Index

Introduction 2
Mission, Vision, and Goals 3
Accreditation Status
Program Closure
Faculty and Staff 4
Program Oversight and Committees 5-6

General Information, Policies, and Procedures

Background Screening 6-7
Drug Screening 7
Technical Standards
Physical Exam Requirements
Faculty as Student Healthcare Providers
Infectious/Communicable Disease Policy and Procedures 8
Immunization and Health Screening Requirements 8-9
Health Insurance 9-10
Infectious/Communicable Disease Training and Post-Exposure Information 10
-Guidelines for Student Exposure to Infectious and Environmental Hazards 10-11
Medical Follow-Up & Clearance to Return to Clinical Activities 11
Student Financial Responsibility for Health-Related Expenses
Effects of Exposure/Illness/Injury on Student Learning Activities
Emergency Contact Information 12
Student Employment
Appearance Policy

Academic Information, Policies and Procedures

UMKC Email and SSO 13
Tuition, Fees, and Other Program Costs
Pathway and Course Enrollment
Proof of Enrollment 13-14
Malpractice Coverage 14
Academic Advising 14
Program of Study 14
Remediation Policy 14-15
Grade Appeals for Graduate Courses 15-16
Videotaping/Recording Courses 16
Access to Student Records 17
Assessment Responsibilities 17
Project Concert
Student Research
Suspected Violations of Professional Standards
Standards of Conduct for Teacher/Learner Relationships 17-18
Professional Characteristics of PA Students: Promptness and Flexibility 18
Attendance Policies 18-19
Closing of Campus (including inclement weather) 19

University and School of Medicine Resources

SOM Office of Student Affairs 19
-Education Coordinator
-Academic Support 20
-Career Advising
-Wellness
Introduction
This student handbook has been compiled to acquaint students with the many resources and facilities available, and to provide information regarding the policies and procedures applicable to students in the Master of Medical Science Physician Assistant (MMSPA) program. This manual is not all inclusive, but contains detailed information for students in the program. Additional direction to access supplemental or more comprehensive information, when applicable, is provided. Other important resources include the following:

MMSPA Program Website
School of Medicine Office of Student Affairs
UMKC Graduate Academic Regulations in the UMKC catalog
University of Missouri System Collected Rules and Regulations: Programs, Courses, and Student Affairs

UMKC School of Medicine Mission and Vision
The mission of the University of Missouri-Kansas City School of Medicine is to improve the health and well-being of individuals and populations through innovative educational programs in medicine and biomedical science, cutting-edge biomedical research, and leadership in academic medicine. The School strives to implement this mission with the highest professional and ethical standards, in a culture of diversity and inclusiveness, and in an environment that enables each
individual to develop to their full potential. The vision of the UMKC School of Medicine is to aim to be the anchoring institution for a leading academic health center.

**Program Mission**
The mission of the Master of Medical Science Physician Assistant program is to educate competent, compassionate, and culturally-aware Physician Assistants who are prepared to meet the healthcare needs of our community. Graduates will advance the Physician Assistant profession through clinical excellence, service, and dedication to professional stewardship.

**Program Vision**
The UMKC MMSPA Program will be a leader in PA education recognized by the quality of our graduates, community partnerships, and academic excellence.

**Program Goals**
1. To graduate competent Physician Assistants.
   *Specific objectives:*
   - Program PANCE pass rate equal to or above the national average
   - Graduates will meet the published Program graduate competencies and requirements

2. To advance the Physician Assistant profession
   *Specific objectives:*
   - To increase employment of PAs in the state of Missouri
   - To place graduates in both rural and urban underserved areas
   - Recruit a highly qualified and diverse faculty, staff, and student body
   - Promote a culture of service among students and faculty

**Accreditation Status (A3.12a)**
The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) has granted Accreditation-Continued status to the University of Missouri Kansas City Physician Assistant Program sponsored by University of Missouri Kansas City. Accreditation-Continued is an accreditation status granted when a currently accredited program is in compliance with the ARC-PA Standards.

Accreditation remains in effect until the program closes or withdraws from the accreditation process or until accreditation is withdrawn for failure to comply with the Standards. The approximate date for the next validation review of the program by the ARC-PA will be **September 2027**. The review date is contingent upon continued compliance with the Accreditation Standards and ARC-PA policy.

**Program Closure (A1.02h)**
In the event of closure or loss of accreditation by the Master of Medical Science Physician Assistant program, the UMKC School of Medicine will allow all enrolled students to complete their course of study.
**Program Administration**
**Program Director**
Kathy Ervie, MPAS, PA-C
ervie@umkc.edu
816-235-1789/M3-117

**Medical Director**
Edwin Kraemer, MD
kraemere@umkc.edu
816-235-1910/M3-106

**PA Principal Faculty**
Sara Cox, MPAS, PA-C
coxsar@umkc.edu
816-235-1975/M3-119

Stephanie Painter, MPA, PA-C,
sep79d@umkc.edu
816-235-1982/M3-121

**Adjunct Faculty**
Lindsay Abernethy, MMSc, PA-C
abernethyl@umkc.edu

Darlene Hirst, MHS, BSN, RN, PA-C
hirstdr@umkc.edu

Kristi Schulte, MPAS, PA-C
kl6zp@umkc.edu

**School of Medicine Administrators**
**Department Chair, Graduate Health Professions in Medicine**
Julie Banderas, PharmD
banderasj@umkc.edu
816-235-5249/M3-217

**Assistant Dean, Graduate Studies**
Laura Begley, EdD
begleyl@umkc.edu
816-235-5412/M3-113

**Chair of the SOM Graduate Council**
Amber Blair
blairamb@umkc.edu
816-235-1924/M3-117

**Investigator for professional conduct issues**
Roz Powell
powellro@umkc.edu
816-235-1863/M3-115

**Student Support Specialist II**
Nick Dean, MA
deantn@umkc.edu
816-235-1966/M4-205A

**Associate Dean of Student Affairs**
Brenda Rogers, MD
rogersbr@umkc.edu
816-235-1782/M4-207
Program Oversight and Committees
Several committees and councils play important roles in student admission, progression, and graduation.

School of Graduate Studies
The minimum criteria for admission and progression/graduation are set by the Graduate Academic Regulations and Governing Councils of the UMKC School of Graduate Studies. Specific degree programs, i.e., the MSA and MMSPA programs, may define more stringent criteria.

Advisory Committee
The purpose of the MMSPA Advisory Committee is to gather a diverse group of individuals committed to making a positive impact on health care by supporting, advising, and giving recommendations in the development, marketing and community outreach of the UMKC MMSPA program.

Admissions Committee
The purpose of this committee is to select and admit qualified applicants to the MMSPA Program. This committee is also responsible for determining admissions criteria and ensuring compliance with admissions policies and procedures. Student representatives serve on this committee.

Curriculum Committee
The purpose of the MMSPA Curriculum Committee is to support the program faculty in curriculum design, course selection, and program evaluation.

Committee on Progression
The responsibility of the Committee on Progression (COP) is the development of policies and procedures for academic assessment of students in the School of Medicine graduate programs regarding student progression, probation, separation, and graduation. The Committee on Progression assesses the status of individual students in order to make recommendations for progression, probation, separation, and graduation to the School of Medicine Graduate Council. Students should become familiar with the policies and procedures of this committee (included in handbook).

School of Medicine Graduate Council
This council oversees the academic aspects of the Graduate Programs at the School of Medicine (SOM). The council reviews and formulates appropriate recommendations relevant to policies regarding student admissions, curriculum, and student assessment, graduation, dismissal, and discipline of each program in order to assure quality, adherence to regulations of UMKC’s School of Graduate Studies, and appropriate consistency across programs. The Council makes final determinations regarding individual student academic progress. Student appeals regarding dismissal are made to the Graduate Council. Grade appeals, following communication with the course instructor and program, may also be reviewed by this council. Students should refer to the full grade appeal process provided later in the handbook for more details.

Honor Council
The Honor Council is concerned with incidents of alleged violations of the School of Medicine’s Standards of Professional Conduct by UMKC School of Medicine students enrolled in the MD or graduate Professional programs (MSA and MMSPA). Whether such violations occur on the Volker campus, in classes or during clinical experiences at affiliated hospitals and clinics through the School of Medicine, they are reported to, investigated and evaluated by this Council. Further information can be found in the Standards of Professional Conduct.
General Information, Policies, and Procedures *(A3.01, A3.02)*

Upon acceptance of admission, students have many responsibilities to maintain an active status in the program. These may seem overwhelming and repetitive at times, and may be associated with costs to the student; however, they are crucial to a student’s ability to complete the program and become a certified professional. Students must become familiar with the university and program policies which govern student status in the program. Program policies apply to students during all phases of the program, regardless of whether the student is located on UMKC campus or at an affiliate clinical site. Students will be notified if they are assigned to a clinical site where the policies are different than and supersede the program policies.

Background and Employment Screening

UMKC affiliated hospitals and clinics where students complete clinical rotation requirements require that background and employment screens be conducted before placement. All students who accept an offer of admission must complete a background and employment screen before matriculation into the program. Additionally, students are required to complete an additional background screen prior to the clinical phase of the program. The cost of background screens are paid by the student. Additional screens may be required for certain rotations or based on changes in the program’s background screening requirements. Any additional screenings are the financial responsibility of the student. By completing a background screen, the student authorizes UMKC to release the results of any screens in the UMKC School of Medicine records to affiliated hospitals or clinics where a student is rotating.

The results of background screens are forwarded to the Associate Dean of Student Affairs. If a student is identified as having been convicted of a crime or has any other unsatisfactory finding in the background screen process, the affiliated institutions will be notified and will determine if the student will be permitted to participate in clinical activities on site. It is possible that certain background screen results may prevent a student from being able to fulfill the mandatory requirements for graduation if the screen prevents a student from rotating in affiliated hospitals or clinics.
Should an incident occur after the initial background screen that may prohibit the student from successfully completing any part of the program, including a required clinical rotation, it is the responsibility of the student to report the incident to program administrators. Each incident will be handled on a case-by-case basis.

**Drug Screening**

UMKC affiliated hospitals and clinics where students complete clinical rotations require that drug screens be conducted prior to student placement. All students who accept an offer of admission must complete a drug screening prior to matriculation into the program. Drug screenings are required annually for students and deadlines will be announced by the program. The cost of screenings are paid by the student. Additional screenings may be required for certain rotations or based on changes in the program’s drug screening requirements. Any additional screenings are the financial responsibility of the student. Students who are required to complete a drug screening in addition to the program’s testing due to affiliate on-boarding policies must still complete the program’s annual screening, unless a student’s screening has occurred within three months of the program’s screening deadline. By completing a drug screening, the student authorizes UMKC to release the results of any reports in the UMKC School of Medicine records to affiliated hospitals or clinics where a student is rotating.

Results of screens that are not “Negative” are forwarded to the Associate Dean for Student Affairs and may result in re-testing at the student’s expense. If a student is identified as having a drug screen that is not a negative status, which could be consistent with substance abuse behavior, the affiliated institution will be notified and will determine if the student will be permitted to participate in clinical activities on site. It is possible that certain drug screen results may prevent a student from being able to fulfill the mandatory requirements for graduation if the screen prevents a student from rotating in affiliated hospitals or clinics and/or may require the student to get more drug screenings at the cost of the student.

**Technical Standards** *(A3.13e)*

When completing the MMSPA application, the applicant indicated meeting certain technical standards necessary to carry out all activities required for completion of the program. If there is any change in a student’s technical standards status prior to matriculation or while completing the program of study, the student must notify the program director. Any student approved for a leave of absence must sign a new technical standards form before the leave and upon return from the leave. Technical standards a candidate for the MMSPA degree must possess are available online.

**Physical Exam Requirements** *(A3.19)*

Students are required to undergo an annual physical exam that assesses the ability to perform educational activities based on the program’s technical standards. By completing and submitting the annual physical exam form, the student authorizes UMKC to release the information in the UMKC School of Medicine records to affiliated hospitals or clinics where a student is rotating. A licensed healthcare provider (physician, physician assistant, or nurse practitioner) of no relation to the student must release the student to participate in program activities on the specified program form. Student medical information should not be submitted to the program and cannot be included as part of a student’s record. The first physical exam must be completed no sooner than six months prior to program matriculation and will be required annually. Deadlines for physical exams will be announced by the program.

Students who exhibit signs or symptoms of a behavioral or physical illness affecting their ability to successfully participate in the curriculum may be asked to undergo evaluation by a medical provider to renew their technical standards status and/or complete a drug screening.

**Faculty as Student Healthcare Providers** *(A3.09)*

The program director, medical director, and program principal PA faculty are not allowed to provide medical care to students unless in an emergency situation. For cases of emergency care, once the student is stabilized care must be transferred to another health care provider.
Immunization and Health Screening Requirements *(A3.07)*

Procedures

- Specified immunizations and health screenings are required for all students unless medically contraindicated (health care provider documentation must be provided and based on CDC contraindication guidelines).
- By submitting immunization records, the student authorizes UMKC to release the information in the UMKC School of Medicine records to affiliated hospitals or clinics where a student is rotating. *(A3.19)*
- Additional immunization and/or health screening requirements beyond those mandated by the program may be required by a clinical affiliate. If so, students will be made aware of additional requirements and will need to ensure compliance at their own cost, as necessary.
- Immunization and health screening requirements will be reviewed annually by the program to ensure they minimally meet the most recent CDC recommendations, state-specific mandates, and affiliate policies. Students will be notified of changes to the immunization policy and given direction on how to complete any additional requirements, as necessary.
- Verification of required immunizations and health screenings will be completed prior to matriculation and clinical placement. For students matriculating in January 2021 and after, verification will occur via the myRecordTracker system. Students are required to pay the annual membership fee to myRecordTracker for these services. Additionally, students must utilize the program-specific Immunization Form and required attachments to confirm initial compliance with the immunization and health screening requirements. The form must be signed by a qualified health care provider (physician, physician assistant, or nurse practitioner) who is not related to the student. After initial compliance is confirmed, laboratory results and other documents may be used to prove compliance of subsequent screenings and immunizations. *Students who matriculated in January 2020 and prior will continue to submit immunization records directly to the program for verification.*
- If a student cannot meet the requirements, the student may be prevented from fulfilling the mandatory requirements for graduation if it prevents a student from rotating in affiliated hospitals or clinics.

Students must provide proof of screening, vaccination, and/or immunity for the following via myRecordTracker (students who matriculated prior to January 2021 should submit directly to the program):

**Tuberculosis (TB)**

1. Students who **do not have a history of TB infection/disease or have not had positive TB test results in the past** (regardless of BCG vaccination status) are required to:
   a. Complete a 2-step Tuberculin Skin Test (TST) within three months of matriculation. (Both PPD tests are required to be completed within the same 1-4 weeks of each other. If both tests are not within the same 1-4 week interval, students will need to start the 2-step process over. Also, there must be at least a 4-week interval between receiving any live viral vaccine and a TST.)
   OR
   b. Complete one TB Interferon Gamma Release Assay (IGRA) blood test (QuantiFERON TB Gold or T-Spot) within three months of matriculation.
   AND
   c. Annual testing (TST or IGRA blood test) is required thereafter.

2. Students who have **a history of positive TB skin test, positive TB blood test, and/or diagnosis of Latent Tuberculosis Infection (LTBI)** must provide documentation of positive TB skin test (TST) results and give results of the most recent two-view chest x-ray, and to give details for drug treatment for LTBI or TB. Chest x-rays are good for 4 years. An annual TB questionnaire required for students with previous positive TST results.

3. Based on results of the symptoms form additional action may be required. An additional negative two-view chest x-ray may be required by some clinical affiliates and will be the financial responsibility of the student.

**Tetanus-Diphtheria-Pertussis (Tdap/Td)**

- Evidence of one dose of Tdap within 10 years of all program activities. If student has received Td only, then a one-time dose of Tdap must be received, then boost with Td every 10 years.

**Measles, Mumps, & Rubella (MMR)**

- Students must show immunity through documentation of a series of two doses of MMR vaccine (must be administered at least one month apart) **OR** laboratory evidence of immunity via positive antibody titer results. Students with negative or indeterminate antibody titer results will be required to complete vaccination series, followed by a second titer.
Varicella (chickenpox)- Evidence of immunity is documentation of two doses of the varicella vaccine (administered at least 28 days apart with the last dose completed at least two weeks prior to clinical start date) OR laboratory evidence of immunity via positive antibody titers. Students with negative or indeterminate antibody titer results will be required to complete vaccination series, followed by a second titer.

Hepatitis B- Evidence of immunity is documentation of a Hepatitis B vaccination series (given at required scheduled time durations) AND laboratory evidence of immunity via a positive antibody titer. Students with negative or indeterminate antibody titer results will be required to complete a second vaccination series and an antibody titer 1-2 months after the last dose of the second series.

Influenza- Evidence of current season flu vaccination required at matriculation and annually thereafter.

References
Centers for Disease Control and Prevention (Updated February 3, 2020.) Adult Immunization Schedule.
Centers for Disease Control and Prevention (Updated April 20, 2017.) Recommended Vaccines for Healthcare Workers.

Once matriculated, students may obtain these vaccines, tests, and exams through UMKC Student Health and Wellness or a health care provider of their choice.

Health Insurance (A3.08c)
Students must maintain personal health insurance throughout the duration of the program. Proof of insurance will be verified by program administrators within the first month of the program and continuous coverage is the responsibility of the student. Health insurance is a requirement that protects the student. Students should carefully consider the type of coverage they select, as follow-up visits/treatments for any potential injury or exposure while in the program will be the financial responsibility of the student. Any student found to not have health coverage will be out of compliance with program policy and may be prohibited from completing required program components.

Student health insurance is an option available to UMKC students through Aetna Student Health. Students are encouraged to research and consider other insurance options, as well. Students found to not have continuous health care coverage may be prevented from fulfilling the mandatory requirements for graduation if it prevents a student from rotating in affiliated hospitals or clinics. Students should always carry their health insurance card!

Infectious/Communicable Disease Policy and Procedures (A3.07)
Infectious/communicable diseases are common and may be a threat to students. During the performance of required clinical activities students act as healthcare workers (HCWs) and are at risk for contracting and transmitting infectious diseases as a result of patient contact. The outlined health and immunization requirements protect both the well-being of the students and that of their patients and peers. The immunization and health screening requirements for the program are minimally based on both current recommendations for HCWs by the Centers for Disease Control and Prevention (CDC), state-specific mandates, and UMKC affiliated hospitals and clinics.

During the performance of required clinical activities, students may have contact with patients with various infections such as blood borne transmitted disease (e.g., Hepatitis B [HBV], Hepatitis C [HCV], Human immuno-deficiency virus [HIV]), airborne transmitted disease (e.g., tuberculosis [TB], measles, varicella), droplet transmitted disease (e.g., influenza, pertussis, mumps) and contact transmitted disease (e.g., methicillin-resistant Staphylococcus aureus). This contact may expose the student to infectious agents, and may result in the student transmitting an infectious disease to other students, faculty, patients, and/or family members. During pregnancy, the fetus may also be at risk depending on the infection (e.g., Varicella).

To help protect the health and safety of its students, as well as that of patients, the School of Medicine requires students to adhere to, and provide documentation of:

- Initial and ongoing infectious disease screening and pre-exposure prophylactic immunization against specified infectious/communicable diseases,
- Training and education regarding environmental hazards and infectious exposures, and
• Post-exposure prophylactic follow-up/treatment following exposure to specified infectious diseases such as HBV, HIV, and tuberculosis, as necessary.

**Exposure Prevention and Post-Exposure Information (A3.08a-c)**

Training and education regarding environmental hazards and infectious exposures is provided during the didactic phase of the program. Reliable resources for such trainings may include, the Occupational Safety and Health Administration (OSHA), Centers for Disease Control and Prevention (CDC), Society for Healthcare Epidemiology of America (SHEA), UMKC School of Medicine affiliate Occupational Health Departments, and the local health department. Students must demonstrate competency in the corresponding learning outcomes before they will be able to participate in educational activities that would put them at risk. Students are expected to consistently and appropriately implement Universal Precautions* and other appropriate safety measures thereafter. It is the student’s responsibility to become familiar with the policies and procedures for employing these precautions at each of the clinical sites to which the student is assigned. All students will participate in the clinical affiliation requirements for safety and quality assurance compliance at the direction of the clinical affiliation personnel. However, injuries and infectious or hazardous exposures may occur on campus or during patient care activities and it is important that students understand the actions they need to take to protect themselves.

*Standard Universal Precautions generally include:
  • Hand hygiene.
  • Use of personal protective equipment (e.g., gloves, masks, eyewear).
  • Respiratory hygiene/cough etiquette.
  • Sharps safety (engineering and work practice controls).
  • Safe injection practices (i.e., aseptic technique for parenteral medications).
  • Sterile instruments and devices.
  • Clean and disinfected environmental surfaces.

**Guidelines for Student Exposure to Infectious and Environmental Hazards (A3.08a-b)**

**Blood and body fluid exposure**

An “exposure incident” refers to a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials that results from the performance of a student’s clinical duties. Should a patient’s blood or body fluid come into contact with a student or if a patient comes in contact with the blood or body fluid of a student, the student should seek medical treatment IMMEDIATELY and follow the procedure outlined below:

1. Decontamination of exposed site: vigorous flushing of mucous membranes, eyes, and/or thorough hand washing.
2. Immediately report incident to appropriate clinical site personnel, including your preceptor, and follow established protocol provided by the clinical site (e.g. Site orientation materials and/or occupational health resources).
3. If no established protocol, seek treatment at the nearest Emergency Department.
4. Seek medical attention to ensure appropriate medical care relating to the exposure is provided.
   a. This should occur within 2 hours for a known HIV-infected source and 4-6 hours for all other exposures.
   b. The appropriate initial site to seek medical attention varies based on the clinical site where the incident occurred. It could be an Occupational Health or Emergency Department at the institution or you many need to find the nearest Emergency Department.
   c. Management may include confidential testing of the patient and the student for Hepatitis B, Hepatitis C, HIV and other infectious agents.
   d. In the event that additional follow-up medical care is necessary, students should arrange follow-up with their own health care provider.
5. Report the event to the program within 24 hours via the [UMKC School of Medicine Student Occupational and Environmental Exposure Report Form](https://forms.office.com) (students must log in to Microsoft Forms with UM System email).
6. If expert advice for urgent decision making for occupational exposures to HIV and hepatitis B and C is needed refer to the PEPline, 1-888-448-4911 or [PEP Quick Guide for Occupational Exposures](https://www.cdc.gov/hiv/diagnosis/post_exposure.html)
Other Exposures, Illness, or Injury (A3.08a-b)
For student and patient safety, students who have been exposed to a contagious disease or are ill with symptoms of potentially contagious diseases may need to avoid contact with patients and/or coming to campus. These may include, but are not limited to:

<table>
<thead>
<tr>
<th>Exposure to:</th>
<th>Ill with symptoms:</th>
</tr>
</thead>
<tbody>
<tr>
<td>SARS-CoV-2 the virus that causes COVID-19</td>
<td>Fever</td>
</tr>
<tr>
<td>Influenza</td>
<td>Cough</td>
</tr>
<tr>
<td>Tuberculosis</td>
<td>Conjunctivitis</td>
</tr>
<tr>
<td>Varicella zoster (chicken pox)</td>
<td>Diarrheal disease</td>
</tr>
<tr>
<td>Herpes zoster (shingles)</td>
<td>Skin infection, rash</td>
</tr>
<tr>
<td>Measles</td>
<td></td>
</tr>
<tr>
<td>Certain bacterial meningitis (N meningitidis, H influenza)</td>
<td></td>
</tr>
</tbody>
</table>

In such cases, or in the event of an injury or other hazardous exposure, the student should be evaluated by a health care provider in order to determine need for therapy and clearance for patient care. Students must notify and work with the site preceptor to determine whether the situation requires the student to be evaluated and managed by the site occupational health provider and/or their own health care provider. Students must report such instances to the program within 24 hours via the UMKC School of Medicine Student Occupational and Environmental Exposure Report Form (students must log in to Microsoft Forms with UM System email). UMKC also has a required notification process for some illnesses and exposures. For example, as of 7/12/2020, there is a required UMKC COVID Notification Process.

Medical Management and Clearance to Return to Clinical Activities (A3.08b)
Initial and subsequent care and follow-up activities including recommendations related to counseling, prophylactic/treatment regimens, and continued or restricted practice activities following a student’s exposure incident/illness/injury will be determined by the student’s health care provider (in collaboration with the student) and other appropriate health care professionals. Students are required to use the UMKC School of Medicine Student Occupational and Environmental Exposure Report Form to report proof of clearance to return to campus and/or the patient care setting. The recommendation for clearance to return to campus and/or patient care activities must be provided with evidence (i.e. copy of note or direct email) from the appropriate qualified medical professional (physician, physician assistant, nurse practitioner, or when applicable UMKC Student Health or Occupational Health professional), who is not related to the student. This documentation must be submitted via the UMKC School of Medicine Student Occupational and Environmental Exposure Report Form before clinical and/or on-campus activities may resume.

Student Financial Responsibility for Health-Related Expenses (A3.08c)
Students are not employees of the hospital, clinic, or practice where they are rotating, thus they are not covered under workman’s compensation if they suffer an accident, exposure, or injury. All students are required to carry medical insurance to cover the expense of such events and provide coverage for the laboratory testing and treatments that may be required. Costs not covered by insurance are the responsibility of the student.

Effects of Exposure/Illness/Injury on Student Learning Activities
Effects of infectious and environmental disease or disability from a clinical exposure may affect a student’s learning activities. Once the student submits the online safety report, they will need to contact the appropriate faculty course director(s) to make arrangements regarding options for continued curriculum engagement, absences, make-up of work and/or future action plan, as necessary. Students may not be able to return to campus, a specific clinical affiliate, and/or meet the required technical standards due to effects of infectious and environmental disease or disability. A student’s inability to complete a clinical rotation and/or program of study may delay a student’s graduation or qualify the student for separation from the program. Students should refer to the Committee on Progression policies regarding leaves of absence and criteria for separation.
Emergency Contact Information
Students are to provide the program with emergency contact information. Each student will be responsible for keeping contact information updated and current through their UMKC Pathway and Project Concert profiles. If the program determines there is reasonable justification to investigate the welfare or status of a student or to report the student’s current personal/health status, they will do so with the emergency contact information provided. Examples of reasonable justification for communication with a student’s emergency contact include, but are not limited to, absence from the program for more than a reasonable time without notice, illness, and/or injury.

Student Employment
Full or part-time employment is strongly discouraged while a student, but not prohibited (A3.15e). Due to the rigorous nature of the program, the demands placed on students are extremely high, particularly with respect to the clinical work schedule and associated study requirements. Non-program activities shall not interfere with academic or clinical requirements of the program.

Students are not required to work for the program. Students may not, by position or responsibility, be employed or function as instructional faculty or substitute for clinical or administrative staff (A3.04-A3.05). An MMSPA student, credentialed or licensed in other non-PA professions cannot function in that role while in the role of an MMSPA student. Students must not accept payment while on rotation for work at clinical sites. Rotation experiences are for educational purposes only.

Appearance Policy
Students should maintain a professional appearance and dress appropriately whenever they are representing UMKC and the PA profession in any setting. This includes the campus, clinical sites, meetings, and special events. Being neatly dressed and well-groomed exemplifies professionalism and supports patient safety. Students should adhere to the following appearance policy:

Attire: Business casual attire is expected in didactic courses and at clinical experiences when scrubs are not allowed/required. Clothing should allow for adequate movement during patient care, and should not be tight, short, low cut, or expose the midsection or undergarments. Students should not wear items such as, but not limited to, flip-flops, shorts, cut-offs, hats, jeans, clothing with rips/tears, and/or athletic/leisure wear. No open-toed shoes should be worn in patient care settings. A student-type, short white coat should be worn in clinical settings.

Program scrubs are expected in the skills lab setting. Scrubs may be worn in the classroom in place of business casual, but must include program color scrub bottoms and tops. In lieu of the scrub top, a UMKC logo t-shirt or jacket can be worn. Hospital-issued scrubs may be worn to clinical experiences with the permission of preceptor, but should not be worn home from the facility.

Attire requirements for any course that includes physical examination skills are outlined in the course syllabus.

Nametags: (A3.06) Proper identification as a PA student is mandatory at all times. UMKC SOM I.D./nametag must be worn while at clinical sites. Some sites also require wearing separate security I.D. badges; these badges will be arranged during orientation at the beginning of the rotation.

Jewelry: No excessive or oversized jewelry that may prohibit patient care.

Nails: Fingernails should be kept trimmed and when in surgical settings or rotations without polish or artificial nails.

Tattoos: Tattoos that are perceived as offensive, hostile, and/or diminish the effectiveness of the learning and clinical environment must not be visible.

Fragrances: No excessive or heavy fragrances, perfumes/colognes, or after-shave.
Hair:

Hair should be clean and arranged so as not to interfere with providing patient care. Facial hair should be neatly trimmed.

Exceptions:

When required students must adhere to guidelines for wearing appropriate Personal Protective Equipment (PPE), such as masks, gloves, goggles, gowns, etc. PPE guidelines may supersede program-established appearance policies, such as facial hair with N-95 masks. Established dress codes at clinical rotation sites supersede those of the Program (except required UMKC SOM I.D. badges). All other exceptions will be considered on a case-by-case basis by the program director.

Clinical supervisors, preceptors, or MMSPA faculty reserve the right to ask a student who does not meet the appearance policy to leave the learning environment.

**Academic Information, Policies, and Procedures**

**UMKC Email and Single Sign On (SSO)**

UMKC email is the official means of communicating with students. Students are expected to check and read program related emails daily. Students must maintain their mailbox to be eligible to receive emails. Faculty will not rely on non-UMKC email addresses to communicate with students. Students must keep their single sign on and password active in order to access course-related sites and resources.

**Tuition, Fees, and Other Program Costs (A1.02k, A3.12f)**

Students are responsible for managing tuition and fee payments. Students with outstanding balances may be ineligible for course registration. Students are responsible for knowing the conditions for refund upon course withdrawal and the impacts of drop dates and financial aid. Policies and procedures are found on the [Cashiers and Collections website](#).

The Board of Curators has approved flat tuition rates to be charged per semester for the MMSPA program. Fees are capped at 12 credit hours for fall and spring semesters and at 8 credit hours for summer semester, with the exception of technology fees which are not capped. In the event a student receives a tuition discount or assistance from the School of Medicine, the discount may be reviewed each semester and is subject to change. Tuition and fee estimates are available via the [Cashiers' website](#).

Additional costs for medical equipment, books, conference registration/travel and out of town rotation travel and living expenses are the responsibility of the student. An estimate of these costs is distributed to students prior to matriculation. These costs are considered when the Financial Aid Office is assessing student financial assistance needs.

**Pathway and Course Registration**

Students are responsible for Pathway course registration, withdrawals, and other functions, including the accuracy and currency of registration and grades. It is expected that students are registered for courses by the program’s designated course start date according to the program calendar. Students who are not registered for courses may not participate in educational activities, including clinical assignments, and will not have access to online course management systems. Students who are not accurately registered for courses in a timely matter are considered to be not in compliance with program policies, which meets criteria for separation from the program prompting referral to the Committee on Progression.

**Proof of Class Registration**

If students must verify their status as a student for instances such as obtaining loans, they must obtain a certificate the national clearinghouse. The program cannot provide proof of student status for these purposes. Students can obtain an [enrollment certificate online](#).

**Malpractice Coverage**

Students are provided with medical malpractice coverage by the university while enrolled in the program. Affiliate hospitals and clinics will not allow placement of students without this coverage and the program will provide clinical sites...
with a statement of coverage. Students are not covered for malpractice if they are not registered for coursework in Pathway or if they are on a leave of absence. In addition, students who may participate in shadowing experiences not affiliated with program-assigned curricular components, are not covered by their student malpractice.

**Academic Advising (A3.10; B4.02)**
Each student is assigned an academic advisor who is a program faculty member. Students are encouraged to schedule regular appointments with their advisor, as well as on an as-needed basis to assist with personal and/or academic concerns. Record of the appointment will be kept by the advisor and documented in the student’s program record. Notes of advising sessions are not kept in the student’s academic record. The program director or advisor may refer a student to the Student Affairs Education Coordinator for further referral/recommendation regarding necessary services and resources.

**Program of Study (A3.15b)**
To earn the Master of Medical Science Physician Assistant degree, students must progress through the program of study as designed, and in accordance with the requirements set by the Committee on Progression. Students must demonstrate certain competencies and academic achievement at the end of the didactic phase in order to progress to the clinical phase and to qualify for graduation. For information, policies, and procedures pertaining to progression, please refer to the Committee on Progression policies and procedures.

The outlined Program of Study may change during a student’s progression through the program. Graduate students must submit an approved program of study form prior to completing 60% of the academic program, per the UMKC Master’s Degrees Academic Regulations. Program administrators will work with students to submit program of study forms.

**Remediation Policy (A3.15c)**

**Remediation in the Didactic Phase**
Remediation in the didactic phase will occur when a MMSPA student fails to successively pass a module exam or clinical assessment/skill check off in the following courses: MEDPA 5531, MEDPA 5532, MEDPA 5533, and MEDPA 5534.

In the event that a student fails a module exam (<70%), the course director will notify the student. The student will then meet with their advisor to formulate a remediation plan. The remediation plan will be tailored to the failed learning outcomes and may consist of appropriate reading, other applicable learning activities, working with relevant instructional faculty, and accessing SOM academic resources for assistance.

The student will have the opportunity to take a remediation exam and must earn a score $\geq 70\%$ to pass. A student is allowed only one attempt at the remediation exam. Regardless of the remediation exam score, the score equal to 70% will be awarded. A student may not remediate more than 50% of the module exams in any one semester. Achieving less than 70% on more than 50% of the module exams in a semester will result in failure of the course.

In the event a student fails a module clinical assessment or skills exam by scoring below the program set passing score, the student will meet with their advisor to formulate a remediation plan. The student will have the opportunity to take a remediation clinical assessment and/or skills exam and must score the program set expectation in order to pass. The student is allowed only one attempt at the remediation exam. Regardless of the remediation clinical assessment or skill exam score, the minimum passing score for the exam will be awarded.

Students must complete any and all remediation exams prior to the end of the course.

Students who fail to successfully complete a remediation plan and/or exam will be referred to the Committee on Progression for further determination.
Remediation in the Clinical Phase

Remediation in the clinical phase occurs when a student fails to pass the End of Rotation (EOR) exam on the first attempt in the following courses: MEDPA 5611 family medicine II, MEDPA 5621 internal medicine II, MEDPA 5640 women’s health, MEDPA 5650 pediatrics, MEDPA 5660 general surgery, MEDPA 5670 psychiatry, and MEDPA 5630 emergency medicine.

Students must pass the EOR exam to pass the course. Failure to achieve the program-defined pass rate on an EOR exam on the first attempt will require the student to retake the failed EOR exam. Students must obtain the program-defined pass rate on the second attempt exam. The second attempt must be completed by the end of the third subsequent rotation following the failed attempt. Failure to obtain the program-defined pass rate by the deadline will result in failure of the course.

Students who fail a first attempt EOR exam are ineligible to earn higher than a 70% for the EOR score. Students are required to contact the clinical coordinator and provide at least 7 days notice of their desire to take a second attempt exam. The clinical coordinator has final approval of exam scheduling.

Any student with two outstanding EOR exams will be required to enroll in a 4-week study course in lieu of their scheduled clinical rotation. The program will attempt to schedule the study course within one rotation of the second failed EOR exam. Successful completion of both outstanding exams must be completed by the end of the study course to avoid failure of the respective course.

Students failing an EOR exam in the last 3 months of the clinical phase must complete the second attempt exam(s) prior to the program completion date or elect to take a study course. Enrollment in a study course will result in the extension of the student’s program of study and delay of program completion. Financial costs associated with an extended program of study are the responsibility of the student.

Remediation of the Summative Exam

Students who fail to meet the program set passing score for passage of the summative exam will be given one chance to remediate each exam. Students who fail to achieve a passing score will be notified by the Program Director. Students will then meet with the Program Director and the student’s academic advisor to formulate a remediation plan. The remediation plan may consist of appropriate reading and activities relative to subject areas of need, scheduled meetings with identified faculty and identification of SOM resources for assistance.

The time required to remediate either exam may result in a delay of program completion and graduation. Students who fail to successfully remediate the promotion and/or summative exam will appear before the Committee on Progression for further determination.

Grade Appeals for Graduate Courses (A3.15g)

Students are responsible for meeting the standards of academic performance established for each course in which enrolled. The establishment of the criteria for grades and the evaluation of student academic performance are the responsibilities of the instructor and should be included in the course syllabus. This grade appeal procedure is available only for the review of allegedly capricious grading, and not for review of the instructor's evaluation of the student's academic performance. Capricious grading, as that term is used here, comprises any of the following:

1. The assignment of a grade to a particular student on some basis other than the performance in the course.
2. The assignment of a grade to a particular graduate student according to more exacting or demanding standards than were applied to other graduate students in the course, or
3. The assignment of a grade by a substantial departure from the instructor's standards as detailed in the course syllabus.

Students will follow these steps to pursue a grade appeal:

Step 1
A student who charges that they were graded capriciously must initiate the grade appeal process by notifying the Assistant Dean for Graduate Studies in writing of their intent to do so. This dated correspondence must clarify how the student’s grade was assigned capriciously (as defined in 1-3 above), and it must identify the grade the student believes he/she should receive.

Step 2
The student should first discuss the course grade fully with the instructor of the course. This must be done within six weeks after the beginning of the succeeding regular academic semester. If the matter is resolved at the instructor level, the recommendation to accept the grade appeal is presented to the SOM Graduate Council for review and recommendation to the Dean.

Step 3
If the matter cannot be resolved by consultation with the instructor, the student should appeal, in writing, to the department chair or program director within fourteen (14) consecutive calendar days after notification of the decision of the instructor. If the instructor fails to respond to the student request to discuss the course grade within 14 days of the request, the student should appeal, in writing, to the department chair or program director. If the matter is resolved, the department chair’s or program director’s recommendation to accept the grade appeal is presented to the SOM Graduate Council for review and recommendation to the Dean.

Step 4
If the matter is not resolved at the department or program level, or if the course is multidisciplinary, the student may appeal, in person and writing, to the School of Medicine Dean through the following process. The student may appeal to the Assistant Dean for Graduate Studies within fourteen (14) consecutive calendar days after notification of the decision of the department chair or instructor, respectively. After the student’s appeal to the Assistant Dean, an ad-hoc committee to review the record and provide advice on the matter may be appointed by the Assistant Dean. The student may have additional input at this level by submitting written correspondence expressing his/her views concerning the grade appeal or by submitting other supporting documentation. The recommendation of the Assistant Dean (or ad-hoc committee if applicable) will be forwarded to the Graduate Council for a review and recommendation to the Dean of the School of Medicine for official determination. The final decision of the Dean will be communicated to the student, the instructor, and department chair or program director.

Step 5
If the matter is not resolved within the School of Medicine, the student may appeal to the Provost. This appeal must be made within ten (10) consecutive calendar days after notification of the decision of the Dean.

Step 6
The Provost or designated representative shall review the full record of the case and appeal documents. At this level, the Provost may appoint an ad-hoc academic appeals committee to review the record and provide advice on the matter. The decision of the Provost is final and will be communicated to the student, the instructor, the department chair and the dean of the School of Medicine.

Videotaping/Recording Courses
University of Missouri System Executive Order No. 38 lays out principles regarding the sanctity of classroom discussions at the university. The policy is described fully in Section 200.015 of the Collected Rules and Regulations. Students should reference each course syllabus to obtain the faculty member’s allowance of videotaping/recording course content.

Students are videotaped in certain academic classes and clinical labs for teaching and learning purposes and will be made aware of these occurrences in advance.
Access to Student Records (A3.17a-f, A3.18, A3.19)
All student educational records are protected by FERPA (Family Education Rights and Privacy Act) as described in the University of Missouri System Collected Rules and Regulations, Section 180.020 Student Records. More information regarding this regulation and its implementation at UMKC is available online.

The School of Medicine does not maintain student health records; immunization documentation, physicals ensuring compliance with technical standards, drug screen results, and reports of exposure and/or injuries during training are not considered student health records. These documents may be released to clinical affiliates and faculty members for educational purposes. Students authorize the release of these documents by signing the program agreement form.

The School of Medicine does maintain academic and disciplinary student records. A student may request access to their own academic and/or disciplinary records which are kept secure and separate. A student may not access other individual student records. Academic records include information concerning a student’s admission status and academic status (progression, probation, separation, dismissal, and graduation). Disciplinary records are kept separate from academic records, and would include information regarding the Standards of Professional Conduct and investigations and recommendations made by the Honor Council. To gain access to records, a student must make an appointment with the Office of Evaluation, which is located on the Ground Floor of the School of Medicine. A student may not remove records, but may privately review them in the Office of Evaluation.

Financial records are maintained by the UMKC Cashiers and Collections and Office of Financial Aid. Transcripts are maintained by the UMKC Office of Registration and Records.

Assessment Responsibilities
The completion of course, instructor, and program evaluations is a professional responsibility of students. Graduates are also requested to complete a program assessment post-graduation.

Project Concert
Project Concert is a web-based system designed specifically to track information for health professions training programs. UMKC graduate programs use Project Concert primarily for tracking information and evaluation of our students and faculty. Students will be issued a user name and training regarding use of the system and are required to use it for assessment, clinical experience tracking, and to update their personal information, as indicated by the program. Specific policies for using Project Concert are provided to students in the Project Concert User Guide for Students and in respective syllabi, as necessary.

Student Research
While completing required coursework, including supervised clinical experiences (SCPEs), students must not substitute for individuals in the role of research staff or investigator. Research activities must not pre-empt the required student learning activities and minimum required clinical hours of clinical rotations. However, research-based learning experiences may be incorporated into courses to the extent that they meet course and program learning outcomes. While on clinical rotations, assuming the preceding criteria are met, if time allows and the appropriate opportunity is present, students may observe or assist an investigator or research staff in the conduct of research; however, participation in such research opportunities must be approved in advance by the program’s clinical coordinator.

Suspected Violations of Professional Standards
All students at UMKC are expected to abide by the Standard of Conduct as described in the University of Missouri System Collected Rules and Regulations, Chapter 200 Student Conduct, section 200.010 Standard of Conduct. In addition, students must abide by the School of Medicine Standards of Professional Conduct and Honor Council procedure. The conduct code is designed to ensure social responsibility, academic integrity, and the safety of our community. Students found to be in violation of the Standard of Conduct may face formal sanction, ranging from warning to expulsion. Students have the right to a formal hearing. When academic dishonesty within a course is admitted by the student or confirmed by evidence, the faculty will assign the outcome described in the course syllabus (e.g., failing grade for an
assignment, grade for exam or course, as appropriate). Additionally, the faculty may also refer the incident to the Assistant Dean for Graduate Studies, who will refer the incident to the School of Medicine Honor Council for investigation and recommendation. Recommendations may include no action, warning, probation, suspension, or dismissal. For more information, students should read the School of Medicine Standards of Professional Conduct and Honor Council Procedures.

**Standards of Conduct for Teacher/Learner Relationships**
The SOM community is committed to maintaining academic and clinical environments in which faculty, staff, fellows, residents, and students can work together to further education and research, while providing the highest quality of ethical and compassionate care for patients at affiliated hospitals and clinics. As effective learning is best fostered in an environment of mutual respect between teachers and learners, mutual respect is expected; each member within the SOM community must be accepted as an individual and treated with respect and fairness. The Standards of Conduct for Teacher/Learner Relationships Policy outlines the responsibilities of teachers and learners in facilitating a professional learning environment, as well as the process for reporting inappropriate conduct. For more information, students should read the School of Medicine Standards of Conduct for Teacher/Learner Relationships Policy.

**Course/Module Schedules**
It is priority to make course/module schedules available to students at the beginning of the course/module, though schedules are subject to changes. Students within the program are expected to have some flexibility with their schedules. This is due, in part, to some instructors also working in clinical settings where schedules are difficult to determine. Changes to schedules will be made available to students as soon as possible.

**Course Participation and Professionalism**
Students are expected to fully participate in all educational activities, as outlined by the schedule and syllabus. Full participation includes, but is not limited to, arriving on time and being prepared to participate. Promptness is a trait professional health care providers must possess. Additionally, tardiness disturbs the lecturer and other members of the learning environment. Class location, start/end times, and/or virtual access/login information will be clearly outlined for students. Anyone arriving after an educational activity has started may be allowed to join activities when there is a break or when the instructor allows. Excessive tardiness and lack of participation will be reported by instructors to the program director; such unprofessional behavior may be reported and worthy of review under the Committee on Progression or Honor Council policies.

**Attendance Policies**

*Didactic Course Attendance*
Attendance at all instructional periods is expected. Students shall provide a written report to the program director and course instructor regarding the reason for an absence a minimum of 24 hours prior to the absence, unless not possible due to the circumstance of the absence. Students requesting an absence from a didactic class will be responsible for the material presented in class and must make arrangements to complete missed assignments or exams. Any assignments or exams missed must be made up at the discretion of the instructor. If an absence is determined to be unexcused by the program or course director the ability to complete missed assignments is not guaranteed. If a pattern of absences appears to surface, a student will be referred to the Committee on Progression. Examples of excused absences may be:

- Illness or healthcare appointments for acute matters. An absence of three or more consecutive days due to illness requires a written excuse from a health care provider of no relation to the student on official letterhead. Letter should be submitted to the Program Director.
- Special Circumstances- Unusual circumstances resulting in an absence, e.g. bereavement leave, jury duty

*Jury Duty*- Students summoned to serve jury duty should act immediately once the summons is received. Many jurisdictions allow postponements for currently enrolled students, but the student must research and request this in a timely matter. The program can provide the student a letter detailing the nature of the program to include with the postponement request. Students registered in the Jackson County, MO jurisdiction can find out more [online](#).
Clinical Experience Attendance
See UMKC MMSPA Program Clinical Policies for clinical rotation attendance and absence reporting policies.

Closing of Campus (including Inclement Weather) Inactive as of 02.17.21 See amendment for current policy.
The Chancellor, at his/her sole discretion, shall determine whether the condition is such a nature as to require cancellation of classes and/or closure of the University. Example events which may prompt such a decision include severe weather, natural disasters, act of terrorism, workplace violence, or significant utility outages.

Didactic Phase and Clinical Phase Students Rotating in Kansas City Area
Inclement weather closure of campus- Should the Chancellor determine that classes are to be cancelled and/or the University closed due to inclement weather, the following steps shall be implemented for courses and rotations by the program:

If UMKC Volker campus has closed, there will be no School of Medicine on-campus activities that day. This includes on-campus lectures, laboratories, and learning activities. Yet, students in the didactic phase should be prepared to participate in educational activities remotely. Even if campus is not open, classes and work will continue, ensuring that students can make academic progress and productivity is maintained. Students should check email and course Canvas sites for communications from instructors pertaining to schedule/learning assignment changes.

Clinical activities will be suspended in the following way:
1. If notification occurs by 5:30 a.m. using the UMKCAAlert! System students are excused from clinical duties. Students must notify the preceptor at their clinical site that according to the University Inclement Weather policy students are not to attend clinicals.
2. If notification occurs during the day or before 3:00 p.m. for evening events and classes, the UMKC SOM will communicate an announcement from the Dean's office to UMKC faculty and staff when this has occurred. Specific information regarding the weather status at the School of Medicine will be placed on the SOM website and SOM primary telephone number (816-235-1808) to reflect the same weather closure information on the UMKC primary website. Students should be excused immediately from clinical duties in order to return home safely. The program will also make efforts to communicate to faculty and to students on their rotation by email when clinical duties are suspended. Students must notify the preceptor at their clinical site that according to the University Inclement Weather policy they are not to attend clinicals.

Non-inclement weather closure of campus- Should campus be closed for a reason other than inclement weather (ie. issue is specific to being on-campus), clinical phase students are expected to attend clinicals for the day. Should the campus closure be of such a nature that students may be negatively affected in some way (emotionally, physically, etc.), the program will alert students to not attend clinicals.

Clinical Phase Students Rotating Outside of Kansas City Area- Students are not expected to put themselves in dangerous situations. If a student feels as though road conditions are too dangerous for driving, then the student should report the absence to the clinical coordinator. If a clinical preceptor cancels a clinic day due to inclement weather, it is does not need to be made up, but should be reported to the clinical coordinator. Students should strive to still meet the minimum required hours for the rotation. If this is not possible, the student should contact the clinical coordinator immediately to discuss.

University and School of Medicine Resources
SOM Office of Student Affairs (A1.04, A1.07, A3.10)
Student Affairs Location: School of Medicine, 4th floor Gold Unit
816-235-1920 (central number)
The Office of Student Affairs provides comprehensive student support and assistance from admission through graduation. Many services are available at the School of Medicine or through referral to other UMKC offices or external resources. All enrolled students may access these resources. Students participating in clinical rotations out of the Kansas City area should contact the program if they have issues accessing university resources.

**Education Coordinator** - Students are encouraged to contact the program's designated Education Coordinator, Nick Dean, through the Office of Student Affairs. The education coordinator is available to discuss personal and/or professional matters that students may have.

Nick Dean, MA, Education Coordinator
M4-205A (Gold Unit)
816-235-1966
deanntn@umkc.edu

**Academic Support** - Learning resource specialist, study and organizational skills, supplemental needs

Stan Viebrock, MPA, Learning Resource Specialist, School of Medicine
M4-209
816-235-6763
viebrockst@umkc.edu

**Career Counseling** - Career advising and planning, resume/CV development

Robert (Bobby) Riss, MD, Assistant Dean for Career Services
M4-209
rriss@cmh.edu

**Wellness** - Programs available that promote skills to achieve a healthy and balanced life, such as wellness planning and coaching, and monthly workshops and events.

Niloofar Shahmohammadi, MA, Wellness Program Coordinator
M4-205F
816-235-1862
shahmohammadin@umkc.edu

**Student Financial Counseling** - The financial literacy counselor is available for one-on-one counseling to review your individual finances, help you learn how to successfully create and work a budget, and discuss how to keep your loan debt as low as possible. Students will receive information about scholarships, financial resources in the community, and most importantly, students will gain a solid understanding of how the financial aid process works and what life in repayment may look like.

Once students have accepted job offers, it is helpful to meet with the Financial Literacy Counselor in order to create a budget. Knowing where the first job will be, the cost of living in that area, and the salary and loan repayment amount will help to create a solid financial plan. This is also a great opportunity to go over the different student loan repayment options and what will work best during a student’s first few years out of school.

Understanding how financial aid works, how to keep borrowing to a minimum and understanding the long term effects of taking on debt are important, so schedule a meeting with the SOM Financial Counselor to help determine what plan of action is best for you and how it will affect your future.

Robin Totzke, MBA, Financial Literacy Counselor
M4-205B
816-235-1807
totzker@umkc.edu
The role of UMKC’s Financial Aid and Scholarships Office is to help secure funding to assist students in paying for college. This funding can be in the form of scholarships, grants, student loans and parent loans.

Student Organizations
The School of Medicine has a wide range of student organizations under the umbrella of the Medical Student Advisory Council (MSAC). More information about UMKC Student Involvement, organizations, and events can be found online. Many resources are made available to student organizations. Student groups are encouraged to take advantage of the available resources, but also to understand the policies and procedures involved in accessing them. Start well in advance of the anticipated need and consult with Office of Student Affairs and Office of Student Involvement staff to navigate the process. In addition to the access to student activity fees, recognized student organizations have access to: use of space at the School of Medicine, inclusion of events in the Student Affairs Announcements, public relations support, bulletin board space, and leadership training.

Physician Assistant Student Association (PASA)
Affiliated with the Student Academy of the American Academy of Physician Assistants, PASA is an organization representing current Physician Assistant students enrolled at UMKC and is focused on education and outreach about the PA profession and service to the greater Kansas City community. Students enrolled in the MMSPA program are encouraged to join and participate as general members and/or elected officers.

University Statement on Diversity
UMKC values diversity as central to its mission as an urban-serving research university and as a driver of excellence in teaching and learning. UMKC embraces a broad spectrum of diversities, including race, ethnicity, culture, nationality, gender, gender identity, gender expression, age, sexual orientation, disability, linguistic ability, learning style, religion, socioeconomic and veteran status, life experiences, educational level, and family structure.

Equal Opportunity is and shall be provided for all students and applicants for admission without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by applicable state or federal law. The University affirms its commitment to providing equal opportunities as indicated in the Equal Employment/Educational Opportunity Policy statement.

Statement on Discrimination, Intimidation, & Sexual Harassment and Reporting Mistreatment (A1.02j, A3.15g)
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 via the School of Medicine’s online Mistreatment Reporting website and if you are comfortable doing so, to the course department chair or coordinator; to the Associate Dean, Office of Diversity, Equity, and Inclusion (816-235-1780; Dean’s Office Suite); and/or the Title IX/Affirmative Action Office.
The Affirmative Action Office, which coordinates UMKC's Affirmative Action and Equal Opportunity program, monitors the University's compliance with federal and state laws, regulations, and the investigation of discrimination and harassment complaints by students, faculty, and staff against University employees. All formal complaints will be investigated and appropriate action taken. The Affirmative Action Office is located at 212 Administrative Center, 5115 Oak Street; 816-235-6910.

The University will promptly and appropriately respond to any complaint of violation of the University's Anti-Discrimination Policies, as outlined in the Collected Rules and Regulations 600.030. Full details regarding definitions and grievance and appeal procedures can be found online.

**Title IX: Sex Discrimination, Harassment, and Assault (A1.02j)**

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex and/or gender in education programs or activities which receive federal financial assistance. Title IX states that: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal Financial Assistance”.

Sex discrimination includes sexual harassment, assault, and/or violence. Title IX is often thought of as the law that applies to athletic programs, yet Title IX is much broader than athletics and applies to many programs at UMKC. While compliance with the law is everyone's responsibility at UMKC, you can find contact information for the Title IX Coordinator and Deputy Coordinators online who have primary responsibility for Title IX compliance. For additional information regarding emergency situations, filing a discrimination report, and/or everyone's rights and responsibilities, please contact the UMKC Title IX Office.

All UMKC faculty, staff, student workers, Teaching Assistants, and Graduate Assistants are considered Title IX mandated reporters and are required to report sex discrimination to the Title IX Coordinator.

Anyone present during an incident of sex discrimination, harassment, and/or assault is considered a bystander. If something is telling you a situation could be dangerous, listen to that voice and intervene.

**School of Medicine Student Ombudsperson**

Dr. Diana Dark, Associate Dean for the Learning Environment
Graduation Health Professions Student Ombudsperson
ddark@saintlukeskc.org

Many times, students don't know whom to approach for help. The objective of the Student Ombudsperson is to address student concerns about how and when to approach existing resources (OAA, ODEI, Office of Student Affairs, course directors, rotation Faculty) if, or when, the student feels mistreated or has a conflict with another member of the School of Medicine community. The role of the ombudsman is to facilitate resolution of allegations by UMKC School of Medicine students, of perceived unfair, inappropriate, discriminating, unprofessional, or harassing treatment or behavior by faculty, staff, administrators, patients or fellow students.

**School of Medicine Office of Diversity, Equity, and Inclusion (ODEI) (A1.11d)**

Tyler Smith, MD, MPH, Associate Dean, Office of Diversity, Equity, and Inclusion
School of Medicine, 1st floor, Office of the Dean
816-235-1780
smithtk@umkc.edu

Doris Agwu, MPH, Assistant Dean, Office of Diversity, Equity, and Inclusion
doris.c.agwu@umkc.edu
Rachel McCommon, MAEd, Coordinator of Strategic Initiatives  
M3-225, 816-235-6251  
mccommonr@umkc.edu

The ODEI serves as the School of Medicine’s primary division for diversity initiatives, including:
- Support for under-represented minority (URM) recruitment and retention efforts
- Support and advocacy in academic, financial and personal development matters for URM and other students
- Drawing attention to minority health issues
- Equal access and inclusion: emerging issues
- Shannon Lectureship addressing health disparities
- Community engagement/partnerships
- SOM contact for harassment/discrimination complaints and/or issues of learning environment

Multicultural Student Affairs
The mission of UMKC Multicultural Student Affairs is to aid in retention and the overall student experience by creating opportunities for inclusive engagement, cultivating academic success, and encouraging the value of diversity.

School of Medicine Prayer Room
M5-403, Green Unit

The Meditation/Prayer Room is available 24/7 for students, staff, and faculty.

Services for Students with Disabilities
Location: 5100 Oak St., Suite 225  
816-235-5612  
disability@umkc.edu

The Office of Services for Students with Disabilities is available to assist any UMKC student with a diagnosed disability that substantially limits the student in one or more major life areas. It is possible that a student may not have a diagnosed disability upon enrolling in a program at the SOM, but discover the disability when encountering difficulties while in our program. Because each person is unique, students are asked to contact this office for an appointment to discuss how they can best be of assistance. Students in need of accommodations should contact the Office of Services for Students with Disabilities prior to the start of each semester to ensure there is adequate time for accommodations to be made.

UMKC LGBTQIA+ Programs and Services
5100 Cherry  
Student Union, Suite 320  
816-235-6556

The Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Ally (LGBTQIA+) Programs & Services provide the campus community with resources, support, education, and advocacy such that the University of Missouri-Kansas City and the community at large is a welcoming and inclusive environment for all people, regardless of sexual orientation, gender identity/expression, or sex. In support of this, they offer:
- Safe space and diversity trainings for individuals, departments, and organizations
- A variety of educational and social events throughout the year, most of which are free of charge
- Campus and community resources- including references for counseling services
- The Rainbow Lounge (Student Union, Suite 325) for relaxation, meetings, and studying
- Computers with free printing, television and a large selection of LGBTQIA literature in our library
**UMKC Veteran and Military Resource Center**

Provides resources for student service members and veterans including information about campus resources and GI Bill Benefits. Student veterans can also visit the At Ease Zone in Atterbury Student Success Center, Room 112 (Volker Campus) for resources, referrals and a place to connect with other student veterans.

**UMKC Counseling Center**
Volker Campus  
5100 Oak St, Student Services Suite, Suite 201  
816-235-1635

The Counseling Center’s mission is to foster the psychological well-being, personal development, and educational potential of our diverse student, faculty, staff, and campus community. Services include assessment, counseling crisis intervention, alcohol and substance abuse prevention, and much more. The UMKC Counseling Center is available to all students. Students are provided an introductory assessment and eight sessions as a part of student fees and sessions beyond the initial eight are provided at a rate of $15 per session (max of 12 sessions per academic year). Session allotment renews on August 1 of each year. Students who feel they may be in need of services are encouraged to contact the Counseling Center.

**WellConnect**
Phone: 866-640-4777  
Student Access Code: UMKCSOM

Through a partnership between the School of Medicine and WellConnect by Student Resource Services, students have 24-hour access to help with mental health, legal, and financial issues. The WellConnect program links students with licensed counselors for up to six, confidential in-person or telephone counseling sessions, or three sessions with a financial consultant or attorney. The services are free for students enrolled in any School of Medicine program and their household families.

**Sanvello**
UMKC students, faculty, and staff have full access to Sanvello. Sanvello is a mobile and web-based application offering clinically validated techniques and support to relieve mental health symptoms and promote healthy habits and behaviors. Features include, but are not limited to, daily mood tracking, coping tools, guided journeys, and community support. For free full access, simply download the app from the App Store, Google Play, or the Sanvello webpage and register with your UMKC email address.

**UMKC Student Health**
5110 Oak St, Brookside 51 Building, Suite 237  
816-235-6133

UMKC Student Health provides visits and assessments at no charge to UMKC students enrolled in the current semester. However, students will be charged for laboratory tests or other specialty services. Information regarding cost and hours is available online.

**School of Medicine Lactation Room**
M2-309  
Access code made available through GME Office: 816-235-6627 or in M2-202; or from Dr. Laura Begley

The lactation room for nursing mothers is available on the second floor of the School of Medicine to serve faculty, staff, residents, and students. The area is approximately 68 square feet, has a comfortable chair, small refrigerator, sink, and a combination access door handle. The room is also equipped with an “In Use” light.
Kangaroo Pantry- Health Sciences District Satellite Site
M1-402
8am-5pm (when University is open)

The Kangaroo Pantry strives to provide food assistance for students, staff, and faculty in need.

UMKC Police Department and Safety Information (A1.02g)
5005 Oak Street- Police Department
24 hours a day, 7 days a week
Dial 911 for emergencies
816-235-1515 (Save to your contacts!)
816-235-2222- Students can report suspicious or threatening behavior or concerns about fellow students via the UMKC HelpLine

Police officers and security guards patrol and are positioned across campus to provide safety services 24 hours a day, 7 days a week. Emergency phones are located beneath blue lights in parking and walking areas across campus. You can use these to ask for directions or to report a crime or accident.

Other police services include: motorist assistance, including jumper cables; vehicle lockout assistance- attempt to unlock your vehicle if you lock your keys in while on campus; personal escort service to your vehicle or residence hall; bicycle registration; emergency notification- locator service; fingerprinting; and lost and found- check with information desk at 816-235-5555.

Certain buildings, including the School of Medicine, use card swipe processes to limit access. Students must have their UMKC Roo Card to enter the School of Medicine.

Students should sign up for UMKC Alert!, which provides emergency voicemail, text and email notices, including inclement weather information. The information is also posted on the website and gives notices to radio and television news media. Students can update UMKC Alert! information via Pathway or via the UMKC Alert! website.

While at clinical rotation sites, students are provided the same safety services which are provided to the employees. Students should ask the preceptor for details regarding safety services.

RISE: Resources, Intervention, Support, & Education
108 Haag Hall, Volker Campus

RISE offers confidential support services to UMKC all students and employees who are victims and survivors of sexual assault and sexual violence, gender-based violence, stalking, and relationship abuse. RISE also provides information and assistance to family members, friends, colleagues, and allies of all victims and survivors.

Health Sciences Library (A1.09)
M2-101
healthinfo@umkc.edu

The Health Sciences Library has spaces for individual and group study. More than 30 computers are available and provide access to research materials and databases. Many of our current medical journals are available online and there is remote access off-campus to most resources.
From the library’s website, students can:
• Learn to use Medline and CINAHL
• Borrow items from other libraries
• Renew books and reserve materials
• Get assistance in finding medical articles, class links, evidence-based medicine links, and more.

**Medical Education Media Center (A1.09)**
M2-C04A
816-235-1864

The Medical Education Media Center’s mission is to provide an instructional resource lab offering anatomical models, an audiovisual and computer-based learning collection and online test bank for a variety of levels including faculty, staff, and students. The collection of more than 3,000 items is in continual development based on the curriculum, as well as support for continuing medical education. The facility supports this activity with computers, open tables for model use, and a small group study room containing a variety of audiovisual and computer equipment.

**Clinical Training Facility (A1.08)**
2429 Charlotte St.
Hospital Hill Parking Structure next to Health Sciences Bookstore
816-235-1845

The Clinical Training Facility (CTF) provides skills and simulation experience for the UMKC School of Medicine and its affiliated programs. The CTF not only provides the facility and equipment for task training and simulation, but also facilitates the educational process where needed. The CTF is the home of the School of Medicine's Standardized Patient program, BLS and ACLS training programs, and the Emergency Medical Services Education program. Available services include access to task trainers, high fidelity simulation, and assistance with curriculum/scenario design, integration, implementation, and presentation. Course schedule and syllabi will outline dates and times when the skills lab and classrooms are utilized for program requirements.

**Graduate Student Lounge and Lockers (A1.08)**
M3-C29

The Graduate Student Lounge is outfitted with tables, chairs, microwave, and refrigerator, and may be used as a study/group-meeting area for all SOM graduate students. The passcode to the door will be provided to SOM graduate students only, and should not be distributed to non-UMKC SOM graduate students. It is the responsibility of students to maintain the general tidiness of the lounge, to include cleaning spills in the microwave and refrigerator should they occur.

Lockers are available to students on a first-come-first-serve basis. These lockers are located near the north and east stairwells on the third floor of the medical school. Students utilizing lockers are encouraged to bring a combination lock to maintain the safety of personal items. All lockers must be cleared and unlocked between each semester. Any locks remaining at the end of a semester will be cut off.
COVID-19 Information
UMKC leadership works closely with public health officials and medical experts to maintain updated and comprehensive guidelines to help protect the health and safety of our community. The following are resources to help our UMKC community during COVID-19. Primary information is found on the UMKC Coronavirus webpage.

School of Medicine (SOM) and Graduate Health Professions COVID Guidance

During January 2021:
To ensure student safety and protect our health care systems, UMKC Chancellor Agrawal and Provost Lundgren announced guidelines for the campus community. Dr. Agrawal stated that in-person classes would occur remotely at the start of the Spring 2021 semester until February 1. As a program, we fully support this decision and see it as our responsibility to do our part in minimizing community spread of the coronavirus. However, programs can determine schedules regarding clinical experiences and those learning activities that need to be held in person. With those guidelines, the program faculty and leadership have made determinations based on each cohort regarding spring semester scheduling. The table below outlines this plan, however, students must closely monitor Canvas course announcements and UMKC email communication for specific details, guidance and updates.

<table>
<thead>
<tr>
<th></th>
<th>PA first year</th>
<th>PA second year</th>
<th>PA third year</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 2021</td>
<td>Remote learning, on campus for certain skills training and exams</td>
<td>Remote learning, on campus for certain skills training and exams</td>
<td>Attend clinical rotations and adhere to clinical site requirements. End of Rotation exam on campus and some call back day activities on campus</td>
</tr>
<tr>
<td>Beginning</td>
<td>On campus coursework and skills training blended with remote learning</td>
<td>On campus coursework (primarily in the afternoon) blended with remote learning (primarily in the morning)</td>
<td>Same as above</td>
</tr>
<tr>
<td>February 1, 2021</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>AA first year</th>
<th>AA second year</th>
<th>AA third year</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 2021</td>
<td>On campus coursework and skills training blended with remote learning</td>
<td>Attend clinical rotations and adhere to clinical site requirements.</td>
<td>Attend clinical rotations and adhere to clinical site requirements.</td>
</tr>
<tr>
<td>Beginning</td>
<td>On campus coursework and skills training blended with remote learning, Late February attend clinical rotations and adhere to clinical site requirements.</td>
<td>Attend clinical rotations and adhere to clinical site requirements.</td>
<td>Attend clinical rotations and adhere to clinical site requirements.</td>
</tr>
<tr>
<td>February 1, 2021</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

While classes are online, campus will be open during this time including access to student resources, such as the library and Kangaroo food pantry. Continued safety guidelines including temperature screening, mask usage, and social distancing currently remain in effect and will continue to be in effect upon returning to on-campus learning on February 1.
General Guidelines

Who should be in the building:
The School of Medicine front doors will remain locked at all times. Students must use their UMKC ID to access the building. Only faculty, staff, and students should be present in the building for clinical rotations, in-person courses, educational activities, or for studying that cannot be accomplished at home. During this time, student access is limited to classroom(s) specifically scheduled for the respective course, the library, or in open rooms designated by administration. Students should abide by posted guidance regarding allowed numbers of users.

Safety during COVID-19
Safety of our faculty, students, staff, and patients are of critical importance to the SOM, our hospital affiliates, and UMKC. During this time, challenges remain and diligence in hygiene and restrictions for the SOM are needed to maintaining a healthy environment. UMKC and the SOM are following all CDC recommendations and policies. Students are reminded to wear masks and follow social distancing guidelines of keeping at least 6 feet of separation between individuals (see exception details later). Maintain this distance and do not congregate outside the building or classrooms. If you remain on campus between learning experiences, maintain distances, wear masks, avoid eating and drinking together, and follow instructions regarding room capacity guidelines and seating assignments.

Masks:
Individuals must minimally wear level 1 facemasks or cloth face coverings in the SOM building while in public areas (lobby, common area, elevators, meeting rooms, etc.) or in laboratories (with other individuals present). Individuals should don masks as soon as they leave their car to walk to the school or clinic and continue to wear it when leaving the building and walking to the car. Face masks or cloth face coverings can be removed in private offices or in rooms when there are no other individuals present. Since health care providers from Truman Medical Center (TMC) move through the SOM building, this will be important to prevent transmission to or from the hospital. Health care providers and students on clinical rotations entering from TMC will need to continue to wear facemasks when entering the SOM.

Note that TMC does not allow for cloth face coverings or homemade masks, and individuals must wear at least a level 1 mask in the hospital. Students are expected to abide by all rules and policies within each health care institution.

Temperature and Symptom Check
Upon entering the SOM, stop at the Panda Cam (temperature screening device) for a temperature check. Individuals may only enter the building after receiving a “temperature normal” message. Individuals MAY NOT enter the building if they have any of the symptoms listed below or if the Panda Cam reports a temperature greater than 100°F. There is not always a screener present to check temperature or symptoms, thus individuals are on the honor system to indicate their temperature and date and that you are symptom free. As a reminder, we all have an obligation to keep members of our community safe. Occupancy in the SOM building with a potential COVID-19 infection puts all members and their family members at risk.

Symptoms or Close Contact
UMKC students participating in clinical clerkships or coursework must stay home or return home and notify their program, clinical rotation faculty member, and the occupational health department of their clinical facility (and should contact their healthcare provider*) if any of the following conditions apply:
• Student has any COVID–19 like symptoms (which are not explained by other known medical conditions) such as:
  ◦ fever of greater than 100˚F,
  ◦ new cough,
  ◦ shortness of breath or difficulty breathing,
  ◦ congestion, runny nose or sore throat (not relieved by allergy medication),
  ◦ chills,
  ◦ muscle pain,
  ◦ headache,
  ◦ nausea, vomiting, diarrhea
  ◦ and new loss of taste or smell;
• Student has been in close contact with an individual who tested positive for COVID-19
*If you do not have a health care provider, please contact the UMKC Student Health Center to seek medical care.
In the event of any symptom or close contact, students must take the steps outlined in the next section (see attached flowsheet).

**COVID-19-related illness (see attached flowsheet):**
Any student that feels ill, regardless of specific symptoms, should stay at home and not enter the building or attend a clinical rotation. **Call 911 if experiencing a medical emergency.** If not an emergency, seek care from personal medical provider or UMKC Student Health (816-235-6133 or email studenthealth@umkc.edu) and/or Occupational Health of the clinical site (if applicable).

If the person has symptoms consistent with COVID-19, is suspected of being directly exposed to COVID-19, or been diagnosed with COVID-19 based on testing, **the student must contact the following:**
- The UMKC HelpLine at 816-235-2222 or after hours the COVID Hotline 816-235-2684
  - The HelpLine coordinates with UMKC Student Health
- Occupational Health Department at your clinical site (if applicable)
  - TMC Occupational Health: 816-404-2770
  - CMH Occupational Health: 816-234-3179
  - Other- Current clinical site occupational health department
- Clinical clerkship or elective faculty director and/or coordinator
- UMKC Program director by completing the **UMKC School of Medicine Student Occupational and Environmental Exposure Report Form**

Individuals who tested positive for COVID-19 are required to provide a return to campus certification from a healthcare provider to Student Health or the HelpLine contact and upload via the **UMKC School of Medicine Student Occupational and Environmental Exposure Report Form** before returning to back to campus.

**Program Participation during quarantine and/or illness:**
Students that are asymptomatic, but must undergo required quarantine or isolation, may remotely participate in applicable coursework. Students missing clinical experience may be assigned alternative learning activities if available, however, may have to make up clinical hours in order to meet required course learning outcomes and competencies.

Students that are symptomatic will work with the course directors and program director within program absence policies.
**High-risk individuals**
Vulnerable members of our student population should contact the School of Medicine Student Affairs office with concerns. Students requesting COVID-related academic accommodations should contact Scott Laurent at 816-235-5696 or laurentr@umkc.edu in the Student Disability Services office.

**Meetings:**
Student meetings should proceed online when possible. If an in-person student meeting is needed, the date, time, location, duration, names, email addresses and phone number of attendees will be recorded and reported to Garren Frasher, frasherg@umkc.edu, by the person calling the meeting.

**Open areas:**
The Canteen Area on the first floor of the school will be open for vending machine access only. Drinking fountains should not be used and water bottles should only be filled using dedicated stations on the first floor and the fifth floor.

There are rooms available within the SOM for necessary and approved educational/clinical activities. Note that the current UMKC recommendation is for limited capacity in rooms. There is signage on the entrance to each room with the number of individuals allowed per room as determined by facilities and operations.

As of January 2021, the Graduate Student Lounge remains closed.

**Clinical Skills and Simulation Training:**
Only necessary clinical training skills and simulation activities will occur. Students will be required to wear level 3 masks, goggles, gloves (when applicable) and when possible maintain 6 feet physical distancing with one another. This will require instructors to adapt their teaching and group sizes. Students should anticipate smaller learning groups with consistent membership. During activities where physical distancing is not possible, the amount of time will be limited (less than 15 minutes when possible) and N95 masks (with mask fit testing) will be employed. More information about N95 masks and fit testing is provided in specific course materials. These steps will further reduce student risk for exposure or need for quarantine. The UMKC clinical training facility may provide additional guidelines specific for the learning experience and that students and faculty are expected to follow these guidelines. Students not complying with these guidelines will not be allowed to participate in the learning activity.

**Clinical Rotations**
Students are expected to abide by all rules and policies within each health care institution. Students should not participate in the care of patients with known or suspected coronavirus infection or of unknown status. Clinical training sites shall provide students with appropriate personal protective equipment (PPE) including gloves, masks, and gowns as needed. Students are expected to provide their own goggles and wear them in all patient facing experiences. Glasses are not adequate protection. Students should immediately report to the program if they feel they are not being provided adequate PPE at a clinical site.

**Outside the SOM and clinical activities:**
Everyone should use social distancing procedures (at least 6 feet of distance between individuals) here at the SOM and after leaving. Continue to mask if social distancing cannot be maintained, when you are in the community. The majority of student exposures occur from community exposure.

**Environmental Service:**
Environmental services will conduct their normal, daily cleaning of the SOM.

Cleaning/disinfecting before and after classroom/conference room use should be carried out by the faculty member, staff, or student using the space.
Cleaning supplies, disinfectant:
Cleaning supplies are located in each classroom. Please return all cleaning supplies after cleaning the area. Faculty, staff, and students are reminded to not take cleaning supplies from the SOM as these are in limited supply and critical to maintaining a safe environment in the SOM. If these supplies are removed it jeopardizes the safety of all students, faculty, and staff in the building.

If a person that was inside the SOM building tests positive for COVID-19, the SOM and UMKC will coordinate school-wide responses in coordination with the University, the Missouri Health Department and guidelines provided by the CDC.

Resources
Centers for Disease Control and Prevention:

Missouri Department of Health and Senior Services:
https://health.mo.gov/living/healthcondiseases/communicable/novel-coronavirus/
Missouri Public 24-hour Information Hotline: 1-877-435-8411

Kansas Department of Health and Environment:
https://www.coronavirus.kdheks.gov/
Kansas Public Information Hotline: 1-866-534-3463
COVID-19 Flowsheet for Student Reporting

UMKC Coronavirus Information Webpage

Student is unable to attend class/clinical rotation due to COVID symptoms, exposure concern, etc.

1. All students contact UMKC Helpline 816-235-2222 and if needed Student Health & Wellness 816-235-6133. After hours help line 816-235-COVI
2. Clinical students also contact occupational health associated with their location.
3. Complete the SOM Student Occupational and Environmental Exposure Reporting Form
4. May also contact your personal healthcare provider
5. Follow up with personal healthcare provider
6. For return: Submit follow-up information via the SOM Student Occupational and Environmental Exposure Reporting Form

I am cleared to return to in-person class/clinical rotation

Can I participate in learning activities?

Can learning goals be met by the plan?

Discuss supplemental learning plan with course director

Apply for extended program absence depending on timeline and ability for supplemental learning plan

Continue course participation

Contact program/course director

Continue class/clinical rotation

YES

NO

YES

NO

YES
Part I: Introduction

Preface

The Committee on Progression guidelines and policies apply to all School of Medicine students enrolled in graduate education programs. This manual describes policies and procedures for determining a graduate student's status in the University of Missouri-Kansas City (UMKC) School of Medicine. Graduate students are defined as students enrolled in one of the UMKC School of Medicine graduate education programs. 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. However, in several instances detailed in this manual, the School of Medicine policies may be more stringent than 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.

Purpose

The responsibilities of the Committee on Progression (COP) are the development and application of policies and procedures regarding student progression towards graduation. This committee makes decisions, which are reported to the School of Medicine (SOM) Graduate Council. COP policies are designed to ensure the 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 meets at least every semester and as needed to evaluate student progression and to determine eligibility for graduation and promotion. The committee may meet by email to conduct business when deemed appropriate by the committee chair. The meeting may be cancelled when there is no business to conduct.

The Office of the Council on Evaluation manages the business of the Committee on Progression. The Office is located in MG-200 and office hours are Monday through Friday 8:00 am to 5:00 pm. Connor Fender is the Committee on Progression (COP) Coordinator and may be contacted at:
Phone: 816-235-2171
Email: fenderco@umkc.edu

Committee on Progression Membership includes:

- Committee Chairperson
- MS Anesthesia Program Director or designee
- MMS Physician Assistant Program Director or designee
- Health Professions Education Program Director or designee
- Department of Biomedical and Health Informatics faculty member
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. Call 816-235-1323 for information. People with speech or hearing impairments may contact the university by using Relay Missouri, 1-800-735-2966 (TT).

Statement on Discrimination, Intimidation, and Sexual Harassment
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 Inclusion (office M1-109 of the office of the Dean of the School of Medicine), and/or the Office Affirmative Action. The Office Affirmative Action, 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.

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 specific program tracking systems (e.g., Project Concert).

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 their 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.
Part II: Enrollment Policies

Registration Requirements

M.S. Anesthesia (MSA) and M.M.S. Physician Assistant (MMSPA) Programs:

Graduate students must be registered for UMKC graduate courses each semester to maintain active status. MSA and MMSPA students must register for courses by the program’s designated course start date according to the program calendar. Non-enrollment is considered non-adherence with program policies. Students that do not enroll in their designated coursework by 5:00pm of the first day of classes listed on the program calendar will meet criteria for separation for non-adherence to program policy and be placed on an immediate administrative leave of absence.

Biomedical and Health Informatics and Health Professions Education Programs

Graduate students must register for UMKC graduate courses according to the dates listed in the UMKC academic calendar each semester to maintain active status. A leave of absence may be required for an interruption in enrollment (see Leave of Absence Section). Graduate students not on an approved leave of absence are required to either re-apply to UMKC or submit a request to re-enroll if they do not enroll for a fall or spring semester. Students who do not enroll in summer do not have to do anything additional.

Part III: Criteria for Promotion, Probation, Separation, Retention, and Graduation:

Anesthesiologist Assistant Program:

The COP’s decision 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)
   d. All first year or didactic phase students must complete a minimum of 300 clinical hours for promotion to the clinical phase. Students are responsible for documenting these hours via the UMKC MSA program clinical tracking system.

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). The Committee on Progression has the authority to impose a probationary status beyond the customary reasons listed below at its discretion. 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, and
      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+ and/or C in any combination 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 they should be retained within the program. **MSA Students meet criteria for separation if any of the following occur:**
   a. Receipt of a ‘W’ or ‘WF’ in any MSA course
   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)
   f. Unable to fulfill the mandatory program requirements for graduation due to an incident that prevents a student from doing so in a hospital or other clinical affiliate institutions
   g. Falsification of patient or clinical contact hours/experiences required for promotion or graduation
   h. Non-adherence to MSA program, School of Medicine, and/or university policies
   i. Failure to return to the program from an extended program absence or leave of absence
   j. Attitudinal problems or nonprofessional behavior
   k. Submission and acceptance of a leave of absence request

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.
   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
   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
   c. Repeat coursework deemed necessary by the COP may not exceed 20% of the total hours for the program of study, unless a petition is approved by the UMKC Dean of Graduate Studies, and
   d. Coursework deemed necessary by the COP must be completed at the student’s expense, and
   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 criteria 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. Completion of a minimum of 2000 clinical hours. Students are responsible for documenting clinical hours via the MSA program clinical tracking system, and  
   f. Completion of skill and goals requirements as described in the applicable student handbook.  
      Students are responsible for documenting required cases and skills via 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.

**Physician Assistant Program**

The COP’s decision 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, 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

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). The Committee on Progression has the authority to impose a probationary status beyond the customary reasons listed below at its discretion.  
   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, and  
      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
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 they should be retained within the program.

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

- a. Receipt of a ‘W’ or ‘WF’ in any MMSPA course
- 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.
- f. Non-adherence to MMSPA program, School of Medicine, and/or university policies
- g. Failure to pass the Summative Exam
- h. Failure to return to the program from an extended program leave or leave of absence
- i. Unable to fulfill the mandatory program requirements for graduation due to an incident that prevents a student from doing so in a hospital or other clinical affiliate institutions
- j. Attitudinal problems or nonprofessional behavior
- k. Submission and acceptance of a leave of absence request

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”.
   - 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.

---

**Biomedical and Health Informatics/Health Professions Education Programs:**

The COP’s decision for promotion, probation, separation, retention, and graduation for the Bioinformatics and Health Education programs are governed by the following criteria:
1. **Promotion** – students must maintain a 3.0 (B) grade-point average in all coursework taken for graduate credit at UMKC and must meet any additional academic requirements imposed by the department or Interdisciplinary Ph.D. discipline.

2. **Probation** – 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). The Committee on Progression has the authority to impose a probationary status beyond the customary reasons listed below at its discretion.

   a. Whenever the **cumulative** GPA for UMKC courses taken for graduate credit by a graduate student of any classification falls below 3.0, the student's status for the next term becomes: "On Probation - See principal graduate advisor." (Interdisciplinary Ph.D. students will be directed to consult their interim advisor or research advisor.) The principal graduate advisor, interim advisor or research advisor will review the student's progress and provide counsel, and the following conditions apply:
      
      i. While on probation, a graduate student must achieve a 3.0 **term** GPA in order to enroll for the following term.
      
      ii. A graduate student on probation who is not restored to good academic standing by the end of two successive regular semesters following the term in which the **cumulative** GPA fell below 3.0 will be declared ineligible to re-enroll (eligible for separation).
      
      iii. A graduate student on probation will not be restored to good standing until a **cumulative** graduate-credit GPA of at least 3.0 is achieved.

   b. Any student retained (avoiding separation) in the program regardless of current GPA is on probation.
      
      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 who meets criteria for separation is invited to appear before the COP to present reasons why they should be retained within the program. Students meet criteria for separation if any of the following occur:

   a. Failure to meet requirements for retention
   
   b. Failure to meet probationary stipulations
   
   c. When the department or school or Interdisciplinary Ph.D. supervisory committee, irrespective of a student's grade-point average, considers a graduate student's performance to be unsatisfactory
   
   d. Non-adherence to program, school, and/or university policies
   
   e. Failure to return to the program from an approved leave of absence or failure to enroll in coursework for 2 consecutive semesters (fall & spring) without an approved leave of absence.
   
   f. Attitudinal problems or nonprofessional behavior

4. **Graduation** - A student who has completed the recommended program of study and is compliant with the program, school, and university policies. Students may elect to fulfill either the degree requirements in effect at the time of their original admission (provided there has not been a lapse in attendance at UMKC of more than two consecutive terms) or the degree requirements in effect at the time of advisement into a planned graduate program of study.

   a. Students meet criteria for graduation if the following are achieved:
      
      i. Completion of the required program of study, and
      
      ii. Final GPA at the time the degree is conferred (graduate certificates, masters and PhD degrees) must be 3.0 or higher for courses completed on the plan of study, and
      
      iii. 80% of program of study hours completed with a 3.0 (B) or higher, and
      
      iv. No 5000 level or higher graduate course grade of C- or lower may count toward the degree, and
v. No course at the 300- or 400-level taken on a credit/no credit basis and no 300- or 400-level course with a grade below B- (2.7) may count toward the degree.

vi. Exceptions to the above policies require a petition signed by the student's advisor and the Dean of the School of Graduate Studies.

b. Thesis and dissertation students must also meet the following requirements:
   i. Must follow the established format regulations for theses and dissertations (T/Ds) at UMKC, set by the School of Graduate Studies, guided by the Graduate Officers Committee. [http://sgs.umkc.edu/current-students/thesis-dissertation-guidelines](http://sgs.umkc.edu/current-students/thesis-dissertation-guidelines)
   ii. Approval of the T/D by the degree candidate's supervisory committee, which may include completing a Master's Pre-Oral Defense or Doctoral Dissertation Pre-Oral Defense and a final T/D defense of the work. These steps require specific forms to be submitted to School of Graduate Studies.
   iii. Submission of final appropriately formatted T/D to School of Graduate Studies and notice of SGS Review and Certification of Acceptance of T/D provided to department.

c. Completing the degree recommendations does not automatically result in conferral of the degree. Please refer to UMKC Catalog for further graduation requirements.
   i. Students must be enrolled in at least 1 credit hour during the semester degree is awarded.

Students must request that the University review their academic record and certify that degree requirements have been met. To make this request, students must file applications for graduation with the registrar no later than the end of the fourth week of the semester in which the degrees will be completed. Students must complete graduation application during semester degree is awarded

Part IV: 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, they:

1. Shall be notified that they 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, Associate Dean for Student Affairs, and Assistant Dean for Graduate Health Professions.

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 their 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 decision for either retention or dismissal. If the decision of the Committee on Progression is for retention, the decision is forwarded to the Graduate Council. If the decision of the Committee on Progression is for dismissal, the student is notified that the decision will be reported at the next scheduled Graduate Council meeting and should the CoP decision 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 they wish to appeal the decision. The student is informed an appeal should include new information or mitigating circumstances to cause the Graduate Council to overturn the Committee on Progression decision.

At the first scheduled Graduate Council meeting following the Committee on Progression meeting the Graduate Council reviews the decision from the Committee on Progression and determines whether to overturn or sustain CoP’s decision. If the Graduate Council makes a determination to overturn CoP’s decision for dismissal, 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 CoP’s decision for dismissal, the student may:

1. Choose to forfeit their right to appeal, or
2. Immediately exercise their right to appeal to the determination to the Graduate Council

If the student chooses to forfeit their right to appeal, the Committee on Progression decision for dismissal remains upheld by the Graduate Council and is final.

If the student chooses to appeal, then they have 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 their 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 their 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 their 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 decision 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 their 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 decision from the Committee on Progression. If the Graduate Council makes a determination to overturn the decision for dismissal from the Committee on Progression and its own earlier determination to sustain said decision, 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 decision for dismissal from the Committee on Progression and its own earlier determination to sustain said decision, 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.

**Professional Behavior Evaluation**
The Professional Behavior Evaluation form will be used to report exceptionally commendable or particularly deplorable professional behavior in a graduate student. Completed forms are submitted to the Committee on Progression, which upon receipt of a completed report will place the report on the agenda of the next Committee meeting. The Committee may solicit input from the evaluator, witnesses and the evaluated person. Any action recommended by the Committee will be forwarded to the Graduate Council. The student being evaluated will be notified of such action in a timely fashion. Notification will also be forwarded to the Associate Dean for Student Affairs and the Assistant Dean for Graduate Health Professions. The Committee on Progression may also refer the report to the Honor Council as appropriate.

**Program Absences**
Students are responsible for all content, assignments, exams, and other course requirements missed during any type of absence. Short-term 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.

**Short-Term Absence (Anesthesiologist/Physician Assistant Programs)**
A short-term absence is considered an absence from the program for a period not to exceed 14 consecutive weekdays in the didactic phase. Please see the individual policies for the MMSPA & MSA clinical phase students. Should a request for a Short-Term Absence not be approved by the program director, it will be forwarded for recommendation to the Committee on Progression.

**MSA Clinical Phase:**
Short-Term Absences for students in the MSA program clinical phase cannot exceed 21 consecutive days.

**MMSPA Clinical Phase**
Students in the MMSPA program clinical phase who take a Short-Term Absence of longer than 5 consecutive weekdays will be required to complete the rotation at a later date, which will result in an extension of their program of study.
Leave of Absence (All Graduate Health Professions Programs)
A leave of absence is a period of time that is not eligible for or approved as a short-term absence. During a leave of absence, a student is not participating in the requirements of their 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 (Anesthesiologist/Physician Assistant Students)
All students must complete the didactic phase in a consecutive manner, as outlined in the Program of Study. Students granted a leave of absence are required to attend a Status Review prior to their return to the program. At this status review, students should present on the circumstances around their leave of absence, what they have done during the course of their leave, and their plans to ensure a successful return to the program. The Committee on Progression will consider the following actions at status reviews as a result of a leave of absence during the didactic phase:
1. Accept the student’s return to the program. Completion of program requirements may require an extension of the program of study at the student’s expense.
2. Accept the student’s return to the program and require that the student join the next matriculating class
3. Deny the student’s return and separate (dismiss) the student from the program

Clinical Phase (Anesthesiologist/Physician Assistant Students)
Students granted a leave of absence are required to attend a Status Review prior to their return to the program. At this status review, students should present on the circumstances around their leave of absence, what they have done during the course of their leave, and their plans to ensure a successful return to the program. The Committee on Progression will consider the following actions at status reviews as a result of a leave of absence during the clinical phase:
1. Accept the student’s return to the program. Completion of program requirements may require an extension of the program of study at the student’s expense.
2. Accept the student’s return to the program and require that the student join the next matriculating class.
3. Deny the student’s return and separate (dismiss) the student from the program.

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

The Committee on Progression allows for the following types of leave:
- Personal
- Medical
- Emergency
- Administrative

Personal Leave (All Graduate Health Professions Programs)
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 their 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 they are 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 their Student Affairs Education Coordinator and Program Director.
2. The student reads and completes their 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 their UMKC email address and keep in contact with their 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 (Anesthesiologist/Physician Assistant Students)
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 their 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 physician or therapist that has provided ongoing care through the leave of absence 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 office 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 their UMKC email address and keep in contact with their 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 office 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 (Anesthesiologist/Physician Assistant Students)
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 office.
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 office, 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 their UMKC email address and keep in contact with their 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 office, 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 (Anesthesiologist/Physician Assistant Students)
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 they are 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 they meet 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 their UMKC email address and keep in contact with their 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 Graduate Health Professions Programs/School of Medicine
A student withdrawing from an Graduate Health Professions Program within the School of Medicine must:
1. 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 Graduate Health Professions or their designee.
2. 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.
3. 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. 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. Graduation applications are due by the 4th week of the semester the student is graduating in.
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 – Student Resources
Appendix 1

STUDENT RESOURCES
Office of Student Affairs
   Brenda Rogers, MD, Associate Dean: (816) 235-1782
   Cary Chelladurai, EdD, Assistant Dean: (816) 235-1951
   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, Equity and Inclusion: (816) 235-1780
   Tyler Smith, MD, MPH, Associate Dean
   Doris Agwu, MPH, Assistant Dean
   Serves as the school’s central division for diversity initiatives, including community engagement, recruitment, facilitation of entry, inclusion, 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:

   Paul Cuddy, PharmD, Vice Dean, Chair for the Coordinating Committee (816) 235-1803
   Julie Banderas, PharmD, Assistant Dean of Graduate Health Professions (816) 235-5249
I. Preamble
Health care professionals are characterized by: 1) a prolonged specialized training in a body of knowledge and skills; 2) ethical principles; 3) a service orientation; and 4) judgment. These professions determine their own standards of education, training, licensure, and practice, and have long subscribed to a body of ethical statements developed primarily for the benefit of the patient. As a potential future member of these professions, a student must recognize responsibility and an obligation not only to patients, but also to society, other health care professionals, and self to behave in a manner compatible with the health care profession's standards of conduct.

One of the goals of a medical school is to educate a student during the transition to a professional life. The University of Missouri-Kansas City ("UMKC") School of Medicine has an obligation to evaluate our students pursuing the M.D. and other health professions degrees administered by the School of Medicine as thoroughly as possible for their cognitive abilities, their academic and professional knowledge and skills, their integrity, and their suitability for the practice of their health care professions. Accordingly, the Standards of Professional Conduct detailed in this document have been developed to guide the pre-professional behavior of students in health professions degree programs of UMKC School of Medicine, and to prepare the students to meet the ethical standards of these professions.

All students in the UMKC School of Medicine, including students enrolled in either the M.D. or graduate health professions programs involving direct patient care, are subject to the jurisdiction of the Standards of Professional Conduct and Honor Council Procedures for Violations of the Standards of Professional Conduct upon enrollment. The presentation of these documents shall be an integral part of the orientation of newly accepted students at UMKC School of Medicine.

II. UMKC School of Medicine Standards of Professional Conduct
A. Professional Integrity
  1. Honesty
     A student shall deal honestly with people including, but not limited to, colleagues, instructors, representatives of the University, patients, attending physicians, and other members of the health care team. Students are expected to demonstrate honesty and integrity in all aspects of their interactions with patients and staff — particularly in assuring accuracy and completeness of their documentation in medical records. The student shall be willing to admit errors and must not mislead others or promote himself/herself at the patient's expense. Students shall strive to report, by utilizing the Honor Council Procedures for Violations of the Standards of Professional Conduct, those students who violate these Standards of Professional Conduct ("Standards").

     The basic principle underlying all research is honesty. Scientists and students who participate in research have a responsibility to provide research results of the highest quality; to gather facts meticulously; to keep impeccable records of work done; to interpret results realistically, not forcing them into preconceived molds or models; and to report new knowledge through appropriate channels. Co-authors of research reports must be sufficiently acquainted with the work of their co-workers so they can personally vouch for the integrity of the study and validity of the findings, and must have been active in the research itself.
In all cases of academic dishonesty, the instructor shall make an academic judgment about the student’s grade on that work and in that course. The instructor shall also report the alleged academic dishonesty to the Chair of the Honor Council.

Examples of academic dishonesty include, but are not limited to, the following:

**Cheating** — 1) use of any unauthorized assistance including, but not limited to, notes, textbooks, unauthorized electronic devices or prohibited internet resources, in taking quizzes, tests, or examinations; 2) dependence upon the aid of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; 3) acquisition or possession without permission of tests or other academic material belonging to a member of the University faculty or staff; 4) in any way giving assistance to others who are participating in any of the three preceding types of behavior; 5) falsifying attendance records or other official documents; or 6) submitting the same paper, project, or document for a grade or credit in multiple courses.

**Plagiarism** — 1) use by paraphrase or direct quotation of the published or unpublished work of another person without fully and properly crediting the author with footnotes, citations or bibliographical reference; 2) unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials; or 3) unacknowledged use of original work/material that has been produced through collaboration with others without release in writing from collaborators. The detection may involve the use of commercially available software.

**Sabotage** — unauthorized interference with, modification of, or destruction of the work or intellectual property of another member of the University community.

Examples of dishonesty related to clinical practice include, but are not limited to, the following:

**Falsification of Patient’s Medical Record** — writing progress notes regarding the patient’s status that are false including, but not limited to, clinical observations or results in the patient’s chart when the student has not seen or evaluated the patient, or using incorrect times of data entry.

**Falsification of Patient’s Medical Information** — reporting medical information such as physical examination findings, lab values, test results, and any other relevant patient information to other students, residents, attending physicians, preceptor, the patient, the patient’s family, or other relevant medical personnel that has been fabricated by the student.

2. **Responsibility**

A student must acquire competencies with the appropriate concepts, knowledge, and skills which the faculty determines to be essential. These competencies shall be utilized to care for the sick and to promote the health and welfare of society. A student shall recognize a responsibility to participate in activities contributing to an improved community.

Students in the care of patients must not be harmful, dangerous, or negligent to the mental or physical health of a patient or the public. Negligent means the failure to use that degree of skill and learning ordinarily used under the same or similar circumstances by other students.

Students must pay tuition and other University fees, such as the medical equipment or disability fees, on time. Students must complete required forms of evaluation, degree forms, examination applications, etc. on time.

Students must be familiar with and follow the rules and regulations of UMKC School of Medicine, the University, and the applicable health care professional organizations. Students shall be familiar with and comply with the policies and procedures of clinical sites where they are assigned.

While the University and UMKC School of Medicine are committed to the rights of students to free expression, they also have the right to restrict certain conduct which violates the law or University policy, or otherwise directly interferes with the functioning of the University or UMKC School of Medicine and/or its clinical affiliates. Students are expected to be knowledgeable of and comply with the limits on free expression as set forth in the University “Commitment to Free Expression,” available at [https://freespeech.missouri.edu/commitment-to-free-expression/](https://freespeech.missouri.edu/commitment-to-free-expression/).
Students shall be responsible in their use of personal and professional social media accounts. “Social media” includes any electronic communication or networking using an online service, platform, or site to share information, ideas, personal messages, images, photographs, or other content including, but not limited to, emails, Facebook, Twitter, LinkedIn, YouTube, Snapchat, Instagram, GROUPME, TikTok, Reddit, Tumblr, and blogs. Students shall use appropriate judgment and be respectful and professional in all social media communications. Information shall be truthful and not misleading or deceptive. Content on social media is considered to be published material and therefore must comply with Federal copyright laws.

B. Professional Behavior

1. Prohibition Against Discrimination, Harassment, and Sexual Misconduct

A student shall be dedicated to providing supervised, competent health care services with compassion, respect for human dignity, and without discrimination.

It is against University regulations to discriminate on the basis of race, color, religion, pregnancy, sex, sexual orientation, gender identity, gender expression, ancestry, national origin, age, disability, protected veteran status, or any other status protected by applicable State or Federal law. The University has an AIDS policy statement consistent with Missouri law that prohibits discrimination against persons with AIDS, AIDS Related Complex ("ARC"), or who are HIV positive.

Students shall not harass, discriminate against, or engage in sexual harassment, sexual discrimination, or sexual misconduct with any other individual, either in person or on social media.

2. Representation

A student shall accurately represent himself/herself to others including, but not limited to, colleagues, instructors, representatives of the University, patients, attending physicians, and other members of the health care team.

Examples of misrepresentation include, but are not limited to, the following:

a. A student shall never use the title of “Doctor” or M.D., as this clearly misrepresents the student’s position, knowledge, and authority.

b. Use of fraud, deception, lies, or bribery in securing any certificate of registration or authority, diploma, permit or license issued, or in obtaining permission to take any examinations.

c. Impersonation of any person holding a certificate of registration or authority, permit, license or allowing any person to use his/her certificate of registration or authority, permit, license, or diploma from any school.

d. Forgery, alteration, or misuse of a patient's medical records or knowingly furnishing false information to the health care team and/or professional organizations.

Representations on social media shall accurately reflect that any opinions voiced are those of the student and the student is not speaking on behalf of the University, or UMKC School of Medicine and/or its clinical affiliates.

3. Confidentiality and Privacy

A student shall respect the rights of patients, colleagues, and other health care professionals, and shall safeguard the confidentiality and privacy of patient communications and protected health information within the constraints of the law. The patient’s right to privacy in regard to his/her medical record, which includes privacy of personal and social history, is a fundamental tenet to health care.

The discussion in public of the problems of an identified patient, without the patient's permission, by students violates patient confidentiality and privacy laws and is unethical. Under no circumstances can any medical record be removed from an institution. Copying of the entire medical record is never permitted for presentations or rounds; students are permitted to extract information, but not copy "wholesale" parts of a medical record. Names and any other identifiers of patients should be omitted from any documents used for these presentations.

Any protected health information of patients, or any patient identifiers, hospital room numbers, or photographs of patients or their hospital or clinic rooms shall not be posted on social media.

4. Disclosures of Information
While the student is a member of the health care team and under faculty supervision, a student shall continue to study, apply, and advance scientific knowledge, make relevant information available to patients, colleagues, and the public, obtain consultation, and use the talents of other health care professionals when indicated.

Sharing of health information appropriately with a patient and colleagues involved in the care of the patient is a fundamental ethical requirement. The patient must be well informed to make health care decisions and work intelligently in partnership with the health care team. Information that the patient needs for decision making shall be presented in terms the patient can understand. If, for some reason, the patient is unable to comprehend information, there shall be disclosure to the patient’s authorized representative. Failure of a student to share health information relevant to a patient with the patient and colleagues involved in the care of the patient is unethical. Providing inaccurate health information with these individuals is also unacceptable.

Students are prohibited from communicating with patients and/or their authorized representatives or family members on social media. Any conversations regarding specific patient health care conditions, treatments, or particular processes in a clinical setting can be mutually beneficial for the professional community; however, these must only occur without identifying patients and when using professional social media sites that maintain the privacy and security of communications with registered users.

5. **Assessment of Personal Competence (Self-Evaluation)**
   Students shall seek consultation and supervision whenever their ability to play their role in the care for a patient is inadequate because of lack of knowledge or experience.

   Students are expected to respond to constructive criticism by appropriate modification of behavior.

   It is unacceptable for a student to attempt procedures or to prescribe therapies without supervision.

6. **Professional Demeanor, Appearance, and Communications**
   The student is expected to be thoughtful and professional when interacting with patients and their families, attending physicians, preceptors, supervising residents, and other students, and whenever his/her behavior may influence adversely the judgments of others about UMKC School of Medicine and/or its clinical affiliates, or the University. Students shall comply with the code of ethics for their applicable health care profession both on campus and at clinical affiliates, by conduct and speech, and when using social media.

   Students shall maintain a neat and clean appearance, and dress in attire that is generally accepted as professional by the patient populations served and in compliance with any policies of clinical affiliates.

   Inappropriate behaviors may include, but are not limited to, either in person or on social media: 1) the use of offensive, vulgar, lewd, obscene, profane, or unprofessional language, gestures, images, or videos; or 2) cyberbullying. Any conduct or speech that materially and substantially interferes with the educational process of other students or violates the rights of others is prohibited.

   Attempting, directly or indirectly, by way of intimidation, coercion or deception, to obtain or retain a patient or discourage the use of a second opinion or consultation is not appropriate.

7. **Informed Consent**
   Students are to understand the obligations of health care professionals to obtain informed consent from patients, but students are not responsible for obtaining consent. It is the responsibility of health care professionals to ensure that the patient or his/her surrogate be appropriately informed as to the nature of the patient's medical condition, the objectives of proposed treatments, treatment alternatives, and risks involved. The patient's or surrogate’s consent must be obtained without coercion.

8. **Avoidance of Conflicts of Interests**
   If a conflict of interest arises, in which the student has competing interests or loyalties that could potentially undermine their ability to act in an impartial manner, the student will disclose this information as soon as possible through the appropriate channels. For example, gifts, hospitality, or subsidies offered by manufacturers and distributors of medical and pharmaceutical equipment/goods shall not be accepted if acceptance would influence the objectivity of clinical judgment.

9. **Appropriate Conduct with Patients**
The student will demonstrate respect for others, act without discrimination, treat patients politely and considerately, respect their views, respect their privacy and right to confidentiality. The student will communicate effectively and appropriately, and will understand, accept, and agree to be bound by the principle of confidentiality of patient data, and also of information concerning staff and fellow students. The student will not engage in romantic, sexual, or other non-professional behaviors with a patient — even upon the apparent request of a patient — while the student is involved with the patient’s care. Any involvement or communications with former patients must meet the professional standards of conduct of the student, and shall not breach the patient’s right of privacy of protected health information.

10. Awareness of Impairments
The student will not use alcohol or drugs or practice while under a physical or mental health condition if such impairs his/her ability to perform the work of the profession or results in compromised patient care. It is also the responsibility of every student to strive to protect the public from an impaired colleague and to assist that colleague whose capability is impaired because of alcohol or drug use, or a physical or mental health condition. Students are strongly encouraged to self-report and/or seek assistance if they are aware of any potential self-impairment. Additionally, any student who displays signs of impairment should be reported by a peer or UMKC School of Medicine faculty or staff member. Any retaliation against a student for good faith reporting of a peer suspected of impairment shall constitute a violation of professional conduct.

11. Civility with Colleagues
Professional relations among all members of the medical community shall be marked by civility. Scholarly contributions shall be acknowledged and each person shall recognize and facilitate the contributions of others to this community; slanderous comments and acts are not acceptable. Students shall deal with professional, staff, and peer members of the health care team in a considerate manner and with a spirit of cooperation.

It is unethical and harmful for a student to disparage, in person or on social media, without sufficient evidence, the professional competence, knowledge, qualifications, or services of a colleague to anyone. It is also unethical to imply without reliable evidence — by word, gesture, or deed — that a patient has been poorly managed or mistreated by a colleague.

12. Duty To Teach
It is incumbent upon students entering health care professions to teach other students what they know of the science, art, and ethics of their professions. It also includes communicating clearly and teaching patients so that they are properly prepared to participate in their own care and in the maintenance of their health.

III. The University of Missouri Standard of Conduct for Students
In addition to the conduct detailed above, a student is subject to the University of Missouri Standard of Conduct for Students, as administered by the UMKC Office of Student Conduct and Civility in the Division of Student Affairs, in Section 200.010. of the Collected Rules and Regulations of the University (http://www.umsystem.edu/ums/rules/collected_rules/programs/ch200/200.010_standard_of_conduct). Students in the UMKC School of Medicine may be subject to discipline by either the UMKC Office of Student Conduct and Civility or the Honor Council, or by the Title IX Coordinator in the Office of Affirmative Action for allegations related to sexual discrimination. A student will not be subject to discipline for the same violation by multiple entities. The Honor Council, the Office of Student Conduct and Civility, and the Office of Affirmative Action may share information about possible violations to determine which entity will handle the matter, and about violations that have been substantiated.

As of February 7, 2017, conduct for which students are subject to sanctions falls into the following categories:

1. Academic dishonesty, including, but not limited to, as cheating, plagiarism, or sabotage. The Board of Curators recognizes that academic honesty is essential for the intellectual life of the University. Faculty members have a special obligation to expect high standards of academic honesty in all student work. Students have a special obligation to adhere to such standards. In all cases of academic dishonesty, the instructor shall make an academic judgment about the student’s grade on that work and in that course. The instructor shall report the alleged academic dishonesty to the Primary Administrative Officer.
2. Forgery, alteration, or misuse of University documents, records or identification, or knowingly furnishing false information to the University.
3. Obstruction or disruption of teaching, research, administration, conduct proceedings, or other University activities, including its public service functions on or off campus.
4. Physical abuse or other conduct which threatens or endangers the health or safety of any person.
5. **Stalking** another by following or engaging in a course of conduct with no legitimate purpose that puts another person reasonably in fear for one’s safety or would cause a reasonable person under the circumstances to be frightened, intimidated or emotionally distressed.

6. **Violation of the University’s Equal Employment/Education Opportunity Policy and Statement of Nondiscrimination** in Section 600.010 of the Collected Rules and Regulations. Discrimination is prohibited on the basis of race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, and any other status protected by applicable State or Federal law.

7. **Violation of the University’s Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy in Section 600.0020 of the Collected Rules and Regulations.** These violations include:
   a. **Sex Discrimination.** Sex discrimination is conduct that is based upon an individual’s sex, pregnancy, gender identity, or gender expression that adversely affects a term or condition of the individual’s employment, education, living environment, or participation in a University activity. Sexual harassment, sexual misconduct, sexual exploitation, stalking on the basis of sex, and dating/intimate partner violence are forms of sex discrimination which are prohibited under this policy.
   b. **Sexual Harassment.** Sexual harassment is defined as:
      1. Unwelcome sexual advances or requests for sexual activity by a person or persons in a position of power or authority to another person, or
      2. Other unwelcome verbal or physical conduct of a sexual nature by a person to another person, when:
         a. Submission to or rejection of such conduct is used explicitly or implicitly as a condition for academic or employment decisions; or
         b. Such conduct creates a hostile environment by being sufficiently severe or pervasive or objectively offensive that it interferes with, limits or denies the ability to participate in or benefit from the University’s educational programs, activities, or employment.
   c. **Sexual Misconduct.** Sexual misconduct includes: 1) Nonconsensual sexual intercourse; 2) Nonconsensual sexual contact involving the sexual touching of a body part (i.e., the lips, genitals, breast, anus, groin, or buttocks of another person) or the nonconsensual sexual touching of another with one’s own genitals, whether directly or through the clothing; 3) Exposing one’s genitals to another under circumstances in which one should reasonably know that the conduct is likely to cause affront or alarm; or 4) Sexual exploitation.
   d. **Stalking on the Basis of Sex.** Stalking on the basis of sex is following or engaging in a course of conduct on the basis of sex with no legitimate purpose that puts another person reasonably concerned for his or her safety or would cause a reasonable person under the circumstances to be frightened, intimidated or emotionally distressed.
   e. **Dating/Intimate Partner Violence.** Violence, threats of violence, intimidation, or act of coercion committed by a person who is or has been in a social relationship of a romantic or intimate nature with the recipient of the violent behavior.
   f. **Sexual Exploitation.** Sexual exploitation occurs when one person takes nonconsensual or abusive sexual advantage of another person for one’s own advantage or benefit or for the advantage or benefit of anyone other than the person being exploited and which behavior does not constitute any other form of sexual misconduct. Examples of sexual exploitation include, but are not limited to, the following activities done without the consent of all participants:
      1. Invasion of sexual privacy;
      2. Prostituting another person;
      3. Taping or recording of sexual activity;
      4. Going beyond the boundaries of consent to sexual activity (letting your friends hide to watch you engaging in sexual activity);
      5. Engaging in voyeurism;
      6. Knowingly transmitting an STI, STD, venereal disease or HIV to another person;
      7. Inducing another to expose their genitals;
      8. Nonconsensual distribution of intimate images; or
      9. Use or distribution of drugs or alcohol with the intent to facilitate sexual contact without consent (i.e., predatory drugs or alcohol).
   g. **Retaliation.** Retaliation is any adverse action taken against a person because of that person’s participation in protected activity. The University strictly prohibits retaliation against any person for making any good faith report to a Title IX Coordinator or for filing, testifying, assisting, or participating in any investigation or proceeding involving allegations of sex discrimination, sexual harassment or sexual misconduct.
   h. **False Reporting.** False reporting is making an intentional false report or accusation in relation to this policy as opposed to a report or accusation, which, even if erroneous, is made in good faith.
8. **Threatening or Intimidating Behaviors**, defined as written or verbal conduct that causes a reasonable expectation of injury to the health or safety of any person or damage to any property or implied threats or acts that cause a reasonable fear of harm in another.

9. **Participating in attempted or actual taking of, damage to, or possession without permission of property of the University or of a member of the University community or of a campus visitor.**

10. **Unauthorized possession, duplication or use of keys to any University facilities or unauthorized entry to or use of University facilities.**

11. **Violation of University policies, rules or regulations or of campus regulations** including, but not limited to, those governing residence in University-provided housing, or the use of University facilities, or student organizations, or the time, place and manner of public expression.

12. **Manufacture, use, possession, sale or distribution of alcoholic beverages or any controlled substance without proper prescription or required license or as expressly permitted by law or University regulations**, including operating a vehicle on University property, or on streets or roadways adjacent to and abutting a campus, under the influence of alcohol or a controlled substance as prohibited by law of the state of Missouri.

13. **Disruptive conduct**. Conduct that creates a substantial disruption of University operations including obstruction of teaching, research, administration, other University activities, and/or other authorized non-University activities that occur on campus.

14. **Failure to comply with directions of University officials acting in the performance of their duties.**

15. **The illegal or unauthorized possession or use of firearms, explosives, other weapons, or hazardous chemicals.**

16. **Hazing**, defined as an act that endangers the mental or physical health or safety of a student, or an act that is likely to cause physical or psychological harm to any person within the University community, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failing to intervene to prevent, failing to discourage, and/or failing to report those acts may also violate this policy.

17. **Misuse of computing resources in accordance with University policy** including, but not limited to:
   a. Actual or attempted theft or other abuse;
   b. Unauthorized entry into a file to use, read, or change the contents, or for any other purpose;
   c. Unauthorized transfer of a file;
   d. Unauthorized use of another individual's identification and password;
   e. Use of computing facilities to interfere with the work of another student, faculty member, or University official;
   f. Use of computing facilities to interfere with normal operation of the University computing system; and
   g. Knowingly causing a computer virus to become installed in a computer system or file.

Honor Council Procedures for Violations of the Standards of Professional Conduct
Approved by the University of Missouri Board of Curators: December 1994; revised January 31, 2013; revised September 2020

I. Jurisdiction of the Honor Council
The Honor Council shall have the authority to address incidents of alleged violations by University of Missouri-Kansas City ("UMKC") School of Medicine students enrolled in either the M.D. or graduate health professions programs involving direct patient care of the UMKC School of Medicine Standards of Professional Conduct ("Standards"), whether such violations occur on the Volker campus or in classes or clinical experiences at affiliated hospitals and clinics through the UMKC School of Medicine. The Standards identify areas of conduct which are judged unacceptable for students either who are in or aspire to a health care profession. The Standards and Honor Council Procedures for Violations of the Standards of Professional Conduct ("Procedures") are published documents of UMKC School of Medicine and have been approved by the University of Missouri Board of Curators. When a student has been charged with one or more violations of these Standards ("Respondent"), the Honor Council shall adhere to the following Procedures. The Honor Council shall have the authority to recommend sanctions upon a Respondent appearing before the Honor Council. The disciplinary proceedings described are not to be construed as judicial trials. Care shall be taken, however, to comply as fully as possible with the spirit and intent of these Procedures.

II. Organization of the Honor Council
A. Composition
The Honor Council voting members shall consist of the Chair, six faculty/staff members (1 Docent, 1 Basic Scientist, 2 Clinical Scientists, 1 Humanities/Social Sciences representative, and 1 Graduate faculty member), and two student members (1 Years 3-6 and 1 graduate student). Four members constitute a quorum. Nonvoting Honor Council staff who assist the Chair in investigations and generation of reports may be present at the hearings to take minutes or assist with the hearing.

B. Eligibility and Appointment
The Chair, faculty/staff, and student members shall be appointed to the Honor Council by the Dean of UMKC School of Medicine.

C. Chair
The Chair shall count as one member of the Honor Council and shall be entitled to vote on all matters before the Honor Council.

D. Time of Appointment and Term of Office
The Chair and faculty/staff members of the Honor Council shall serve for the duration of their appointments. The student members of the Honor Council shall serve for one year.

A student is ineligible to continue as a member of the Honor Council if he/she is placed on academic or disciplinary probation, or if for any other reason his/her continued membership on the Honor Council may not be in the best interest of UMKC School of Medicine as determined by the Dean of UMKC School of Medicine.

III. Procedures for Report of Violation, Investigation, Informal Disposition, and Notice
A. Report of Violation
An alleged violation of the Standards should be reported to the Chair of the Honor Council, or his/her designee, as soon as possible after discovery of the incident. Reports may be made in person or by webform or email.

B. Preliminary Procedures and Investigation
The Chair of the Honor Council or his/her designee shall investigate any reported student misconduct and determine whether any violation(s) of the Standards occurred. The reporter may be requested to meet with the Chair or his/her designee to discuss the alleged violation.

The Chair is responsible for notifying the Respondent by UMKC email of the alleged violation prior to the commencement of the investigation. In addition, the Respondent shall receive a copy of these Procedures as an attachment to the email notice. The Chair shall meet with the Respondent to allow the Respondent the opportunity to respond to the alleged violation.
After conducting an investigation, if the Chair determines that a violation of the Standards has occurred, the Chair or his/her designee shall provide notice by UMKC email to the Respondent of the Respondent’s right to a hearing.

The Dean of UMKC School of Medicine or his/her designee may at any time temporarily suspend or deny readmission to a Respondent pending formal procedures when the Dean or his/her designee finds and believes from available information that the presence of the Respondent would seriously disrupt UMKC School of Medicine or constitute a danger to the health, safety, or welfare of members of the UMKC School of Medicine community.

C. Informal Disposition
The Chair shall have the authority to determine that a violation of the Standards did not occur and to impose an informal non-disciplinary disposition, and shall fix a reasonable time within which the Respondent shall accept or reject a proposed informal non-disciplinary disposition.

A failure of the Respondent either to accept or reject a proposed informal non-disciplinary disposition within the time fixed shall be deemed to be an acceptance of the informal non-disciplinary disposition and, in such event, the proposed informal non-disciplinary disposition shall become final upon expiration of such time.

If the Respondent rejects a proposed informal non-disciplinary disposition, it must be in writing and shall be forwarded to the Chair of the Honor Council.

The Chair may refer a matter to the Honor Council for formal investigation and hearing without first offering informal disposition.

D. Notice of Hearing
Upon completion of the investigation, when a violation of the Standards has been substantiated in the judgment of the Chair of the Honor Council, the Chair will schedule a formal hearing as soon as possible but no later than sixty (60) calendar days after receipt of the report of the alleged violation. A request for an extension may be made by the Chair to the Dean of UMKC SOM if there are extenuating circumstances that justify the delay of the hearing. The Dean of UMKC SOM shall determine whether an extension shall be granted and the length of any extension. Notice of an extension shall be provided to the Respondent by UMKC email.

The reporter of the violation, witnesses, and Respondent will be given written notice of the hearing by UMKC email. The Notice of Hearing shall describe the alleged violation and include the date, time, and place of the alleged violation. The Notice of Hearing shall also provide the date, time, and place of the hearing before the Honor Council, request for attendance of the parties involved, and a reference for the Respondent to the Rights of the Respondent which are outlined in these Procedures.

The Notice of Hearing shall be given at least seven (7) consecutive calendar days prior to the hearing, unless a shorter time is fixed by the Chair for good cause.

Any request for continuance shall be made in writing to the Chair who shall have the authority at his/her discretion to postpone the hearing if he/she determines the request is timely and made for good cause. The Chair shall notify the Honor Council members, the Respondent, the reporter, the witnesses, and any other relevant individuals of the new date, time, and location for the hearing.

If the Respondent fails to appear at the scheduled time, the Honor Council may hear and determine the matter in the Respondent’s absence.

IV. Procedures for Honor Council Hearing
A. Rights of the Honor Council
The Honor Council shall have the right to:
1. hear together cases involving more than one Respondent which arise out of the same act of misconduct, but in that event shall make separate findings and recommendations for each Respondent;
2. permit a stipulation of facts by the Honor Council member who performed the investigation and by the Respondent;
3. permit the incorporation in the record by a reference of any document, affidavit, or other material produced and desired in the record by UMKC School of Medicine or the Respondent;
4. question witnesses or review other evidence introduced by either UMKC School of Medicine or the Respondent at any time;
5. hear from the Chair about dispositions made in similar cases and any dispositions offered to the Respondent;
6. call additional witnesses or require additional investigation;
7. dismiss any action at any time or permit informal disposition as otherwise provided;
8. permit or require at any time, within a reasonable time as determined by the Honor Council, amendment of the Notice of Hearing to include new or additional matters which may come to the attention of the Honor Council before final determination of the case; provided, however, that in such event the Honor Council shall grant to the Respondent and/or UMKC School of Medicine such time as the Honor Council may determine reasonable under the circumstances to answer or explain such additional matters; and
9. dismiss any person from the hearing who interferes with or obstructs the hearing or fails to abide by the rulings of the Council Chair on any procedural question or request of the Chair for order.

B. Rights of the Respondent
The Respondent shall have the right to:
1. submit a written response to the alleged violation outlined in the Notice of Hearing before the scheduled hearing is to commence;
2. request in advance of the scheduled hearing a review of any materials contained in the Respondent’s hearing file;
3. submit a written request for the identities of witnesses to be called to testify before the Honor Council;
4. be present at the hearing;
5. have an adviser or attorney appear with him/her and to consult with such an adviser or attorney during the hearing; however, the adviser/attorney will not be allowed to question witnesses and/or members of the Honor Council;
6. hear or examine evidence presented to the Honor Council;
7. question witnesses present who are testifying at the hearing;
8. present evidence by witness, affidavit, written report, other memoranda, photographs, drawings, and any other relevant evidence the Respondent desires;
9. make any statement to the Honor Council in mitigation or explanation of the conduct in question;
10. not respond to questions during the hearing;
11. be informed in writing of the findings and recommendations of the Honor Council; and
12. appeal the final decision to the UMKC Chancellor, as herein provided.

C. Rights of Witnesses
Witnesses shall be notified of the scheduled time, date, and location of the hearing. Witnesses shall bring with them whatever documentation is requested. Failure of a student witness to appear, without good cause, is a violation of the Standards.

D. Record of Hearing
All proceedings of the Honor Council are to be held in the strictest confidence by the members and all other persons involved. The hearings shall be recorded, either by audio, video, digitally, or stenographically as determined by the Chair of the Honor Council, and shall serve as the official hearing record. The Notice of Hearing, hearing record including exhibits, and Final Report of the Honor Council shall become the “Record of the Case.” The Record of the Case shall be scanned and stored electronically with limited access. The Record of the Case shall be accessible at reasonable times and places to the University, UMKC School of Medicine, and the Respondent for the purposes of review or appeal. All requests for access to the Record of the Case shall be made to the Chair or Coordinator of the Honor Council.

E. Conduct of the Hearing
The Chair of the Honor Council shall preside at the hearing, call the hearing to order, call the roll of the Honor Council members in attendance, ascertain the presence or absence of the Respondent, read the Notice of Hearing, verify the receipt of the Notice of Hearing by the Respondent, report any continuances requested or granted, establish the presence of any adviser or attorney of the Respondent, call to the attention of the Respondent and the adviser/attorney any special or extraordinary procedures to be employed during the hearing, and permit the Respondent to make suggestions of or objections to any procedures for the Honor Council to consider.

The Respondent may also invite guests to the hearing. In advance of the hearing, the Respondent shall provide the Chair of the Honor Council with signed UMKC SOM Forms, “FERPA: Access to Student Records,” for each adviser/attorney and guest who will be present at the hearing. Without such signed Form, the person will not be permitted to attend the hearing.

All requests to address the Honor Council shall be addressed to the Chair. The Chair will rule on all requests and points of order and may consult with Honor Council's legal adviser prior to any ruling. The Chair’s ruling shall be final, and all participants shall abide thereby, unless the Chair shall present the question to the Honor Council at
the request of a member of the Honor Council, in which event the ruling of the Honor Council by majority vote shall be final.

Rules of common courtesy and decency shall be observed at all times. An adviser or attorney may be permitted to address the Honor Council at the discretion of the Chair. An adviser or attorney may request clarification of a procedural matter or object on the basis of procedure at any time by addressing the Chair after recognition. Written statements may be submitted by any person to the Chair of the Honor Council either prior to or at the hearing.

Witnesses may only be questioned by the Honor Council members and the Respondent.

**Opening Statements:** 1) The Chair of the Honor Council or his/her designee shall make opening remarks outlining the general nature of the case and testify to any facts the investigation has revealed. 2) The Respondent may make an opening statement to the Honor Council about the alleged violation at this time or at the conclusion of UMKC School of Medicine's presentation.

**UMKC School of Medicine Evidence:** 1) UMKC School of Medicine witnesses are to be called by the Chair of the Honor Council and identified or written reports of evidence are introduced as appropriate. 2) The Honor Council may question the Respondent. 3) The Respondent may question a witness or examine evidence at the conclusion of UMKC School of Medicine's questioning of the witness or introduction of such evidence.

**Respondent Evidence:** 1) The Respondent shall have the opportunity to make a statement to the Honor Council about the alleged violation. 2) The Respondent may present evidence through witnesses or written memoranda. 3) The Honor Council may question a witness after the witness is questioned by the Respondent.

**Rebuttal Evidence:** The Honor Council may permit UMKC School of Medicine or the Respondent to offer a rebuttal of the other's presentation.

If it appears that essential testimony is unavailable, or that for other good cause the hearing should be deferred, the Chair of the Honor Council may continue, recess, or discontinue the hearing without prejudice.

**V. Determination of the Honor Council**

Following the hearing, the Honor Council shall promptly deliberate in closed session out of the presence of the Respondent. Determinations are to be made regarding both the validity of the alleged violation(s) and, if any violations are substantiated, the sanction(s) to be imposed.

**A. Violation of the Standards of Professional Conduct**

The Honor Council shall determine if the evidence presented in the hearing supports substantiation of a violation(s) of the Standards. The Honor Council may consult with other persons or examine other evidence prior to making a decision. Minutes of any meetings or any additional evidence shall be included in the “Record of the Case.” Each member of the Honor Council shall have a vote; however, the Chair shall only vote in the event of a tie vote. The Honor Council shall render a decision, by simple majority vote, of whether one or more violations has been committed by the Respondent. Each alleged violation, if there is more than one, shall be considered individually and/or collectively at the discretion of the Honor Council. The Honor Council shall recommend sanctions for any substantiated violations.

An oral presentation of the Honor Council's findings and recommendations is permitted following the hearing, but a written "Final Report of the Honor Council" that includes findings of fact and recommended sanctions shall be completed as soon as possible after the hearing. This Final Report of the Honor Council shall be submitted to the Respondent by UMKC email, the Coordinating Committee, the Dean of UMKC School of Medicine, and any UMKC School of Medicine faculty or staff involved in any required remediation.

**B. Sanctions**

The Honor Council shall determine the sanctions to be imposed, if any, based upon its deliberations. One of the following sanctions is to be recommended by means of simple majority vote of the Honor Council members. Where there are multiple violations, there can be separate sanctions for each violation or one sanction for all violations. Requirements for education and/or training, or referral to a UMKC School of Medicine Committee or other resource may be imposed on a Respondent irrespective of whether a violation of the Standards of Professional Conduct has been substantiated. Any such requirements do not constitute a sanction.
The sanctions include the following:

**No Sanction.** Given when the Respondent is not found in violation of any of the Standards of Professional Conduct.

**Warning.** A written reprimand that the Respondent has violated one or more Standards of Professional Conduct. A copy is to be placed in the Respondent's file. There is no prohibition on a student receiving more than one (1) warning; however, that fact that a student has received one or more warnings may be taken into account if there are any subsequent violations of the Standards. A warning is not a reportable action.

**Probation.** A written reprimand to the Respondent for one or more violations of the Standards of Professional Conduct that includes a designated period of time, the probability of more severe sanctions if the Respondent violates any other Standards of Professional Conduct during the probationary period, and subject to any appropriate terms or conditions, such as loss of privileges, restitution, and discretionary assignments. A disciplinary probation is a reportable action.

**Suspension.** An involuntary separation of the Respondent from UMKC School of Medicine for a specified period of time or until special conditions have been met, with a statement whether suspension should relate back to the date of the violation, begin at the time imposed, or begin at a date specified in the future. At the conclusion of the period of suspension, the Respondent is automatically returned to student status. Conditions for readmission may be specified. A disciplinary suspension is a reportable action.

**Dismissal.** An involuntary separation from UMKC School of Medicine for an indefinite period of time. The order of dismissal may specify a date before which the faculty will not consider a petition for readmission from the Respondent. A disciplinary dismissal is a reportable action.

**Expulsion.** Permanent separation of the student from UMKC School of Medicine. A disciplinary expulsion is a reportable action.

The above sanctions only apply to the status of the Respondent at UMKC School of Medicine. Any of the above actions that are reportable will be included on a Respondent's MSPE. Additionally, this information will be reported by UMKC SOM as needed on any future licensure certifications and verifications for the Respondent, and/or any official requests for information made from other UMKC entities. Respondents may also have an obligation to report sanctions on licensure or other applications.

**VI. Decision of the Coordinating Committee**
The Coordinating Committee, chaired by the UMKC Vice Dean for Academic Affairs and composed of members as detailed in the Bylaws of the Coordinating Committee, shall review the Final Report of the Honor Council. Each member of the Coordinating Council shall have a vote; however, the Chair of the Coordinating Council shall only vote in the event of a tie vote. After deliberation and careful consideration, the Coordinating Committee shall approve, by simple majority vote, one of the following actions: 1) to sustain the recommendations of the Honor Council; 2) to amend the recommendations of the Honor Council to another type of sanction; 3) to remand the Honor Council's recommendations for further consideration by the Honor Council; or 4) to reverse the Honor Council's recommendations.

The findings and determinations of the Honor Council and the Coordinating Committee shall be transmitted, to the Respondent by UMKC email and to the Dean of UMKC School of Medicine in writing, within seven (7) consecutive calendar days following the meeting of the Coordinating Committee where an action was approved.

**VII. Decision of the Dean of UMKC School of Medicine**
Upon receipt of the documents from the Honor Council and the Coordinating Committee, the Dean of UMKC School of Medicine shall review the Record of the Case and the approved action of the Coordinating Committee.

The Dean of UMKC School of Medicine will, within a reasonable amount of time, make a decision to affirm, amend, or reverse the Coordinating Committee's action, or remand the matter to the Coordinating Committee for further proceedings.

The Dean of UMKC School of Medicine shall notify the Respondent by UMKC email of his/her final decision. Copies of the notice to the Respondent will be sent to the Chair of the Honor Council and the Chair of the Coordinating Committee, and will be placed in the Respondent's file at UMKC School of Medicine and in the Record of the Case.
VIII. Right of Appeal

When a recommendation is made for a sanction(s) other than “none,” and this is upheld by the Dean of UMKC School of Medicine, or if a recommendation of “no sanction” is revised by the Dean to expulsion, dismissal, or suspension from UMKC School of Medicine, the Respondent may appeal such decision to the UMKC Chancellor or his/her designated representative by filing a written “Notice of Appeal” with the UMKC Chancellor within ten (10) consecutive calendar days after notification of the decision from the Dean. A copy of the Notice of Appeal will also be given by the Respondent to the Dean of UMKC School of Medicine at the time of filing with the UMKC Chancellor. The Respondent may file a written memorandum for consideration by the UMKC Chancellor with the Notice of Appeal. If the Respondent fails to timely file an appeal, the decision of the Dean of UMKC School of Medicine shall become final and effective on the eleventh calendar day after notice to the Respondent.

The UMKC Chancellor or his/her designated representative shall review the Record of the Case and the appeal documents and may affirm, reverse, or remand the case for further proceedings, and shall notify the Dean of UMKC School of Medicine and the Respondent in writing of the decision on the appeal. The action of the UMKC Chancellor shall be final unless it is to remand the matter for further proceedings. The decision of the Dean of UMKC School of Medicine shall be deemed effective on the eleventh calendar day after notice was given to the Respondent unless the matter is remanded by the UMKC Chancellor. Any final sanction will be forwarded to the UMKC Office of Student Conduct and Civility for information purposes.

In cases of suspension, dismissal, or expulsion where a Notice of Appeal is filed within the required time, a Respondent may petition the UMKC Chancellor in writing for permission to attend classes pending final determination of appeal. The Chancellor may permit a Respondent to continue in school under such conditions as may be designated pending completion of appellate procedures, provided such continuance will not disrupt the University or constitute a danger to the health, safety, or welfare of the University community. In such event, however, any sanction imposed shall be effective from the date of the action of the Dean of UMKC School of Medicine.

VIII. Amendments to the Standards of Professional Conduct or Honor Council Procedures for Violations of the Standards of Professional Conduct

Amendments to the Standards of Professional Conduct and/or Honor Council Procedures for Violations of the Standards of Professional Conduct may be proposed by petition of any twenty-five members of the student body, the Honor Council on its own motion, or the UMKC SOM Faculty. Any proposed amendments must be approved by the Honor Council, the Coordinating Committee, the Dean of UMKC School of Medicine, the UMKC Chancellor, and the University of Missouri Board of Curators.
POLICY ON STANDARDS OF CONDUCT FOR TEACHER/LEARNER RELATIONSHIPS

UMKC School of Medicine (SOM) is a community of professionals dedicated to education, patient care, and research. The SOM holds in high regard professional behaviors and attitudes, including altruism, integrity, respect for others and a commitment to excellence. The SOM community is committed to maintaining academic and clinical environments in which faculty, fellows, residents, students and staff can work together to further education and research, while providing the highest quality of ethical and compassionate care for patients at affiliated hospitals and clinics. As effective learning is best fostered in an environment of mutual respect between teachers and learners, mutual respect is expected; each member within the SOM community must be accepted as an individual and treated with respect and fairness. Diversity in background, outlook and interest is inherent, necessary and important in medical education and the practice of medicine. Although both teachers and learners bear responsibility for creating and maintaining these academic and clinical environments, teachers take on particular responsibility with respect to their evaluative roles relative to student work and with respect to demonstrating appropriate professional behaviors.

The term “teacher” is used broadly to include peers, GME trainees, full-time and volunteer faculty members, clinical preceptors, nurses, and ancillary support staff, as well as others from whom students learn. Graduate medical education trainees, of special note, are also “students” at the UMKC SOM.

GUIDING PRINCIPLES:

**Duty:** Medical educators/teachers have a duty to convey the knowledge and skills required for delivering the Medical profession’s standard of care and also to instill the values and attitudes required for preserving the medical profession’s social contract with its patients.

**Integrity:** Learning environments that are conducive to conveying professional values must be based on integrity. Students and residents learn professionalism by observing and emulating role models who epitomize authentic professional values and attitudes.

**Respect:** Respect for every individual is fundamental to the ethics of medicine. Mutual respect is essential for nurturing that ethic. Teachers have a special obligation to ensure students and residents are always treated respectfully.

RESPONSIBILITIES AND CONDUCT OF TEACHERS AND LEARNERS:

Teachers should:

- Treat students fairly and respectfully
- Maintain high professional standards in all interactions
- Be prepared and on time
- Provide relevant information in a timely fashion
- Provide explicit learning and behavioral expectations early in a course or clerkship
- Provide timely, focused, accurate and constructive formative feedback on a regular basis and thoughtful and timely evaluations at the end of a course or clerkship
- Display honesty, integrity and compassion
- Practice insightful (Socratic) questioning, which stimulates learning and self-discovery, and avoid
overly aggressive questioning which may be perceived as hurtful, humiliating, degrading or punitive

- Solicit feedback from students regarding their perception of their educational experiences
- Encourage students who experience mistreatment or who witness unprofessional behavior to report the facts immediately

**Students should:**

- Treat fellow students and faculty fairly and respectfully
- Demonstrate professional behavior in all settings
- Be prepared and on time
- Demonstrate honesty, integrity and compassion
- Be active, enthusiastic, curious learners
- Recognize learning stems beyond formal and structured activities and requires responsibility and commitment
- Recognize their responsibility to learn established learning objectives and to participate as an active learner
- Demonstrate a commitment to life-long learning, a practice that is essential to the profession of medicine
- Recognize personal limitations and seek help as needed
- Recognize the privileges and responsibilities coming from the opportunity to work with patients in clinical settings
- Recognize the duty to place patient welfare above their own concerns
- Recognize and respect patients’ rights to privacy
- Solicit feedback on their performance and recognize criticism is not synonymous with “abuse”

**Relationships between Teachers and Students**

Students and teachers should recognize the special nature of the teacher-learner relationship, which is in part defined by professional role modeling, mentorship, and supervision. Because of the special nature of this relationship, students and teachers should strive to develop their relationship as one characterized by mutual trust, acceptance, and confidence and limited to that of education and mentoring. They should both recognize the potential for conflict of interest and respect appropriate boundaries.

**Conduct/Responsibilities of Teachers and Learners:**

- Treat each other with respect at all times
- Treat each other equally, without regard for age, sex, gender, race, color, ethnicity, national origin, ancestry, religion, disability, sexual orientation, gender identity, military or veteran status
- Act fairly in all dealings with each other
- Communicate with each other in a respectful and professional manner at all times
- Be prompt to appointments, classes and lectures

**Inappropriate Conduct:**
• Unwanted physical contact or the threat of such contact; loss of civility or professionalism, including displays of temper, demeaning or humiliating behavior to another, the use of personal threats, attacks or insults, or any other conduct that is disruptive to patient care and/or learning

• Sexual harassment (including voluntary romantic relationships between teachers and learners in which the teacher has authority over the learner’s academic status and progress)

• Harassment based on age, sex, gender, race, color, ethnicity, national origin, ancestry, religion, disability, sexual orientation, gender identity, military or veteran status

• Discrimination in any form based on age, sex, gender, race, color, ethnicity, national origin, ancestry, religion, disability, sexual orientation, gender identity, military or veteran status

• Asking others to perform personal errands unrelated to education, research or patient care activities

• Providing health and/or psychiatric or psychological services to any student for which a teacher has involvement in the academic assessment or in decisions about the promotion of that student, except in an emergency situation.

REPORTING INAPPROPRIATE CONDUCT OR MISTREATMENT

• The general process and procedures for learners and teachers is outlined below. This policy provides guidelines for the learner and teacher to address the issue, including some initial resources to consider. The underlying concern is for the comfort of the individual raising the concern. The SOM will not tolerate any form of retaliatory conduct by or toward teachers or learners who report inappropriate conduct in good faith. Individuals who believe that retaliatory action has been taken against them as a result of reporting or raising concerns regarding inappropriate conduct, may report such action through the procedures set forth herein.

• In addition to the SOM process for reporting, learners and teachers may report concerns within the University. This includes contacting the Title IX Coordinator at the Office of Affirmative Action and Title IX at (816) 235-6910 and/or to the University’s Ethics and Compliance Reporting Line either online at https://www.compliance-helpline.com/UM.jsp or by calling 1-866-447-9821 (reports to the Ethics and Compliance Reporting Line may be made anonymously). Additionally, UMKC Human Resources or University administrators could be contacted to raise a concern.

• Learners may file a Student Mistreatment report with the link found on the UMKC website https://med.umkc.edu/mistreatment/. A report may also be filed by imaging the QR code found on the Expect Respect posters available throughout the medical school and in medical education areas of affiliate hospitals. Learners are also directed that they may report their concern to the Associate Dean for the Learning Environment.

Reporting by Learners (Students):

• Learners may report the inappropriate conduct of another through a variety of mechanisms. First and foremost, learners (only if comfortable doing so) may address the situation immediately and non-confrontationally with the person engaging in such conduct. If the learner is not comfortable raising the matter with the person engaging in the conduct, or the conduct continues, the learner may discuss the issue with course directors, program directors, department chairs, the student’s education team
STANDARDS OF CONDUCT FOR TEACHER/LEARNER RELATIONSHIPS POLICY

coordinator (ETC), the student’s docent or the Associate Dean of Student Affairs, Assistant Dean for Graduate Health Professions in Medicine, or the Associate Dean for the Clinical Affiliate.

- If the issue cannot be addressed/resolved in this manner and/or if the issue is deemed to represent a significant violation of the responsibilities/conduct described in this policy, the student and/or the individual the student confided in should report the incident to the Associate Dean for the Learning Environment. Confidentiality of the student will be maintained to the extent possible according to the situation. The learner may also file a mistreatment report online (https://med.umkc.edu/mistreatment/) which will subsequently by reviewed by the Expect Respect Committee (ERC)

Reporting by Learners (Residents/Fellows):

- Residents/fellows must promptly report to the Office of Affirmative Action any and all conduct that may be related to bullets 2-4 under Inappropriate Conduct, whether directly witnessed, received as a disclosure from a student or employee, or learned through a third party (rumors, etc.) per the Mandated Reporter requirements.

- Each UMKC graduate medical education program sponsored by the SOM has a working and learning environment policy that should be followed.

- Additionally, the Graduate Medical Education Resident/Fellow Working and Learning Environment Policy describes the methods and procedures for residents/fellows to report concerns at: http://med.umkc.edu/docs/gme/policy_pdfs/GME_Working_Environment.pdf

If the issue cannot be addressed/resolved in this manner and/or if the issue is deemed to represent a significant violation of the responsibilities/conduct described in this policy, the resident/fellow and/or the individual that the student confided in should report the incident to the Associate Dean for the Graduate Medical Education. Confidentiality of the resident/fellow will be maintained to the extent possible by the situation. The learner (Resident/fellow) may also file a mistreatment report online at (https://med.umkc.edu/mistreatment/) which will subsequently by reviewed by the ERC.

Reporting by Teachers:

- Teachers must promptly report to the Office of Affirmative Action any and all conduct that may be related to bullets 2-4 under Inappropriate Conduct, whether directly witnessed, received as a disclosure from a student or employee, or learned through a third party (rumors, etc.) per the Mandated Reporter requirements.

- Teachers who feel that a learner or teacher has engaged in inappropriate behavior may address the situation immediately with that learner or teacher. Additionally, for student concerns, the teacher can report the concern to the course/clerkship director, Associate Dean for Student Affairs, Assistant Dean for Graduate Health Professions in Medicine, or the Council on Evaluation Chair for investigation. For resident concerns, the teacher can report to the program director or Associate Dean for Graduate Medical Education for investigation. For teacher concerns, the faculty member can report to the Academic Department Chair and/or the Associate Dean for the Clinical Affiliates for investigation.

- If the issue cannot be addressed/resolved in this manner and/or if the issue is deemed to represent a significant violation of the responsibilities/conduct described in this policy, the teacher should
contact the Associate Dean for the Learning Environment. Confidentiality of the teacher will be maintained to the extent possible based on the situation. The teacher may also file a mistreatment report online at (https://med.umkc.edu/mistreatment/) which will subsequently be reviewed by the ERC.

EXPECT RESPECT COMMITTEE (ERC)

The Expect Respect Committee is an initiative that falls under the School of Medicine Office of the Learning Environment in concert with the Office of Diversity, Equity and Inclusion to address and reduce issues of mistreatment. The School of Medicine believes that a respectful institutional climate is essential to providing medical education that promotes the effective delivery of health care in diverse communities. A respectful learning and working environment is comprised of but is not limited to faculty, staff, residents, fellows, students and community members associated with the School of Medicine and affiliates.

- ERC Members
  - Learning Environment, Associate Dean (Committee Chair)
  - Office of Diversity, Equity, and Inclusion, Associate Dean
  - Honor Council, Chair
  - Student Affairs, Associate Dean
  - Graduate Medical Education, Associate Dean
  - Academic Affairs, Associate Dean
  - Council on Curriculum, Associate Dean and Curriculum Coordinator
  - Graduate Health Professions in Medicine, Assistant Dean
  - Human Resources, School of Medicine, Representative
  - Office of Assessment and Quality Improvement, Assistant Dean
  - Diversity, Equity, and Inclusion Council, Chair
  - Office of Affirmative Action, representative

- ERC Mistreatment Protocol
  - All mistreatment reports including discrimination, harassment, and/or misconduct are initially under the jurisdiction of the UMKC Office of Affirmative Action (OAA). OAA will review the report and make a threshold determination as to whether the conduct as alleged aligns with the jurisdiction of OAA.
    - If yes, OAA will respond to the reporter and reach out to the aggrieved party to follow up on the allegations (these may be the same individual).
    - If no, OAA will refer the report back to the ERC. If related to or involves student allegations, it will next go to the Honor Council, specifically as it relates to student conduct. If the report does not fall under the jurisdiction of the Honor Council, it will be referred as below:
ERC Mistreatment reporting structure

- All mistreatment reports and disposition will be reviewed monthly by the committee at regularly scheduled meetings. Follow up of reports will also be reviewed until considered closed.

- ERC members who receive UMKC School of Medicine mistreatment reports include: Associate Dean for Learning Environment, Associate Dean for Diversity, Equity and Inclusion, Director of the Office of Affirmative Action, Honor Council Chair; Associate Dean for Student Affairs, Associate Dean for Graduate Medical Education; and Assistant Dean for Assessment and Quality Improvement.

- Reports will be compiled, along with final disposition, in the ERC annual report. This report will be referred to the Coordinating Committee and Dean.

EDUCATION & MONITORING

- The University and hospital affiliates require education of students and teachers, including training about Title IX, Sexual harassment and discrimination, hospital compliance, and cultural sensitivity.

- The SOM regularly reviews internal surveys completed by learners, as well as course evaluations, and one of several objectives in this process is to identify possible problems with regard to inappropriate conduct by or between teachers and learners, and if necessary, to take appropriate action with regard to such conduct.

- Reports made to the Assistant Dean for Graduate Health Professions in Medicine are investigated, tracked and reported to the ERC.
• Reports made to the Associate Dean for Graduate Medical Education are investigated, tracked, and reported to the ERC.

• Reports made to the Associate Deans for the Clinical Affiliates are investigated, tracked, and reported to the ERC.

• Reports made to the Honor Council Chair are investigated, tracked, and reported to the ERC.

• Reports made to the Office of Affirmative Action and Title IX are investigated, tracked, and reported to the ERC.

• The Associate Dean for the Learning Environment will keep a confidential record of all reports, including resolution status. This record will include the date, reporter, category of issue (student, resident, teacher, environment), status (resolved/how, ongoing). Information from this record will only be shared in a de-identified manner, except that such information may be shared with University administrators and officers with a need to know such information, or as may be required by University policy, law or court order.

• An annual report of teacher/learner relationship concerns including suggestions and actions to further enhance the teacher/learner relationship will be provided by the Associate Dean for the Learning Environment to the SOM Coordinating Committee and reviewed by the Dean. This report would include the number of reports, category of the issue, status of the issue, and overall recommendations to enhance the student teacher relationship.

• Title IX concerns must be reported to Title IX Coordinator at the University of Missouri-Kansas City for investigation. Reports may be made to the Office of Affirmative Action and Title IX at (816) 235-6910.

• Reports may be made to the University’s Ethics and Compliance Reporting Line either online at https://www.compliance-helpline.com/UM.jsp or by calling 1-866-447-9821; reports to the Ethics and Compliance Reporting Line may be made anonymously.

Miscellaneous:

1. If the reported conduct involves unlawful discrimination or harassment, including sexual harassment, the matter will be referred to the Office of Affirmative Action and Title IX, and will be handled through University policies established for such reports.

2. The SOM will not tolerate any form of retaliatory conduct by or toward teachers or learners who report inappropriate conduct in good faith. Individuals, who believe that retaliatory action has been taken against them as a result of reporting or raising concerns regarding inappropriate conduct, may report such action through the procedures set forth herein.

3. If it is determined that a report of inappropriate conduct has not been made in good faith, the reporting individual may be referred for disciplinary action in accordance with appropriate University procedures identified elsewhere.

4. If it has been found that the standards of conduct have been violated, the individual and their supervisor will be notified. Violations deemed less serious may be addressed by education,
mentoring, and monitoring of the individual. More serious and/or repetitive violations will be addressed through policies in place for students, graduate and graduate medical education learners, faculty, clinical affiliates, employment contracts, and/or UMKC according to the situation and the individual involved in the violation.

*Adapted from the AAMC LCME Standard, the Johns Hopkins School of Medicine Code of Professional Conduct and the AAMC 2019 Uniform Clinical Training Affiliation Agreement

POLICY ADMINISTRATION

Approved by Coordinating Committee on June 2, 2017
Revision #1 Approved by Coordinating Committee on July 25, 2017
Revision #2 Approved by Coordinating Committee on September 29, 2020
Because of our obligation to ensure that patients receive the best medical care possible, certain abilities are required of our students. To undertake and successfully complete the Master of Medical Science Physician Assistant program, an individual must possess those intellectual, emotional and physical capabilities which are necessary to participate fully in the curriculum and which are essential to achieve the levels of competence required for graduation from the program.

Candidates for the Master of Medical Science Physician Assistant degree must demonstrate the ability to work as an effective member of the health care team and must be able to observe and perform a variety of procedures. Intact sensory and motor functioning is required for accurate observation and the competent performance of procedures. Candidates must be able to observe and evaluate a patient accurately, at a distance and close at hand. This necessitates the functional use of the senses of vision, hearing, touch and sometimes smell. A candidate must be able to communicate effectively, to hear and to observe patients in order to elicit information, describe changes in mood, activity and posture, and perceive nonverbal communications. The candidate must be able to communicate effectively in oral and written form. Candidates must have sufficient motor function to elicit information from patients by palpation, auscultation, percussion and other diagnostic maneuvers. Candidates must have the ability to maintain attendance, especially in clinical coursework, in order to earn the required clinical practice hours and experience for graduation.

Problem solving is a critical cognitive skill demanded of physician assistants, and it requires the intellectual abilities of measurement, calculation, reasoning, analysis and synthesis. In addition to these skills, a candidate must possess the high moral and ethical standards demanded of physician assistants and the emotional health required for full utilization of his or her intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities attendant to the diagnosis and care of patients, and the development of mature, sensitive and effective relationships with patients.

Because of the above essential functions, the School of Medicine strongly discourages the use of surrogates to perform these functions as a reasonable accommodation for persons with disabilities. While each application is reviewed individually, it is necessary that each degree candidate himself or herself be able to observe and perform each task required by the curriculum of the school. Similarly, the school does not consider the waiver of required examinations a reasonable accommodation for individuals with learning disabilities. Learning-disabled students, when appropriate,* may be granted additional time on required examinations, be examined in separate testing facilities or accommodated in other reasonable ways, but they will not be exempted from the requirement to take and pass such examinations.

The University of Missouri-Kansas City School of Medicine Admissions Committee for the MMS PA program will review qualified applicants who are unable to meet the technical standards for admission as stated above. The entire application file will be formally reviewed by the committee in consultation with the UMKC Office of Services for Students with Disabilities.

*Contact the UMKC Office of Services for Students with Disabilities for information regarding definition and documentation of learning disabilities.

I have read and understand the above technical standards, and I hereby certify that I believe that I am able to meet these standards if I become a physician assistant student at the University of Missouri-Kansas City School of Medicine.