

Clinical and Academic Policy	
	Policy Title Academic Evaluator Conflict of Interest
	Policy Number OME-900.24
	Department/Office Office of Medical Education
	Effective Date April 6, 2017
	Last Reviewed April 6, 2017
	Approved By Executive Medical Education Committee
	Approval Date October 30, 2025
	Endorsement Endorsed by WCM-Executive Policy Review Group on September 23, 2025

Purpose

To ensure that evaluations related to the assessment or academic promotion of Weill Cornell Medicine (WCM) medical and physician assistant students are free from actual or potential Conflicts of Interest concerning the current or prior delivery of health care to the student.

Scope

This policy applies to all students enrolled in the MD or PA program during their participation in all phases of the curriculum and all WCM Workforce Members (specifically faculty and staff) involved in performing these evaluative activities.

Policy

Workforce Members are not permitted to enter into or continue to serve in the following types of academic relationship with a student they have previously or are currently treating as a patient, as these would be a reportable Conflict of Interest:

- Evaluator of that student's performance in a course or clerkship (*assessment role*). Examples include but are not limited to small group facilitator, tutor or preceptor, evaluating attending, oral examiner, clinical skills preceptor, research mentor.
- A formal advisor to the student (*advising role*). Examples include academic, career, longitudinal advising.
- A participant in the discussion and final assessment of a student's academic performance on a committee charged with examining that student's performance (*evaluative committee role*). Examples include attending a meeting of the Promotion and Graduation Committee, Appeals Committee, or appointment to an ad hoc advisory committee to the Promotions and Graduation Committee involving that student.

Nothing in this policy shall be construed to prohibit a conflicted provider from delivering emergency medical care to a student when no other provider is readily available.

Note: Conflicts of interest related to academic evaluation that arise due to nepotism are separately covered in the WCM Academic Staff Handbook.

Workforce Members and/or students are required to disclose any conflict of interest to the appropriate individual as specified in the procedures section as soon as the conflict is known. In the case of assessment and advising roles, the disclosure should be made at the time of Workforce Member-student role assignment.

No details beyond the existence of the conflict should be disclosed to preserve the confidentiality of the student.

The Director of Student Health and the Director of the Student Mental Health Program are not permitted to participate in any activities related to academic assessment, advancement or promotion of medical or PA students. They are not eligible to serve on any standing or ad hoc committee related to academic standing, promotion or advancement, nor are they permitted to have any role in academic decisions or those related to technical standards.

Definitions

Conflict of Interest: A Conflict of Interest may arise between a workforce member and student when a current or prior non-academic relationship, such as a professional relationship, exists. In this circumstance, academic responsibilities may be compromised or appear to be compromised.

Workforce Members: Specific to this policy: Faculty; Staff; and other persons whose conduct, in the performance of work for WCM, is under the direction and control of WCM, and they are paid by WCM.

Procedure

Workforce Members must disclose a Conflict of Interest in their assessment or advising role to the Associate Dean of Student Affairs if the conflict involves medical students, or Associate Dean of PA Studies if the conflict involves a PA student. The Student Affairs dean or PA Studies dean will contact the appropriate course director or advising dean to expedite resolution of the conflict through reassignment of the roles.

Workforce Members with an evaluative committee role conflict must contact the chair of the committee who will require that the workforce member be recused from all meetings and votes regarding the student involved.

Students must disclose all academic relationships as defined in the policy to the Associate Dean of Student Affairs or Associate Dean of PA Studies who will ensure that the conflict is resolved through reassignment of Workforce Member roles.

Compliance with this Policy

All Workforce Members, Students, student health clinicians and administrators are expected to comply with all provisions of the above policy and procedures within their respective roles to ensure that all conflicts of interest are resolved in an expeditious manner.

Knowledge of this policy and its procedures is monitored through the required periodic completion and attestation of having read the policy in the Prep to Teach module (for Workforce Members) and the Prep to Learn module (for students).

The Directors of Student Health and Student Mental Health Programs and the clinicians working in these programs are notified of this policy at the time of hire.

Contact Information

Office of Curriculum: curriculum@med.cornell.edu

References

- LCME Standard – 9.9, ARC-PA Standard A3.09
- Cornell University Policy 4.14 – Non-Research Conflicts of Interest and Commitment
- [WCM Academic Staff Handbook](#)

Policy Approval

This policy was endorsed by WCM-Executive Policy Review Group on September 23, 2025.

This policy was reviewed and approved by the Executive Medical Education Committee on October 30, 2025.

Version History

Date	Author	Revisions
04/16/2017	Office of Medical Education	Original date of issue.
10/30/2025	Office of Medical Education	Transfer to new policy template. Assigned policy number, "OME-900.24." Retitled "Academic Evaluator Conflict of Interest" (formerly titled, "Faculty Evaluator and Students as Patients"). Streamlined and organized into the various sections required in the new format.

Appendix

N/A