

Policy Title	Educational Conflict of Interest Policy
Policy Intent	
This policy seeks to ensure that students are taught, assessed and advised by faculty and staff whose primary relationship to the student is the student’s educational development. This policy identifies those roles and relationships that may result in a conflict of interest between students and those in roles to support their education, and specifies appropriate action to remedy the conflict.	
Policy Definitions	
None.	
Policy	
<p>Faculty, staff and committee members at the University of Colorado School of Medicine may encounter various types of conflicts of interest when teaching or assessing students or participating on committees involving decisions about medical students and prospective student applicants. The following policy outlines the expectations of individuals encountering specific types of conflicts of interest, and how they are to avoid them.</p> <ol style="list-style-type: none"> 1) <u>Providers of Healthcare and Assessment</u>: Instructors, including faculty, attendings, residents, etc., who have or are providing healthcare services including psychological counseling to a student should not assess or evaluate that student. See the Section 1.1.3 of the “University of Colorado School of Medicine, Policies and Procedures, MD Program” document (aka “White Book”). 2) <u>Promotions Committee Members</u>: Members participating on the Promotions Committee should recuse themselves from voting or decision making for any student when the member has 1) evaluated or assessed the student and that assessment is relevant to the issue under discussion regarding the student, or 2) provided healthcare services to the student under discussion. Additionally, if they have a previous personal association with the student, they should also recuse themselves from voting or decision making. 3) <u>Admission Committee Members</u>: Members participating in any of the admission committees, including the Interview Subcommittee, should recuse themselves from voting or decision making for any prospective student applicant for whom they have provided healthcare services to, or have a previous personal association with. 4) <u>Providers of Confidential Advice within the Office of Student Affairs</u>: Deans, faculty, and staff within the Office of Student Affairs and student services at branch campuses who provide students with confidential advice regarding students’ personal matters, especially ones of a sensitive nature, should not teach or assess students, or make decisions about the student’s promotion, advancement and/or graduation. To alleviate this concern, an alternate MSPE writer is offered to students. All efforts should be made to provide students with confidentiality within the offices of Student Life, so students do not perceive requests for assistance to that office as academically disadvantageous. 	

Information Related to Policy Implementation	
Related Policy	
Conflict of interest involving healthcare provider, see Section 1.1.3 Relationships between Students and Teachers, in the “University of Colorado School of Medicine, Policies and Procedures, MD Program” document (aka “White Book”). Section 1.1.3 is part of the “Teacher Learner Agreement.	
Implementation Guidelines	
Individuals seeking guidance with a possible conflictual situation are advised to seek expertise from the Center for Bioethics and Humanities.	

Policy Title	Educational Conflict of Interest
Policy Summary	Identifies possible sources of conflict of interest and specifies actions to be taken to remediate the situation.
Policy Scope	Faculty, staff, and committee members of specified school governance committees.
Effective Date	Upon approval by CSC.
Target Review Period	Every 2 years or when changes occur in LCME Standards.
Primary Governance Cmte	Curriculum Steering Committee, Student Life Steering Committee
Unit or People Involved in Implementing the Policy	Chairs of the CSC and SLSC and relevant bodies the policy applies to (Student Life, Promotions Committee, Admissions Committee, and clinical education)
CUSOM Website Location	TBD
Authorization/Change History of Policy	
<i>Date</i>	<i>Description of Action Taken</i>
Nov. 2, 2016	LCME recommendations are incorporated into the Oct. 5 th version, and the change is noted in the minutes of the Curriculum Steering Committee Nov. 2, 2016 meeting.
Oct. 11, 2016	Language updated to reflect advice from LCME, and approved by Chair, Curriculum Steering Committee.
Oct. 5, 2016	Approved by the Curriculum Steering Committee, pending advice from LCME.
Oct. 5, 2016	Approved as edited by the Student Life Steering Committee, pending advice from LCME.