

## **Society Mentors – Policy on Conflict of Interest (Effective 12/12/2013)**

Background: Societies Program mentors have a unique role at the College of Medicine (COM) in which they maintain multiple responsibilities for their students including education, career advising and mentoring. Societies Program mentors are among the COM's best clinical educators and frequently serve in other leadership roles in the curriculum or administration of the COM. The purpose of this policy is to clarify the COM's position when there may be a perceived or real conflict of interest between a mentee and his/her mentor's other educational roles.

- Societies Program mentors will not provide a summative grade for their students in the Doctor and Patient course. The grade for the D&P course is determined by the student's score on the year 2 Clinical Thinking OSCE, which is observed and graded by a Societies Program mentor different from the student's designated mentor (this policy has been in place since the Societies Program was initiated in 2006).
- Societies Program mentors who serve as block directors may tabulate and report grades based on students' performance in Team-based Learning (TL) and exams but may not independently assess their individual students. If a mentee challenges the overall block grade, the matter will be referred to a co-Block Director and/or the Associate Dean for Medical Student Education rather than the block director who is the mentee's designated Societies mentor.
- A Societies Program mentor may not function as an officially assigned Clinical Reasoning facilitator for his/her assigned Societies mentees.
- Societies Program mentors may not serve as clerkship directors.
- A Societies Program mentor may not provide an official performance assessment of his or her assigned mentees within the clerkships.
- A Societies Program mentor may be a member of COM administration. However, if an administrative issue that falls under his/her area of responsibility arises with one of his/her mentees, the matter will be referred to the administrator's direct supervisor.
- A Societies Program mentor may not be the official dean of student affairs for his/her mentees and may not write the Medical Student Performance Evaluation (MSPE) for his/her students.
- A Societies Program mentor may not be the director of a UA COM graduate medical education (GME) program.
- Societies Program mentors may not serve as official elected members of the Student Progress Committee (SPC).
- Societies Program mentors, as their students' primary advisor, have access to his/her mentee's grades for the purpose of facilitating academic support when needed. The Office of Student Records grants access to the mentees' grades after mandatory Family Educational Rights and Privacy Act (FERPA) training is completed by the Societies Program mentor and verified by Office of Clinical and Professional Skills.

Updated 8/6/15; 06/21/16