5. If the request for return from personal leave is approved by the Chair, Office of Evaluation staff will forward the information to the Registrar's Office for final processing and send an email notification to the student's university account. The student must then facilitate any necessary change in enrollment in the Pathway system as a result of the return.
6. If the request for return from personal leave is denied by the Chair, Office of Evaluation staff will notify the student and/or request any additional information necessary. *No student is permitted to return to the program or coursework without permission from the school.*

#### **WITHDRAWAL FROM ALLIED HEALTH PROGRAMS/School of Medicine**

1. A student withdrawing from an Allied Health Program within the School of Medicine must:
  - a. Submit a letter of withdrawal (with rationale influencing the decision) to the COP, meet with the respective Program Director, and will have an opportunity to meet with the Assistant Dean of Allied Health or his/her designee.

- b. Complete and submit the School of Medicine Program Withdrawal Form. Students who fail to submit the form within 30 days after receipt of a letter of request from the School of Medicine will be considered separated from the program. Students who notify the School of Medicine of their intent to withdraw in another format (e.g., verbal, email, note) from the program and fail to submit the Withdrawal Form within 30 days after receipt of a letter of request from the School of Medicine will be separated from the program
- c. Meet with the education coordinator to initiate official steps to withdraw from all current course work and from the University. A student is not considered withdrawn from a program until all the withdrawal procedures for the University have been completed. The date the University finalizes a student's withdrawal is the date that the Cashier's office will use for tuition reimbursement.

Once the University has finalized a student's withdrawal it may not be rescinded **GRADUATION**

### **Graduation Process**

1. The process for graduation begins with the student, who is responsible for completing an application for graduation.
2. Each semester the student's academic progress is monitored, programs of study are updated, and eligibility for graduation is checked.
3. For students meeting graduation criteria, the Committee on Progression will make a recommendation for graduation to the Graduate Council.
4. To participate in the graduation ceremony a student must meet the graduation criteria.

### **Graduation Procedure**

1. The Program Director, Program Coordinator, and Coordinator in the Office of Evaluation will monitor the students' programs of study and eligibility for graduation
2. At the beginning of the student's final semester, the program coordinator and education coordinator will prompt eligible students to complete the graduation application.
3. The completed application and updated plan of study will be forwarded to the Registrar by the Program Coordinator.
4. The UMKC Office of Registration and Records will audit the students' program of study forms for the degree requirements and graduate academic regulations.
5. Students must resolve any administrative holds, which may prevent release of their diploma.
6. Upon completion of the final semester, there will be a final confirmation that the student met all graduation criteria and the Chair of Graduate Council will provide a list of student names who met graduation requirements to the UMKC Office of Registration and Records.
7. The Office of Registration and Records will release diplomas accordingly.
8. Students who do not meet all of the graduation criteria, but want to participate in the graduation ceremony, may submit a request for exception. Only students who are near completion of the program (e.g., will achieve required clinical hours within the following month, have just one clinical rotation to complete) make such a request. The request for permission to participate in the graduation ceremony must be submitted to the Chair of Graduate Council at the same time graduation applications are due. The request should be written (email counts) and include the following details:
  - a. Student name
  - b. Program
  - c. graduation criteria met and criteria pending
  - d. anticipated completion date
  - e. student's rationale and justification for the request

## **Appendices**

Appendix 1 – MSA Program of Study

Appendix 2– MMSPA Program of Study

Appendix 3 – Student Resources



## Master of Medical Science Physician Assistant Program of Study

Name	Student ID #
Current Address: Number & Street	City, State, Zip Code

Required Courses	Credits	Semester	Grade	GPA
MEDPA 5501 Anatomy for the PA	3	Spring I		
MEDPA 5502 Foundations of Basic Medical Science	3	Spring I		
MEDPA 5503 Research Applications in Medicine	1	Spring I		
MEDPA 5504 Ethics Law and Policy	1	Spring I		
MEDPA 5505 Clinical Assessment for the PA	2	Spring I		
MEDPA 5511 Clinical Practicum I	1	Spring I		
MEDPA 5521 PA Professions I	1	Spring I		
MEDPA 5531 Science and Practice of Medicine I	9	Spring I		
MEDPA 5512 Clinical Practicum II	1	Summer I		
MEDPA 5522 PA Professions II	1	Summer I		
MEDPA 5532 Science and Practice of Medicine II	12	Summer I		
MEDPA 5513 Clinical Practicum III	1	Fall I		
MEDPA 5523 PA Professions III	1	Fall I		
MEDPA 5533 Science and Practice of Medicine III	20	Fall I		
MEDPA 5514 Clinical Practicum IV	1	Spring II		
MEDPA 5524 PA Professions IV	1	Spring II		
MEDPA 5534 Science and Practice of Medicine IV	19	Spring II		
MEDPA 5580 Senior Seminar	1	Spring III		
MEDPA 5581 Professional Development for the PA	1	Spring III		
MEDPA 5595 Capstone	1	Spring III		
<b>Required Clinical Rotations</b>		SII,FII,SPIII		
MEDPA 5610 Family Medicine I	4			
MEDPA 5611 Family Medicine II	4			
MEDPA 5620 Internal Medicine I	4			
MEDPA 5621 Internal Medicine II	4			
MEDPA 5630 Emergency Medicine	4			
MEDPA 5640 Women's Health	4			
MEDPA 5650 Pediatrics	4			
MEDPA 5660 General Surgery	4			
MEDPA 5670 Behavioral Medicine	2			
MEDPA 5680 Geriatrics	2			
<b>Elective Clinical Rotations</b>	2 to 4			
<b>Total program hours</b>	<b>129</b>			

\_\_\_\_\_  
Student Signature Date

**Approvals:**

\_\_\_\_\_  
Program Director Signature Date

\_\_\_\_\_  
Graduate Officer Date

## **STUDENT RESOURCES**

### Office of Student Affairs

Dr. Brenda Rogers, Associate Dean: (816) 235-1782

Ms. Cary Chelladurai, Manager: (816) 235-1951

Ms. Connie Beachler, Career Advisor: (816) 235-1811

Academic Counseling/ Referral Services (816) 235 1344

### University Counseling and Testing Center: (816) 235-1635

Professional counseling, individual or small group

Vocational and career testing, planning and counseling

Marital and family counseling

Adult student development

Student Disabilities Services: (816) 235-5696

### Office of Diversity and Community Partnership

Dr. Sam Turner, Associate Dean (816) 235-1780

Serves as the school's central division for diversity initiatives, including community engagement, Recruitment, facilitation of entry, and retention. Provides support in academic, administrative, financial and personal matters for underrepresented minorities in the medical school. Is a resource for assisting students with concerns regarding harassment and functions as the confidential referral for students with personal issues that could impede academic success.

### Health Science Library

General Information: (816) 235-1880

Medical Education Media Center: (816) 235-1832/1864

Also, in addition to personal consultation with Program and Medical Directors Program and Education Coordinators, students are invited to talk with Assistant and Associate Deans in the following offices:

Dr. Paul Cuddy, Senior Associate Dean, Chair for the Coordinating Committee (816) 235-1803

Dr. Julie Banderas, Assistant Dean for Graduate Studies and Allied Health (816) 235-5249