



INSTITUTIONAL POLICY: D7075

Faculty Recusal

Category: Faculty and Staff
Subject: Faculty Recusal from Student Grading, Promotion, and Investigation
Effective Date: May 23, 2025
Updated: N/A

1. Authority


2. Purpose

It is essential that students' grading, promotion decisions, and investigations are completed by faculty that are unbiased towards the student.

3. General Provisions

- 3.1 Fair and unbiased evaluations are essential to the educational process. Faculty who have formed a physician-patient relationship with a student by medically treating them have a conflict of interest and may not be able to provide unbiased evaluations, decisions on student promotions and investigations.
- 3.2 No faculty that has ever formed a physician-patient relationship with a student may evaluate and/or grade them. They must recuse themselves from that student's evaluations. The faculty must also recuse from decisions about that student's promotion and any investigations.
- 3.3 If a student is aware that they are scheduled to be evaluated by a faculty member who has served as a treating physician to them, they must ask that the faculty be recused from grading them.
- 3.4 If a student goes before the Student Performance Committee or Fact-Finding Committee and becomes aware that a faculty physician that medically treated them serves on that committee, they should ask that the faculty be recused.
- 3.5 Students should not seek medical treatment (including OMM) from faculty physicians or preceptors. Family members of students may seek treatment from faculty physicians and preceptors.

- 3.6 Students on the NCOM campus may seek healthcare through contracted Student Health Services. When making an appointment, they must identify themselves as a medical student so they will be scheduled with a non-faculty physician or nurse practitioner. Students should not make appointments with resident physicians, if possible, since they are often supervised by faculty physicians.
- 3.7 Unless an emergency, faculty physicians should not medically treat a medical student if they are involved in evaluation, grading, decisions about student promotion or investigations.
- 3.8 Faculty physicians who are directly related to students (e.g., Parent, grandparent, cousin, etc.,) must recuse themselves as noted above in sections 3.2 through 3.7

Signed by:

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Dean/CAO