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The information contained in this section of the handbook is an overview of current policies and procedures of the EVMS Physician Assistant Program. The implementation of any health professions curriculum remains dynamic, and is therefore subject to continuous review and improvement. Provisions listed herein, are directive in nature and subject to change. Changes will be communicated to students as soon as possible.

Please Note: this manual is meant to provide guidance for students and faculty on the usual procedures for day to day conduct in the PA Program. It does not represent an exhaustive list of all possibilities that might arise for students and faculty in the training and administration of the Program. Unique situations will arise. They will be handled in a manner that ensures fairness and mutual respect in all cases.

VERSION CHANGE LOG

December 2020: Initial Publication
INTRODUCTION

This PA Program Student Handbook is designed to provide the matriculated student with information about the educational Program culminating in the Master of Physician Assistant (MPA) degree offered at EVMS. It also specifies the standards and expectations of a student to remain in good standing and be successful in the Program. This handbook should be seen as an adjunct to the EVMS Student Affairs Student Handbook located on the MyEVMS portal, which contains specific information regarding the school and related policies.

The information herein is subject to periodic review and revision. Any substantive changes will be communicated to students in a timely manner. It is ultimately the student’s responsibility to be aware of all requirements and work closely with their faculty mentor and the Program to ensure these requirements are fulfilled.

This current handbook will apply to all students matriculated in the PA Program until an updated version is announced and posted.

Please read this document and sign the acknowledgement form at the end indicating agreement to follow these policies and procedures while enrolled as a student in the EVMS PA Program. The form is to be signed, dated and returned to the Program during Orientation.
WELCOME!

Welcome to the Physician Assistant Program at Eastern Virginia Medical School (EVMS). You are about to begin a demanding Program leading you to a wonderful new career. You will learn and grow in a supportive, but challenging environment. The faculty and staff will help you to take full advantage of the wonderful resources and rich experiences available to you here at EVMS.

The PA Faculty is committed to providing you with an excellent education in an atmosphere of mutual respect and support. Experienced and motivated faculty and staff will guide your educational experiences and assist you as you progress through the Program.

This Student Handbook has been developed to provide students with information about institutional and Program policies. Please read this handbook carefully and completely.

On behalf of the PA Program faculty and staff, I extend our best wishes for a successful and rewarding educational experience.

Sincerely,

Kimberly K. Dempsey

Kimberly K. Dempsey, MPA, EdD, PA-C, DFAAPA
Associate Professor and Program Director
Physician Assistant Program
Eastern Virginia Medical School
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BRIEF PROGRAM HISTORY

EVMS initiated a plan to develop a Physician Assistant (PA) Program in 1995 at a time when no Programs existed in Virginia. Against the backdrop of rising enrollments in PA Programs across the nation and a federally recognized universal shortage of Physicians, EVMS applied to the State Council of Higher Education for Virginia (SCHEV) to develop a Physician Assistant Program.

In June 1998, the Commission on Accreditation of Allied Health Education Programs (CAAHEP) and the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) visited the Physician Assistant Program at EVMS. In August 1998, SCHEV reviewed the revised application for a master’s degree education Program. CAAHEP awarded the PA Program provisional accreditation on October 16, 1998, for the period of 1998-2001. At that time, the PA Program at EVMS became the 109th accredited Physician Assistant Program in the United States and one of only 15 PA Programs operating within a medical school.

The EVMS PA Program was the first master’s degree PA Program in Virginia and enrolled its charter class in January 1999. Initially, classes were held in Andrews Hall, but in September 2000, the PA Program was relocated to the first floor of Lewis Hall, where classes were conducted until 2010. In July 2011, the PA Program moved to new, state-of-the-art facilities on the third floor of Lester Hall.

Student enrollment in the PA Program began with 27 students in the inaugural class in January of 1999. As demand for PAs increased and the number of qualified candidates expanded over the years, class sizes have increased. In 2002, the first class of 36 students was enrolled. The class size increased to 50 in January 2005. Class size was gradually increased to 65 students in 2012 and to 80 students per class in January 2013.
PART 1: PROGRAM INFORMATION

1.A MISSION STATEMENT
The mission of the EVMS PA Program is to prepare students to provide comprehensive health care across the lifespan by training them in the medical arts and sciences in an inclusive, diverse environment dedicated to the delivery of patient-centered and culturally humble care, while fostering a strong commitment to our community and lifelong personal and professional development.

1.B VALUES
Three core values drive our daily efforts:

- Excellence: We determine with our stakeholders what is valuable and hold ourselves to high performance standards that fulfill our promises.
- Collegiality: We serve our community and one another, building strong and mutually supportive relationships. We work as a cooperative, united team to further our purposes of education, research and patient care.
- Integrity: We strive to maintain the highest ethical standards and accept accountability for all we do and say.

1.C GOALS
- To provide quality health care to diverse patient populations in a variety of settings, spanning a range of acute and chronic medical and surgical conditions
- To serve as capable leaders in clinical, research, and community service environments

Accomplishment of our goals will serve the:

- Student, by fostering personal and professional discovery and development with the skills to become life-long learners.
- Patient, through student preparation to provide competent patient-centered primary and specialty care.
- Institution, by contributing to a seamless learning environment, which fosters the development of competent and compassionate healthcare professionals.
- Community, by graduating professionals who understand the importance of community service, forging community alliances, and having an understanding of culturally appropriate care.

1.D ACCREDITATION
The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) has granted Accreditation-Continued status to the Eastern Virginia Medical School Physician Assistant Program sponsored by Eastern Virginia Medical School. Accreditation-Continued is an accreditation status granted when a currently accredited Program complies 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 March 2026. The review date is contingent upon continued compliance with the Accreditation Standards and ARC-PA policy.

**1.E TIME TO COMPLETE DEGREE**

The PA Program is a seven-semester 28-month Program taken on a full-time basis. All courses must be completed in sequence. No advanced standing, substitutions or waivers will be granted based on previous experience, training or testing. Students must satisfactorily complete 99.5 credit hours of course work and meet the following graduation requirements. Graduates earn an MPA degree.

**1.F DIDACTIC PHASE**

The 16-month didactic phase of the Program spans four consecutive semesters before the clinical phase. It is designed to introduce and provide a foundation for basic and clinical sciences, culturally appropriate interpersonal and communication skills, evidence-based medicine, diagnostic and therapeutic management, clinical reasoning, and aspects of physician assistant professional practice. This phase incorporates traditional and active learning classroom interaction when possible and virtual online instruction with practical clinical skills development and simulated patient interaction. Each semester’s coursework is a prerequisite for the subsequent semester and must be completed in the specified order. Students may advance to the clinical phase with successful completion of the didactic phase, which requires grade of C- or better in all individual courses and a cumulative grade point average of 3.00 or higher at the conclusion of 4th semester.

**1.G CLINICAL PHASE**

Following the successful completion of the didactic phase, students advance into the 12-month clinical phase of the Program where they will complete nine supervised clinical practice (SCP) courses. SCPs represent clinical education opportunities that enable students to actively participate in the evaluation and management of diverse patient populations in all age groups across the lifespan and with medical, surgical, and emergent problems in ambulatory and tertiary care centers.

During the clinical phase, all students will also enroll in a five credit Senior Seminar course (MPA 5900) and a longitudinal interprofessional practice course (MPA 5802) that extends throughout the didactic and clinical phase. Each student will complete a minimum of 200 hours of education in each SCP, including Family Medicine, Pediatric Medicine, Internal Medicine, Women’s Health, General Surgery, Emergency Medicine, Psychiatry and Behavioral Health and two electives.

Through the clinical phase, the student has the opportunity to learn to become a practicing PA. Students fine tune the life-long, self-directed learning skills that will serve them throughout their
professional career. Students are encouraged to take full advantage of the preceptor’s knowledge, skills, and willingness to teach.

Clinical sites are developed to provide the student with opportunities to gain valuable clinical experience by applying knowledge and skills from the didactic phase. Sites are primarily located throughout Eastern Virginia and the Northeastern North Carolina area. However, assignment to clinical sites may extend outside this area based on availability and/or by prearrangement.

Please refer to Appendix A for the curriculum associated with each matriculated cohort.

### 1.H Key Program Contacts

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<th>Faculty/Staff</th>
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1.1 PA PROGRAM ORGANIZATION CHART

Richard Homan, MD
EVMS President and Provost, and Dean of the Medical School

C. Donald Combs, PhD
Vice President, and Dean of the School of Health Professions (SHP)

Brian Martin, PhD
SHP Associate Dean for Administration

Cynthia Cadieux, PhD, RDN
SHP Associate Dean of the Educational Assessment & Evaluation

Kimberly Dempsey, EdD, PA-C
PA Program Director

Richard Conran, PhD, MD, JD
Medical Director

Core PA Faculty
Angela Jean Cerezo
Associate Program Director and Academic Director
Angela Conrad
Clinical Director

Courtney Anderson, Brad Boyette, Amy Fantaskey, W. Travis Kirby, Shannon Morris, Lauren Paluch, Jayne Penne, Lori Shelton, & Jennifer Wohl
PA Faculty

Administrative Staff
Erin Suit
Program Administrator

Office & Didactic Support Coordinator

Elise DeWitt
Tiffany Smith
Clinical Support Coordinators
PART 2: PROFESSIONAL STANDARDS

Students are expected to adhere to the professional standards described below in Part 2. Any breach of the professional standards described in this section will result in a tiered approach of reconciliation described in Section 2.H.

2.A TECHNICAL STANDARDS

The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) requires all Physician Assistant (PA) Programs to publish technical standards for admission, defined as “physical, cognitive and behavioral abilities required for satisfactory completion of all aspects of the curriculum and for entry into the profession.”

The technical standards for admission establish the expectations and abilities considered essential for students admitted to the EVMS PA Program in order to achieve the level of competency required for graduation and the practice of medicine. Applicants to the Program must possess independent ability, aptitude, and skills in the following areas – observation, communication, critical reasoning, motor and sensory functions, and behavioral & social attributes – as outlined below. It is expected in this technology age that students also have sufficient computer skills and are comfortable with electronic communication and media to successfully and professionally function as a PA student.

Students will be required to demonstrate full compliance with the technical standards to the degree students attested to on their admission statements and as re-attested during registration each semester.

2.A.1 OBSERVATION SKILLS

Demonstrate sufficient attention and accuracy in observation skills (visual, auditory, and tactile) in the classroom, laboratory, patient’s bedside, and outpatient settings.

Indicators include but are not limited to the following examples:

- Accurate observation and participation in the lecture hall, laboratory, and clinic with patients at a distance and close at hand including non-verbal and verbal signals.
- Accurate identification of changes in color of fluids, skin, and diagnostic media examinations.
- Accurate visualization and discrimination of text, numbers, patterns, graphic illustrations, and findings on X-ray and other imaging tests.

2.A.2 COMMUNICATION SKILLS

Demonstrate effective verbal & non-verbal communication skills with other students, faculty, patients, and healthcare providers from different social & cultural backgrounds, varying degrees and types of infirmities, and varying cultures, and personalities.
Indicators include but are not limited to the following examples:

- Clear, efficient, and intelligible articulation of English language.
- Legible, efficient, and intelligible written English language.
- Ability to prepare and communicate concise oral and written summaries of patient encounters.
- Ability to provide appropriate patient counseling and instruction to patients.
- Record examination and diagnostic results clearly, accurately, and efficiently.

2.A.3 CRITICAL REASONING SKILLS
Demonstrate critical reasoning skills required to undertake the full curriculum, achieve the level of competency required by the faculty, and meet the demands of total patient care. These skills include, but are not limited to, intellectual, conceptual, integrative, and quantitative abilities.

Indicators include, but are not limited to, these examples:

- Accurate and efficient reading skills of the English language.
- Demonstrate ability to measure, calculate reason, analyze, integrate, and synthesize information.
- Comprehend the spatial relationships of structures (e.g. three-dimensional relationships)
- Demonstrate ability to acquire, retain, assimilate, and apply large amounts of complex, technical, and detailed information.
- Demonstrate ability to synthesize and apply concepts and information from various disciplines in order to formulate diagnostic and therapeutic plans.
- Demonstrate appropriate judgment in patient assessment, diagnosis, monitoring, evaluation and intervention, including planning, time management, and use of resources.

2.A.4 MOTOR AND SENSORY FUNCTION
Demonstrate sufficient motor and sensory function to perform typical functions of physician assistants, including, but not limited to, physical examinations, treatment interventions, and general care of patients.

Indicators include but are not limited to the following examples:

- Functional and sufficient sensory capacity (visual, auditory, and tactile) to adequately perform a complete physical examination and elicit information gained from proper use of examination tools and maneuvers (inspection, palpation, percussion, and auscultation).
• Execute fine and gross motor movements with sufficient coordination, postural control, equilibrium, and hand-eye coordination to safely participate in laboratory sessions, use standard medical/surgical instruments, assess patients, provide patient care, and participate in basic diagnostic and therapeutic maneuvers and procedures.

• Execute motor movements that demonstrate safety and efficiency in the various learning settings (i.e., classroom, laboratories, and clinical settings, including appropriate negotiation of self and patients in various patient care environments).

• Accurately discern and evaluate various components of the spoken voice (pitch, intensity, and timbre), percussive notes, and auscultatory findings.

• Physical stamina sufficient to complete the rigorous course of didactic and clinical study, which may include prolonged periods of sitting, standing, and/or rapid ambulation.

• Coordination of motor skills necessary to respond to emergencies quickly and appropriately.

2.A.5 Behavioral and Social Attributes
Demonstrate the behavioral and social attributes vital to participation in a professional Program and service as a practicing professional physician assistant.

Indicators include but are not limited to the following examples:

• Possess personal qualities that facilitate effective therapeutic interactions (e.g., compassion, empathy, integrity, honesty, benevolence, confidentiality).

• Possess the emotional health required for full utilization of mental faculties (including judgment, orientation, affect, and cognition).

• Ability to establish rapport and develop mature and effective professional relationships with faculty, patients, the public, and other members of the health care team.

• Demonstrate impartial motives, attitudes and values in roles, functions, and relationships. Communicate and care for, in a non-judgmental way, persons who differ from oneself and one’s beliefs in a variety of ways, including but not limited to gender, age, race, ethnicity, socio-economic status, culture, creed, military status, sexual orientation and identity, and religious or spiritual beliefs.

• Ability to monitor and react appropriately to one’s own emotional needs and responses.

• Display appropriate flexibility, adaptability, composure, and emotional stability during periods of high stress or uncertainty associated with didactic and clinical encounters and environments.

• Ability to accurately follow oral and written directions with prompt completion of all responsibilities in the classroom and clinical setting.
• Compliance with standards, policies and practices set forth in the Program Handbook.

EVMS must maintain the integrity of the curriculum and preserve those elements deemed essential to the education of a physician assistant and cannot compromise the health and safety of other students or patients. Physician Assistant applicants must be prepared to meet the technical standards, with or without reasonable accommodation, in order to complete the Program and indicate possession of such ability prior to their matriculation into the Program. These standards will serve as pre-requisites for entrance, continuation, promotion, and graduation from the Program and students must be prepared to indicate their ability to meet these standards as a condition of acceptance and during registration for each semester.

*Note: The use of an intermediary (a person trained to perform essential skills on behalf of the student) is not permitted.

Inquiry by the Program faculty and staff regarding disability is strictly prohibited. The Program, in accordance with EVMS policy and as delineated by federal and Virginia law, does not discriminate in admissions, educational Programs or employment against any individual based on that individual’s disability, and will make good faith efforts at providing reasonable accommodation as required. However, the Program reserves the right not to admit or register students who cannot meet the technical standards or who would constitute a direct threat to the health and safety or others.

2. B DISABILITY AND ACCOMMODATION

EVMS provides reasonable accommodations to qualified students with a documented disability. The student must self-identify with the Office of Student Disability Services as having a disability to begin the accommodation process. It is in the best interest of the student to begin the accommodation process as soon as you are aware that you may need them, as accommodations are not retroactive. All students must be able to fulfill the academic and technical standards of their academic Program with or without reasonable accommodations; however, accommodations are made available to aid in fulfilling those standards, not to waive them. If you have, or believe you have, a disability for which you wish to request accommodations under the Americans with Disabilities Act or Section 504 of the Rehabilitation Act, you must contact the EVMS Disability Officer (StudentDisability@evms.edu). For more information about the disability accommodations process, please visit: Disability Guide for Students or the Office of Student Disability Services website. (Note: you will need to sign into EVMS myPortal to view).

2.B.1 REQUESTING AN ACCOMMODATION

If you need course or evaluation accommodations due to a documented disability, please consult the EVMS Disability Officer and complete the application found in the link below. The application must be accompanied by the requested documentation. The Disability Officer will define the appropriate
accommodations and facilitate confidential instructions to course and/or Program directors regarding the expectations. **Disability Guide for Students**

Revealing a disability is voluntary; however, such disclosure to the disability officer and disability committee is necessary before any accommodations are made in the learning environment or in the Program’s procedures. Information regarding disabilities is handled in a confidential manner. The disability officer will not reveal a specific disability to the Program. They merely identify the necessary accommodation(s).

**2.B.2 Accommodations for Examinations**

Students with an approved accommodation for exams from the EVMS Disability Officer will follow the guidelines outlined in the accommodation as guided by the **EVMS Institutional Handbook**. Students who receive approved accommodations from the EVMS Disability Officer, must give the faculty letter (via email is the best form) to the Program Director at least 3 days prior to the next exam in order for the accommodation procedures to be implemented. Appropriate examination procedures will be distributed to the student by the Program once the Program receives the accommodation notice from the student. These exams will be proctored at the Testing Center with the approved accommodations fulfilled as determined in the letter. In the event capacity at the testing center is exceeded, the exam times may be adjusted. This may result in exam start times as early as 6 am on exam date and/or an exam ending in the evening. Students are expected to remain flexible and plan accordingly for any adjustments in the exam start and end times.

**2.C Competencies and Student Learning Outcomes**

PA education and the profession face increasing demands for greater accountability. It is therefore imperative that PA education and practice are closely aligned, so that new graduates are prepared to deliver quality, patient-centered care upon graduation. Based on the Core Competencies for New PA Graduates, the following competencies are expected of each PA graduate as they enter the PA profession. Under each domain and competency more specific student learning outcomes are listed.

**2.C.1 Patient-Centered Practice Knowledge**

Recognize healthy versus ill patients in the context of the patients’ lives and determine the stage of illness (acute, emerging, or chronic). Utilize up-to-date scientific evidence to inform clinical reasoning and judgement.

- 1.1 Recognize normal and abnormal health states
- 1.2 Differentiate among acute, chronic, and emerging disease states
- 1.3 Elicit and apply the context of a patient's history when determining healthy versus ill patients.
2.C.2 **SOCIETY AND POPULATION HEALTH**
Recognize and understand the influences that community may have on the health of patients and integrate knowledge of social determinants of health into care decisions.

- 2.1 Recognize the cultural norms, needs, influences, and socioeconomic, environmental, and other population-level determinants affecting the health of the individual and community being served
- 2.2 Recognize the potential impacts of the community, biology, and genetics on patients and incorporate them into decisions of care
- 2.3 Engage members of the health care team in the surveillance of community resources to sustain and improve health
- 2.4 Evaluate personal and professional limitations in providing care
- 2.5 Use appropriate literature and apply the fundamental principles of epidemiology.

2.C.3 **HEALTH LITERACY AND COMMUNICATION**
Communicate with patients and members of the healthcare team in a way that is understandable and engage in shared decision-making to provide care that is equitable, effective and respectful.

- 3.1 Develop rapport with patients and families to explore patients’ needs and goals in order to deliver culturally competent care.
- 3.2 Communicate effectively with patients and families.
- 3.3 Organize and communicate information with patients, families, community members, and health team members in a form that is understandable.

2.C.4 **INTERPROFESSIONAL COLLABORATIVE PRACTICE AND LEADERSHIP**
Recognize the patient as the center of all health care goals and to collaborate with the patient and other members of the health care team to define health care plans and treatments.

- 4.1 Develop effective communication with all members of the health care team(s).
- 4.2 Engage diverse professionals who complement one’s own professional expertise, as well as associated resources, to develop strategies to meet specific health and health care needs of patients and populations.
- 4.3 Describe how professionals in health care and other fields can collaborate and integrate clinical care and public health interventions to optimize population health.
- 4.4 Manage care of patients.

2.C.5 **PROFESSIONAL AND LEGAL ASPECTS OF HEALTH CARE**
Practice medicine with beneficence, recognizing and adhering to standards of care and respect for patients.

- 5.1 Receive feedback and adapt behavior.
- 5.2 Exhibit professional behavior by recognizing one’s limitations and establish healthy boundaries.
5.3 Demonstrate respect for patients while maintaining a professional manner.

2.C.6 HEALTH CARE FINANCE AND SYSTEMS
Recognize essential aspects of health care and apply this understanding to the delivery of quality health care.

- 6.1 Understand the value of the collaborative physician/PA relationship
- 6.2 Collaborate with members of the healthcare team in delivering patient care
- 6.3 Adapt to healthcare policies and procedures of various healthcare systems.

2.C.7 CULTURAL HUMILITY
Awareness of one’s personal and professional beliefs, biases, attitudes, and actions that affect patient care and a commitment to ongoing professional development. Integrated through the Professionalism Standards and above competencies and student learning outcomes.

2.C.8 SELF-ASSESSMENT AND ONGOING PROFESSIONAL DEVELOPMENT
Develop systems and strategies for determining one’s level of understanding. Integrated through the Professionalism Standards and above competencies and student learning outcomes.

2.D PROFESSIONAL PRINCIPLES
Students are expected to comply with all EVMS policies at all times, including but not limited to the Institutional Code of Conduct, Code of Student Conduct, Compact between Teacher and Learners of Medicine and Health Professions Policy, Student Honor Code, and Program technical standards. The full list to EVMS Institutional Policies can be found here. Disciplinary actions related to professionalism matters are described in Section 2.H.

Our goal in the Program is to mentor students in the development of their professional identity. It is essential to remain composed and professional in the face of emergent or emotionally charged circumstances, as these will undoubtedly occur during PA education and training and future practice as a PA. Student’s responses to the stresses associated with rigorous graduate-level coursework can mirror how practicing PAs would respond to the stresses associated with being a healthcare provider.

PAs must know their professional and personal limitations as such students are expected the same. They must demonstrate a high level of responsibility, ethical practice, sensitivity to a diverse patient population, and adherence to legal and regulatory requirements. Students must conduct themselves in a highly professional manner consistent with the patient care responsibilities with which they will be entrusted during their training in the Program. Professionalism comprises those attributes and behaviors that serve to maintain patient interests above clinician self-interest. It involves relationship and interactions with patients and families as well as all those involved in medical education and the delivery of patient care including PAs, physicians, other health professionals, students, and
administrators. They are expected to adhere to the following behaviors or characteristics in all didactic and clinical settings. Failure to do so will result in disciplinary action described in Section 2.H.

2.D.1 Performance Self-Evaluation

Students are expected to continually reflect on their performance and evaluate their learning strategies to develop a process that supports success and lifelong learning. This process is referred to as Performance Self-Evaluation (PSE) and the Program will provide guidance on reflection and self-evaluation throughout the curriculum. Faculty mentors will refer to this process throughout your education. Prior to entering the Program, you completed the first step in this process when you completed the self-reflection assignment.

2.D.2 Altruism

Altruism is the unselfish regard for and devotion to the welfare of others and is a key element of professionalism. Self-interest or the interest of other parties should not interfere with the care of one’s patients and their families.

2.D.3 Respect

Students are expected to treat all faculty, staff, clinical preceptors, patients, and fellow students with dignity and respect as well as demonstrate sensitivity and tolerance to diversity. Conflicts should be resolved in a diplomatic and reasonable manner.

2.D.4 Honesty and Integrity

Honesty and integrity are the consistent regard for the highest standards of behavior and the refusal to violate one’s personal and professional codes. They imply fairness, truthfulness, adherence to commitments, and being forthright when interacting with others through communication (email, written or oral), presentations, or all other interactions.

2.D.5 Flexibility

The Program involves instruction from practicing clinicians with unpredictable schedules. At times lectures or clinical rotations may need to be adjusted with short notice. Due to the global pandemic, there have also been schedule, procedure, and policy changes that may continue to adjust. We ask students to be flexible and tolerant of change in all circumstances. We believe this quality exemplifies an exceptional clinician as medicine and patients continually change, and it is our duty as professionals to learn to adapt and remain flexible.

2.D.6 Responsibility

Students are expected to behave in a responsible, reliable and dependable manner. Students must project a professional image in manner, dress, grooming, speech and interpersonal relationships that are consistent with being a medical professional. The student should recognize his/her personal
limitations and biases and strive to correct them. Success in the Program requires certain behavioral attributes including empathy, discipline, teamwork, self-directed learning, reflection, and the ability to address a crisis in a composed manner.

2.D.7 Excellence
Excellence is described by a conscientious effort to exceed ordinary expectations and to make a commitment to lifelong learning. Commitment to excellence is an acknowledged goal for all PAs. A key to excellence is the pursuit of and commitment to providing the highest quality of health care through lifelong learning. Students must seek to learn from errors and aspire to excellence through self-evaluation and acceptance of critiques from others (fellow classmates, faculty, preceptors, etc).

2.E Academic Integrity

2.E.1 Copyright, Fair Use, & Educational Materials
Printed matter, videos and other electronic materials to include all PowerPoint presentations viewed on Blackboard or in the classroom are copyrighted materials owned by the author(s) and/or EVMS. These materials are never to be copied or transferred electronically outside of the Program or EVMS for any reason without the written permission of the author of the presentation(s). Doing so risks violation of US copyright laws with resulting legal action or other reasonable sanctions from the Program or EVMS.

2.E.2 Plagiarism
Students are expected to do their own work. Turning in a written assignment that is believed to be another person’s work will be considered an Honor Code violation. The student will be referred to the EVMS Honor Council. Faculty members may utilize online resources, like Turnitin, to evaluate writing assignments for evidence of improper use of another’s words or ideas.

2.E.3 Confidentiality
Students will respect patient confidentiality at all times. Patient information is to be discussed only in the context of professional interaction with health care providers at the clinical site. Failure to protect confidentiality may result in dismissal from the Program. Students will delete/omit identifying personal patient information during oral patient reviews and on any write-ups submitted for academic evaluation.

2.F Honor Code Violations
The Honor Council process for reporting shall be followed. If a student is aware of an Honor Code violation, it is their professional and ethical duty to report it directly to the class Honor Council
Representative or to the Honor Council Chair for EVMS. It is not necessary to involve faculty in the reporting process. Direct reporting by students is preferred.

A conviction by the Honor Council will be handled in accordance with existing rules for any academic or non-academic result of the conviction. In the case of a course failure related to an Honor Council conviction, the student may receive a suspension or be dismissed from the Program, depending on the nature of the Honor Council findings and penalties.

2.G STANDARDS OF CONDUCT

2.G.1 COMMUNICATION WITH PROGRAM
The Program will utilize EVMS e-mail and/or Exxat as a mechanism for expedient communication with the students. Therefore, students must check their EVMS email and Exxat accounts daily and respond to communication from the program within 24 business hours. EVMS policy forbids Program communication through student’s personal email accounts. Therefore, the Program will not respond to any emails sent through a personal account. Students must maintain EVMS email access and also provide a current phone number in Exxat for communication during the clinical phase. The Program must be updated of any change to this contact information as soon as possible.

2.G.2 RECORDING DEVICES
Recorders and recording capable devices (cellphones, etc.) may only be used in a very transparent manner, i.e. visible to those being recorded. Students may not record synchronous online or on-campus class sessions and meetings with faculty, staff, or other students without expressed permission. Any recordings without the permission of all parties will be considered an honor code violation and a breach of professionalism subject to disciplinary action described in Section 2.H.

Recordings of scheduled lectures are provided by EVMS to be used by students in their education and learning. Guest speakers have the right to request their lectures not be recorded. If so requested, students may not record the lecture in any format (audio, video, photograph or otherwise).

2.G.3 INTERACTIONS WITH GUEST SPEAKERS
Guest speakers provide their time and expertise to enhance the education we offer. It is an unfair and unprofessional abuse of their kindness to approach them with personal or family related medical questions. Giving advice based on such a discussion without a patient-provider relationship is risky and inappropriate for the provider. Frequently being approached by students may deter speakers from returning. If this behavior occurs and is observed by a faculty member disciplinary actions will follow the tiered approach described in Section 2.H.
2.G.4 **PROFESSIONALISM IN COMPLETING EVALUATIONS**

Students are expected to complete all evaluations assigned throughout the Program and must be completed in order to progress through the Program. Failure to complete required evaluations may result in a meeting with the faculty mentor or Associate Director. Repeated failure to complete evaluations may result in referral to the Student Progress Committee (PA SPC). Required evaluations include:

- Evaluation of all courses
- Evaluation of all faculty
- Student Evaluations of Clinical Sites and Preceptors

Comments provided in evaluations should be constructive and respectful. Evaluations are made anonymous to faculty. However, if written comments violate the [EVMS Code of Conduct](#) the evaluation may be subject to investigation.

2.G.5 **ASSESSMENTS AND WRITTEN ASSIGNMENTS**

In the case of any assessment situation, homework assignments, oral presentations, or write-ups that will be graded the following constitutes an [Honor Code](#) violation:

- A student obtaining unauthorized information about scenarios or assessment content in advance of their own test.
- Any student sharing information about scenarios or assessment content prior to another student’s examination or turning in their assignments.
- Work that students turn in is meant to be their own. Collaboration, without the expressed direction to do so by the Course Director, is prohibited.

2.G.6 **ATTENDANCE POLICIES**

**ATTENDANCE RATIONALE**

To facilitate and maximize learning opportunities, attendance at all scheduled didactic and clinical sessions in the Program is expected. Students have a personal responsibility to take advantage of the learning opportunities available to them and a professional responsibility to be present and actively involved in all academic and clinical activities. Attendance and timeliness while enrolled in the Program may be viewed as an indicator of the student’s future attendance and timeliness as a clinician.

Throughout the clinical phase of the Program, students are expected to be present a minimum of 40 hours per week at each assigned site unless otherwise stipulated by the preceptor or Clinical Director. Students should attempt to integrate themselves into the team or practice to which they are assigned. Certain sites will require extended hours due to the nature of the practice. Students are expected to be present day, night, and/or weekend hours as required by the preceptor.
Attendance is monitored by badge swipe for on-campus events. During off-campus events, such as clinical rotations, attendance is monitored by preceptors and timesheets in Exxat.

- Students are expected to have their badge on their person at all times.
- For on-campus classes and events, students are required to badge in no more than 15 minutes prior to the scheduled start of the class or event.
- Students are responsible for monitoring their own attendance through Blackboard.
- In the event of an anticipated absence or tardiness, both didactic and clinical students must fill out the attendance form found on Blackboard at least 2 weeks in advance or as soon as the student is aware. The attendance form link will be found in the PA Student Resources Blackboard Organization. A new link will be created each semester. This policy applies to classroom activities and/or exams.
  - For didactic students, the Academic Director will determine the scheduling (time and location) of the make-up exam. Exams will not be rescheduled to start prior to the originally scheduled exam. This privilege must not be used to extend study times for exams and is a confidential process. The student must be prepared to take the exam on the day they return before attending classes.
  - For clinical students, clinical phase exams will not be rescheduled for anticipated absences.
- In the event of an unanticipated absence or tardiness, both didactic and clinical students must fill out the attendance form as soon as possible the day of the absence/tardiness. This policy applies to classroom activities and/or exams. The Academic Director and Course Director or Clinical Director will determine scheduling (time and location) of the make-up exam. The student must be prepared to take the exam before returning to campus or clinical rotations.

**Forgot Badge/Forgot to Badge In**

Students who forget their badge or forget to badge in for a class/events on campus must submit an attendance form stating the reason for the attendance discrepancy as soon as possible the day of the missed badging.

**Late Arrival**

Students who arrive late to any class, event, or exam must badge in when they arrive. In the event of an unanticipated late arrival, the student must submit the attendance form as soon as possible the day of the late arrival.

**Absences**

An absence is defined as nonattendance for a portion of a clinic day, failing to badge into class or failing to badge into an exam. Therefore, if a student does not attend a morning class and an afternoon class on the same day that is considered two absences. If a student does not attend the morning class only,
and attends the afternoon class that is considered one absence. The same policy will apply to the clinical phase. If a student does not attend a full clinic day, that is considered two absences. If a student attends a partial clinic day, that is considered one absence.

- For MPA 5061 Clinical Anatomy for Health Professions – Students must badge in for BOTH lecture and lab in order to avoid an absence being recorded for attendance. Nonattendance and failure to badge in for either lecture, lab or both will be recorded as one (1) absence.
- Students are permitted six absences that do not affect a lab (see lab policy below for details) per semester, provided all appropriate forms as stated above are completed in the timeframe required.
- If there is graded classwork on the day of an absence, students are not able to make up the work unless there are significant extenuating circumstances. These circumstances must be documented on the submitted attendance form for consideration by the Associate or Clinical Director.
- If there is an exam on the day of an absence, didactic phase students may reschedule the exam (see section above for procedures regarding unanticipated absence).
- Students absent three or more consecutive days will be required to provide and submit documentation to the Program. Clinical phase students must discuss the missed days with the Clinical Director and may be required to make up the time. This will be at the discretion of the Clinical Director.
- If a student exceeds the allowed six absences in a semester, the case will be presented to the program leadership in order to determine whether the case will be presented to the PA SPC. The Committee will review all submitted attendance forms. Refer to Section 4.E for possible outcomes.

**Fraudulent Badging**

Students are expected to attend class in its entirety once they have badged into class. The following outlines situations that are considered fraudulent badging. Any fraudulent badging is considered a breach of professionalism and will be treated as such. The following scenarios will result in a professionalism infraction. The student will be required to meet with the Associate or Clinical Director. The meeting will be documented with a Professionalism Infraction form. Subsequent infractions will be referred to the PA SPC (see Section 4.E).

- A student scans their badge during the specified timeframe yet does not enter the classroom until after the class start time.
- A student scans their badge during the specified timeframe yet leaves early without submitting an attendance form.

The following scenarios are considered Honor Code violations and will be turned over to the Honor Council.
- A student scans their badge during the specified timeframe and does not attend class.
- A student documents attendance via timesheets in the clinical phase yet does not attend clinic.
- A student possesses another student’s ID badge and badges in for that student.

**Leave of Absence**

Prolonged or repeated absences may make it difficult to satisfactorily continue in the Program. More information about the EVMS Leave of Absence Policy can be found [here](#).

**Holidays/Time off**

Students in the clinical phase of the Program will abide by the SCP calendar rather than the School of Health Professions (SHP) academic calendars. Students are expected to be present at the assigned site on all additional holidays, provided the site is operational. There are built in breaks to allow for medical appointments, personal time off, and interviews.

**Additional Absences**

The Clinical Director must be notified of any additional absences (to include preceptor schedule change, preceptor absence, etc.) during the SCP for purposes of establishing make-up time and/or assignments. The placement and timing of make-up days will be at the discretion of the Clinical Director. This may result in an extension of the SCP, delayed graduation, or repeating the rotation in its entirety.

**Interviewing/Shadowing**

All interviews and shadowing should be scheduled during semester breaks to avoid disruption of SCPs. Students will not be permitted to act as an EVMS student during the interview process or during shadowing experiences. Time spent in a shadowing experience must be volunteered during a student’s personal time only. Students are not covered under EVMS liability insurance or authorized to participate in a clinical capacity during interviews or shadowing.

**Inclement Weather**

In general, EVMS will alert students to the impact of weather on the academic schedule through local television and radio stations, the RAVE alert system, and postings on the EVMS web site. Refer to the EVMS Institutional Handbook for specifics.

Clinical phase students should follow the policy of the clinical site. However, students who feel unsafe traveling to a site that is open should consider safety first. The Program will support any decision to not attend a clinical day because of safety and traveling concerns. No student should endanger themselves trying to get to class if the conditions in their area prove unsafe. In this case, notify the site, preceptor as soon as possible and follow the procedures listed in [Section 2.G.6.](#)
2. G. 7 Conduct during Lab-Based Courses

The following policies apply to all lab-based courses in the Program excluding MPA 5061 Clinical Anatomy for Health Professions.

Due to the logistics involved in lab courses and the impact of late arrivals and/or absences on other learners, attendance and timeliness is imperative. Infractions of professionalism related to lab courses will result in deductions of up to 5% of the final course grade. An email will be sent to the student documenting any infractions and deductions received. Requirements that may result in deductions include:

Punctuality & Attendance

Notification

Should a student anticipate arriving late or not be able to attend a lab session, the student is to complete the Attendance Form located on Blackboard, as well as notify the Academic Director, program staff, and the Course Director via email as soon as possible.

Late Arrival

Late arrival is defined as any time after the event start time. Specific course policies may take precedence over this definition.

- 1st late occurrence: student will receive a written warning
- 2nd late occurrence and each subsequent occurrence: 0.5% deduction for each occurrence and referral to Associate Director

Absence

Unless previously approved by the Associate Director, all absences from labs and/or Sentara Center for Simulation and Immersive Learning (SCSIL) events will result in a 1% deduction for each occurrence. If a lab course includes designated participation points, an absence will result in a score of zero. Lab attendance, other than SCSIL events, is monitored using the EVMS badge scanning system. Students are responsible for monitoring their attendance on Blackboard and should contact program staff of any discrepancies within 24 hours.

Forgotten Badge

Students must follow the policy described in Section 2.G.6.

Attire

Please refer to the individual course syllabus for expectations regarding proper attire for labs. Improper attire will result in a 0.5% deduction for each occurrence.

Preparedness/Participation

Failure to participate in a partner or small group session can negatively affect other students’ learning experience. Poor participation, inappropriate behavior, and lack of appropriate preparation will be determined by the assigned partner/group members for each partner/group session using a Professionalism Form located in Blackboard. If partner/group members are adequately prepared, the form does not need to be completed and no deductions will be made. However, if a group member perceives poor participation, disrespect, or lack of
preparedness by another group member, s/he is encouraged to first address the issue with the group member and submit a Professionalism Form with supporting comments on the same day as the lab session. Late submissions will not be accepted. Deductions may also occur at the discretion of the course directors and/or SCSIL staff. Both student-reported and faculty observed instances of poor conduct will result in a 1% deduction for each occurrence.

**RECORDINGS/DUPLICATION OF CASE INFORMATION**

Failure to abide by the following standards will result in 5% deduction from the final total points received for the course at the end of the semester as well as referral to the Honor Council.

- In case-based learning environments, there will be no personal recording of cases, class sessions or the material presented therein. EVMS-recorded lectures and workshops will be available via My Portal. Under no circumstances are training sessions, cases, debriefs, or any components thereof to be recorded, replicated, or otherwise reproduced.
- No resources of any kind are allowed during competency-based testing sessions. This includes but is not limited to notes, instructional materials, or checklists created prior to the beginning of the testing session.

**2.G.8 USE OF PRECEPTORS AS HEALTH CARE PROVIDERS**

At no time during the clinical phase should a student be utilizing their assigned preceptor as their health care provider. Students should notify the Program if they have been assigned a preceptor who provides them ongoing medical care.

**2.G.9 PRECEPTOR SUPERVISION**

Although the supervising preceptor may not be with the student during every shift, students may be assigned to another MD, DO, PA or NP whom will serve as the preceptor for any given time interval. In the case where supervision is not available, students may be instructed to complete an assignment or may spend time with ancillary staff (radiology, laboratory services, physical therapy, etc.). Appropriate preceptor supervision of the PA student is expected at all times during the clinical experience. This should include, providing direct supervision of technical skills with gradually decreased supervision as the student exhibits level of expertise. However, every patient must be seen, and every procedure evaluated by the preceptor prior to patient being discharged. The student will not be allowed to see, treat or discharge a patient without the patient having also been evaluated by the preceptor. On each rotation, it is the student’s responsibility to ensure that the supervising physician evaluates all the student’s patients.

**2.G.10 DOCUMENTATION**

Students will confer with the preceptor regarding general practice of chart entries and/or dictation procedures of the clinical site. Students must receive permission from the preceptor prior to accessing or making written entries into the patient records. Student entries in records must include status (e.g. Your Name, PA-S or Your Name, PA-Student) and must be countersigned by the preceptor. The
student is responsible for notifying preceptors of the requirement described here with any questions being directed to the Program immediately.

Preceptors are required to document the services they provide as well as review and edit all student documentation. Although student documentation may be limited for reimbursement purposes, students’ notes are legal and are contributory to the medical record. Moreover, writing a succinct note that communicates effectively is a critical skill that the PA student should develop. The introduction of electronic medical records (EMRs) presents obstacles for students if they lack a password or are not fully trained in the use of one institution’s EMR system. In these cases, students are encouraged to hand-write notes for review by the preceptor whenever possible for feedback.
**Department of Health and Human Services-Centers for Medicare and Medicaid Services**  
*Evaluation and Management Documentation Provided by Students*

Any contribution and participation of a student to the performance of a billable service must be performed in the physical presence of a teaching physician or resident in a service that meets teaching physician billing requirements. Students may document services in the medical record. However, the teaching physician must verify in the medical record all student documentation or findings, including history, physical exam and/or medical decision making. The teaching physician must personally perform (or re-perform) the physical exam and medical decision-making activities of the E/M service being billed but may verify any student documentation of them in the medical record, rather than re-documenting this work.


Students may transmit prescribing information for the preceptor, but the preceptor must sign all prescriptions. More specifically, the student’s name should not appear on the prescription. For sites that use electronic prescriptions, the preceptor MUST log into the system under his/her own password and personally sign and send the electronic prescription. These guidelines must not be violated by the student or the preceptor.

**2.G.11 Cell Phones**

Cell phones must be off or on vibrate mode in class. If a cell phone rings during class, the student should gather their belongings and leave the classroom. The student may return at the next scheduled class for the day. No exceptions to this rule. Use of cell phones or other personal electronic devices are to be used strictly for medical references or patient logging during SCPs, but only with the expressed permission by the preceptor. Personal phone calls, texting, emailing, etc. are not allowed.

**2.G.12 Food**

Eating a full meal in the context of an ongoing class is unprofessional and will not be tolerated. The only times that food is allowed in the classroom is when the Program provides food for a function or celebration. Otherwise, you may not eat in the classroom during virtual synchronous or live class sessions. You may bring small snacks to consume at the breaks or discreetly during an extended class period. Liquids (coffee, tea, soda, or water) are allowed provided they are in a spill proof/resistant container. When the classroom is available before or after scheduled classes, you may utilize the classroom to eat. However, please be courteous and clean up after yourself.
2.H PROFESSIONAL DEFICIENCIES

Students are expected to adhere to the professional standards described above in Part 2. Any breach of the professional standards will result in a tiered approach of reconciliation except where explicitly stated in the policies above.

- 1<sup>st</sup> occurrence – documented warning
- 2<sup>nd</sup> occurrence – professionalism write-up
- 3<sup>rd</sup> occurrence – referral to the Student Progress Committee

*Note: For extreme cases of professional deficiencies of the professional standards, this process may be escalated.

Outcomes of PA Student Progress Committee (PA SPC) are described in Section 4.E. Students are offered the opportunity to provide a written explanation to the Committee but are not invited to attend the meeting.

PART 3: ACADEMIC STANDARDS

3.A GRADING POLICIES

3.A.1 MATHEMATICAL ROUNding

Mathematical rules for rounding to the nearest whole number based on two decimal places are applied. For example, a final grade of 93.45 would round to a 94 (A), while a final grade of 93.44 would round to a 93 (A-).

3.A.2 DIDACTIC PHASE GRADING SCALE

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<thead>
<tr>
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<th>GPA</th>
<th>LETTER GRADE</th>
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<tbody>
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<td>A</td>
</tr>
<tr>
<td>90 – 93</td>
<td>3.67</td>
<td>A-</td>
</tr>
<tr>
<td>87 – 89</td>
<td>3.33</td>
<td>B+</td>
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<td>84 – 86</td>
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<td>80 – 83</td>
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<td>1.67</td>
<td>C-</td>
</tr>
<tr>
<td>67 – 69</td>
<td>1.33</td>
<td>D+</td>
</tr>
<tr>
<td>64 – 66</td>
<td>1.00</td>
<td>D</td>
</tr>
<tr>
<td>60 – 63</td>
<td>0.67</td>
<td>D-</td>
</tr>
<tr>
<td>Less than 60</td>
<td>0.0</td>
<td>F</td>
</tr>
</tbody>
</table>

**An Exam Score of less than 70, requires Assessment Improvement Method (AIM) with Course Director**
3.A.3 Clinical Phase Grading Scale

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>94 – 100</td>
<td>HONORS (H)</td>
</tr>
<tr>
<td>87 – 93</td>
<td>HIGH PASS (HP)</td>
</tr>
<tr>
<td>80 – 86</td>
<td>PASS (P)</td>
</tr>
<tr>
<td>79 or less</td>
<td>NON-PASS (NP)</td>
</tr>
</tbody>
</table>

3.A.4 Repeating a Course

Because the didactic phase of the Program is provided in sequence, with courses each semester being prerequisite to the following semester’s coursework, each course is only taught once per year. If a student is granted the opportunity to repeat a course, it will be with the next class of students. This would require the student to become a member of the class following their original graduating class and repeat the entire sequence of courses beginning in the first semester with that new cohort. For the clinical phase, the schedule is more flexible, and students may be able to repeat a course, but this will result in a delay of graduation.

3.A.5 Challenging a Grade

Erroneous Grade Recorded

If a student receives an incorrect final course grade, he/she should immediately contact the Academic Director or Clinical Director to verify the error. Errors will be changed by a Change of Grade form completed by the Course Director and the Program Director. A Change of Grade form will be submitted to the Registrar for proper notification and correction of the grade on the student’s record.

Inappropriate Grade Reported

If a student feels that they have been unfairly graded in any course in the didactic or clinical phases of the Program, they must initially report their concerns to the Course Director(s) in writing. If this does not resolve the issue for the student, the grade result may be appealed to the Program Director in writing within 7 days of receiving the initial grade report. The Program Director will investigate the grade report and any concerns expressed by the student and decide whether the grade should be changed. If desired, the student may appeal the Program Director’s decision about a grade to the Dean of the School of Health Professions, also in writing and within seven (7) days of the report of a decision by the Program Director. The Dean’s decision will be final.

3.B Examination Policies

3.B.1 Examination Procedures

All computer-based examinations will be conducted using web-based testing software (e.g. ExamSoft for didactic phase and ExamDriver for clinical phase) and will be conducted in the EVMS Testing Center.
when scheduled on campus. Students with approved accommodations will take their exams in the Accommodation Testing Center. Appropriate examination procedures will be distributed by the Program office in advance of each examination. Please refer to these instructions for further details.

3.B.2 Examination Schedule

Didactic Phase

After course syllabi are submitted, the Academic Director will produce semester exam and exam review schedules. All attempts are made to schedule exams within a week of completing the module lectures/labs but is not guaranteed. Exam reviews are scheduled within a week of the exam to allow time for the Course Director(s) to review the exam statistics and item analyses. Once published, the exam schedule is final; however, unforeseen circumstances may necessitate changes. Students will be notified of any such change as soon as possible. Due to testing center space limitations for accommodation students, the exam times may be adjusted. This may result in exam times as early as 6 am on exam date and/or ending in the evening. Students are expected to remain flexible and plan accordingly for any adjustments in the exam start and end times.

Clinical Phase

EOR exams are scheduled based on availability of the EVMS Testing Center, with the goal of having a start time of 9:00 AM (EST). All students are required to start at the same time, regardless of location (no adjustment will be made for students in other time zones). To maintain security of the exams, adjusted starting times are not permitted. If you have concerns regarding site location and time required for travel, you must notify the Clinical Director at least 2 weeks prior to the scheduled exam date.

Students rotating at local sites will take their exam in the EVMS Testing Center. Students rotating at out of area sites will have the option of returning to the EVMS campus to take the EOR exam or use a web-based proctoring service, at their own expense. Students planning to use a web-based proctoring service must notify the Program by the deadlines provided by the clinical coordinators.

3.B.3 Examination Reschedules

The exam and exam review schedule is distributed during the previous semester so students may appropriate plan. However, it is understood that unexpected circumstances occur even when you are involved in a challenging graduate level Program. The policies for late arrivals to exam and anticipated or unanticipated absence during an exam day are listed above in Section 2.G.6.

Grades for Rescheduled Examinations

Rescheduled exams will be recorded as outlined below for written exams (or, pass/non-pass for competency assessments):
Students who miss an exam because of illness, injury, or family emergency must provide a reasonable form of proof to the Course Director, Academic Director, or Clinical Director to be allowed to take the exam at 100%.

The maximum recorded score for re-scheduled exams is 85% of the total points allocated for that exam for all other absences. Grades between 85% and 100% will receive a final grade of 85%. Grades below 85% will receive the grade earned.

Rescheduled exams may contain up to 20% new questions at the discretion of the Course Director in the didactic phase. In the clinical phase, nationally published exams are utilized and cannot be adjusted. Any student discussing exam topics or items will be found in violation of the Honor Code and may result in dismissal from the Program.

Students, who miss an exam for reasons other than illness, injury, or family emergencies, must explain their situation to the Academic Director or Clinical Director, who may (in extraordinary circumstances) grant the ability to take the make-up exam at 100% of possible points.

3.B.4 Examination Review Policy

Review sessions for modular examinations will be scheduled by the Academic Director within one week of the examination date, allowing the Course Director to evaluate exam results and performance of individual test items prior to conducting the review. Only in extenuating circumstances, as deemed by the Course Director(s), will an examination review be given outside of the scheduled examination review time. Exam reviews, including links to Strengths and Improvements Opportunities (S&O) report, will not occur for cumulative final exams.

The format of the exam review will be a review of concepts; exam questions will not be shown.

Reviews will be conducted as follows:

- A link to the student’s personal “Strengths and Improvements Opportunities” (S&O) report will be sent through Examsoft for the student to access on the Examsoft Portal. It shows the category performance of an individual exam taker for a specified exam. The exam taker’s UID is located at the right upper corner of the report. For each category a score is given as a percentage for the number of questions in this category that were answered correctly.
- In the event that not all students are able to take the exam on the scheduled date, the exam review will be postponed. An asynchronous review of concepts will be released on Blackboard and the S&O report is released on Examsoft once all students have completed the exam.

Inquiries or additional discussion regarding a test item will not occur during an exam review and will only be addressed after following the steps for self-regulated learning in the algorithm below:

- Consult personal notes.
- Consult the required textbook and/or assigned readings.
If a lack of clarity or questions remains, wait a minimum of 24 hours from the conclusion of the exam review, then email the Course Director(s) regarding questions or concerns about the material. Emails must be sent no later than 5 business days following the 24-hour period after the exam review. Except in rare circumstances, this process should occur in the timeframe of 1-7 calendar days following the review session.

- The outcome of any inquiry and discussion will be at the discretion of the Course Director.

Professional behavior is expected at all times during the review session, email communication, and during any post review discussions. Any deviation from this standard may result in dismissal of the student from the review/meeting and a written letter of counseling in the student record regarding professionalism.

Attendance at the scheduled review session is highly recommended for students attaining a score less than or equal to 80%.

Those scoring less than 70% must attend the examination review sessions and fully engage in the educational process of self-regulated learning. They must also participate in the Assessment Improvement Method (AIM) described in Section 5.B.1. Failure to attend the expected review sessions will be viewed as insufficient student engagement in the educational process, may result in a professionalism discussion, and may be considered in deliberations by the PA SPC, should this be necessary.

3. C Assignment Policy

Individual courses may have specific assignments included in the course grading and assessment. The individual Course Director(s) have the freedom to establish the due dates and reasonable acceptance of late assignments and the impact on the overall grading for that assignment. Please refer to the course syllabus for policies related to assignments.

The Course Director, Academic Director, or Clinical Director may challenge a pattern of turning in late assignments.
PART 4: SATISFACTORY PERFORMANCE & PROGRESS

4.A MENTORING

Students will have a faculty member assigned as their faculty mentor early in Semester 1 of the Program. The role of the faculty mentor is to monitor progress and serve as a guide and advocate. To become acquainted with your faculty mentor, an initial Meeting will be scheduled during the first two weeks of Semester 1. This meeting will allow the student and faculty member to assess need for referral to academic support services as necessary.

In all semesters, students must schedule an appointment with their faculty mentor during each semester. This appointment should be made directly with the faculty mentor. Two forms will guide the discussion during the meeting:

- **Mentoring Form**: this form prompts the student regarding their successes, difficulties, and challenges related to the current semester course load and any outside influencing factors. It also serves as a professionalism evaluation form as a self-assessment prior to each mid-term meeting. It will be compared to an identical instrument completed by the faculty mentor with input from the entire faculty.
- **Semester Grade Sheet**: a summary of the course grade elements will be made available to the student for them to complete and track course grades and semester GPA. Students should be prepared to discuss their grades up to that point in the semester. Students must be aware of the importance of self-monitoring GPAs to ensure they will meet academic progress and graduation requirements.

The students must complete and submit these forms electronically in advance of the meeting. Students who are experiencing difficulties in courses or who are experiencing life events that affect progress or performance in the Program may schedule an appointment with their faculty mentor, the Associate Program Director, Clinical Director or the Program Director whenever the need arises. The student or faculty may initiate other meetings outside those required.

4.B DIDACTIC SATISFACTORY ACADEMIC PROGRESS

Grades, professionalism, and ability to meet technical standards are factors that determine satisfactory progress. Standards of acceptable performance for courses are communicated to students in writing via the syllabus and orally reviewed at the introduction of the course.

A student must achieve and maintain the required 3.00 semester Grade Point Average (GPA) and receive a “C-” or higher in all letter-graded courses and a “P” (Pass) in all performance-graded courses to remain in good academic standing and graduate from the Program. GPAs will be rounded to 2 decimal places.
The policy of 3.00 or higher in a graduate professional Program has been adopted to better ensure student’s preparation for future sequential course work.

Any course grade of D, F, or NP will result in dismissal from the Program (Section 5.E).

Remediation to the clinical phase of the Program may be considered for a student with a cumulative GPA of less than 3.00 at the end of the 4th semester of the Program (Section 4.C.1).

4.C STUDENT PROGRESS AT THE END OF DIDACTIC PHASE

Semester 4 represents the final semester of didactic instruction for the Program. All coursework during the clinical phase of the Program is graded on a “pass-fail” system that awards Honors (H), High Pass (HP), Pass (P), or Non-Pass (NP) for each course. As such, the grade point average for the entire Program is established at the end of semester 4 of the Program.

The Program requires a cumulative grade point average (GPA) of 3.00 to graduate from the Program (as is customary at most graduate training Programs). Therefore, to progress to the clinical phase of the Program, the cumulative GPA must be 3.00 or higher at the conclusion of the 4th semester. Students whose cumulative GPA rounds to 2.89 or less shall be dismissed from the Program.

4.C.1 REMEDIATED PROGRESSION TO THE CLINICAL PHASE

The PA SPC may exercise limited discretion in this regard when they believe that extenuating circumstances affected a student’s ability to achieve the required cumulative GPA at the end of the 4th semester. Consideration for a remediated progression to the clinical phase would require all the following conditions to be met:

- A cumulative GPA* between 2.90 and 2.99 at the end of semester 4 of the Program
- Extenuating circumstances affecting the student’s achievement
- A consensus of the PA SPC and PD that the student has the requisite skills and knowledge to progress despite their grades, after a period of remediation.
- The student has taken advantage of recommended student support services.
  - Student academic records will be reviewed for efforts by faculty mentors to support the student during all four didactic semesters.
  - Students who have documented referrals for tutoring, study and testing evaluations, or other student support services will be evaluated by the progress committee in terms of whether they took advantage of available student support services.
  - Failure to follow through on recommendations may be viewed unfavorably by the committee when determining eligibility for remediation.

The PA SPC would meet at the end of the 4th semester to determine if the Academic Director and appropriate other faculty should develop an individualized plan of remediation for a student or students.
*Note: Students whose cumulative GPA rounds to 2.89 or less will not be eligible for consideration. In addition, a student who has already been decelerated or who was on probation two or more times in the didactic semesters would not be eligible for this consideration.

4.C.2 MPA 5000 – DIRECTED MEDICAL STUDIES – VARIABLE CREDITS

A remediating student will not progress to clinical rotations with their classmates. The first five to ten weeks of the clinical phase will be devoted to their remediation efforts. Thus, the graduation date for the student will be affected.

The remediating student will be enrolled in MPA 5000 - Directed Medical Studies. The general syllabus for this course will be the same for all students, but an individualized schedule of directed remediation and a schedule for activities and assessments will be provided.

Within the Directed Medical Studies course, an individual remediation plan will be tailored to the needs of the student, based on didactic performance throughout the first 4 semesters of the Program.

The individual remediation plan will outline the following in detail:

- Subjects and skills to be remediated
- An instruction and study plan
- How each component will be assessed
- A schedule for each activity
- A schedule for each assessment
- Grade criteria for each form of assessment, and
- What the result of unsatisfactory remediation would be (i.e. dismissal)

Students who successfully progress to the clinical phase by remediation will also enter the clinical phase on probation. This probationary status will be in place for the entire clinical phase of the Program (see Section 5.D).

Remediated Progression to the Clinical Phase of the Program is meant to be a rare occurrence based on the judgments of the PA SPC’s best efforts to evaluate and acknowledge the strengths and weaknesses of individual students. It is not offered to students who have struggled throughout their training, had two or more semesters on probation, or who had already been decelerated.

The GPA parameters outlined above would trigger a review of a student’s record and consideration for remediation. It is essential that the resulting cumulative GPA is 3.00 or higher in order to successfully progress to the clinical phase of the Program. Students will not be automatically offered an opportunity to remediate. The outlined criteria must be met. The effect of the grade from this variable credit course will be factored into the cumulative GPA.
4.D CLINICAL SATISFACTORY ACADEMIC PROGRESS

All students in the clinical phase are expected to attain passing scores on all Preceptor Evaluations of Student, EOR exams, and Final SCP scores to be considered in good academic standing (see individual SCP course syllabi for details on grading components). Students who do not meet these criteria will be subject to stipulations outlined in Section 5.A. Students who are placed on probation will be subject to the stipulations outlined in Section 5.D. Student performance at the clinical site and in all components of the SCPs is deemed to be suggestive of subsequent behavior and performance as a practicing PA. Students who fall below the standards set or who are found to have demonstrated a lack of academic integrity or honesty can expect to be at risk for dismissal from the Program.

*NOTE: The Interprofessional Education course series spans the entire clinical phase and is assessed per the clinical phase grading scale (see Section 3.A.2)

4.E STUDENT PROGRESS COMMITTEE (PA SPC)

The PA SPC is established to manage processes related to student progress, academic performance, and professionalism. The committee is comprised of both voting and non-voting members as appointed by the Program Director.

The committee will convene when a student is referred by the Academic Director or the Clinical Director due to continued academic deficiencies in the didactic or clinical phase. The committee may also convene to determine recommendations of professionalism issues.

- Student progress is discussed at each faculty meeting to alert faculty and faculty mentors to student academic or professionalism concerns.
- At the end of each didactic semester, if necessary, the PA SPC will meet to discuss academic progress issues for students in the didactic phase of the Program.
- When necessary, the PA SPC will be convened to discuss academic progress for students in the clinical phase of the Program or professionalism issues for any student.
- The Program Director, or designee, will present relevant information contained in the student’s academic and faculty mentors records for the committee to consider. Students are able to provide a written statement to the PA SPC, but they are not permitted to attend the PA SPC meetings.

The PA SPC will make a recommendation to the Program Director. Recommended actions may include, but are not limited to, remediation, probation, deceleration or dismissal. The Program Director will review the recommended action(s) and may seek additional information prior to making the final
decision, which will be conveyed to the student in writing. A student may appeal the final decision of the Program Director in writing to the Dean of the School of Health Professions within seven days of the Program decision.

4.F GRADUATION REQUIREMENTS

In order to meet eligibility to graduate from the Program, and earn the MPA degree, candidates must:

- Achieve a grade of C- or better for all didactic courses (first 4 semesters of the Program), and a grade of Pass (P) or better for all seminar courses, practicum courses, and clinical rotations (SCPs)
- Achieve a minimum overall GPA at the end of the didactic curriculum (end of semester 4) of 3.00 or better
- Complete all Program courses and requirements
- Complete the Summative Evaluation (see Section 4.G)
- Complete and record 40 hours of community service during the course of the program
- Be recommended for graduation by the Program Director
- Have satisfied all debts to the school

4.G SUMMATIVE EVALUATION

The Summative Evaluation is designed to ensure that the student has the knowledge, interpersonal skills, patient care skills, and professionalism required for entry into the profession. This is completed within four months of graduation. This evaluation consists of the following components:

- Successful completion of all SCPs and clinical phase courses
- Objective Structured Clinical Exam (OSCE): Completion of standardized patient (SP) encounter(s). Students are required to complete a problem focused history and physical examination and explain essential information to the patient such as diagnostic impression, plan, treatment, counseling, and education. OSCEs are used to evaluate appropriate history and physical examination elements, communication skills, clinical decision making, formulation of an appropriate plan and management, and professionalism. The OSCE is graded through a checklist completed by the SPs. This is a Pass/Fail activity and must be passed for successful completion of the requirement. The Clinical Director and Clinical Educator determines the final passing threshold based on class performance. If a passing score is not achieved, there will be a required remediation assignment that must be completed with a passing score in order to fulfill this requirement.
End of Curriculum Exam: This exam is an objective, standardized evaluation of student’s knowledge as a component of readiness for graduation developed by Physician Assistant Education Association (PAEA). This is a 300-question summative assessment. The Clinical Director and Clinical Educator determines the final passing score based on exam statistics. If a passing score is not achieved, there will be a required remediation assignment that must be completed with a passing score in order to fulfill this requirement.

**PART 5: UNSATISFACTORY PERFORMANCE & PROGRESS**

**5.A ACADEMIC DEFICIENCIES**

The standard of performance for students in the didactic phase is to pass each course with a C- or higher and maintain a 3.00 GPA or higher each semester as well as the cumulative GPA. The standards of performance for students in the clinical phase is described in detail below. Grading of SCPs remains the responsibility of the Program with guidance provided by the clinical preceptor.

**5.A.1 PRECEPTOR EVALUATION OF STUDENT**

It is expected that students demonstrate competence by receiving a passing score on the Preceptor Evaluation of Student in order to pass the SCP. The student will be placed on probation and will remain on probation until the end of the Program. Specific grading details are outlined in the SCP syllabi.

**5.A.2 END OF ROTATION (EOR) EXAMS**

The PAEA EOR exams are nationally administered exams and vetted through a rigorous process. It is expected that students demonstrate competence by receiving a passing score on EOR exams in order to pass the SCP. Our goal in this process is to ensure success in the clinical phase and as practicing clinicians. Specific grading details are outlined in the SCP syllabi. The following outlines the requirements for students receiving non-passing scores on EOR exams.

**FIRST NP EOR EXAM SCORE**

Students receiving the first NP on an EOR exam will be required to:

- Complete a remediation assignment. The assignment will consist of a written explanation of the Keyword Feedback provided on the student’s individual PAEA EOR Exam Performance Report. The student will select 25 bullet points (if there are less than 25 bullets, the student must answer all bullets). For each bullet point, the student must expand on the topic listed, focusing on the task identified (i.e., Clinical Intervention, Clinical Therapeutics, Diagnosis, Diagnostic Studies, etc.). References must be provided for each answer. The assignment will be due one week after the EOR exam to ensure appropriate time and attention to the currently scheduled rotation. Upon completion of the remediation assignment, an electronic Learning Improvement Process form will be completed, which will become a part of the student’s academic file.
- Meet with the Clinical Director and/or Clinical Educator.
- Re-take the exam and receive a passing score. The re-take exam will be scheduled within one week of the original exam, unless there are barriers to scheduling with the testing center or if the re-take falls on a holiday/break.

**SECOND NP EOR EXAM SCORE**

Students receiving the second NP on an EOR exam (whether this is a re-take of a previously failed exam or failure of a second SCP EOR exam) will be required to:

- Placed on probation and remain on probation throughout the clinical phase.
- Consult with Academic Support Services to review deficits and test taking skills and additional meetings as needed.
- Complete the remediation assignment for each of the remaining SCP exams. Details of the assignment are listed above under First NP EOR Exam Score.
- May be required to complete all remaining SCPs in the local area.
- Complete a 120-question RoshReview practice exam in timed mode at the midpoint of each SCP.
- Re-take the exam and receive a passing score. The re-take exam will be scheduled within one week of the original exam. The re-take exam will be scheduled within one week of the original exam, unless there are barriers to scheduling with the testing center or if the re-take falls on a holiday/break.

*NOTE:* After a second NP EOR exam, students must receive a passing score on all elements of each SCP for the remainder of the clinical phase. Any one failure of an EOR, Preceptor Evaluation of Student, and/or Final SCP score will result in referral to the PA SPC.

**THIRD NP EOR EXAM SCORE**

Students receiving the third NP on an EOR exam will:

- Result in referral to the PA SPC.

**NP EOR EXAM SCORE OF RETAKE**

Students receiving an NP score on any re-take exam(s) will:

- Receive an NP score for Final SCP score.
- Repeat the rotation. The timing and location of the repeated rotation will be at the discretion of the Clinical Director.
- Be required to adhere to all requirements under section Second NP EOR Exam Score above.
5.A.3 Final SCP Score
The student must receive a passing score for both the Preceptor Evaluation of Student and EOR exam in order to receive a passing score for the repeated SCP and proceed through the clinical phase. Any student receiving an NP Final SCP score will be required to repeat the SCP. The student will be placed on academic probation and will remain on probation until the end of the Program (see Section 5.D).

The Clinical Director/Clinical Educator will determine the timing and location of the repeat SCP, in order to ensure appropriate mentoring and full opportunity for learning. Failure of the repeated SCP, or any subsequent SCP, will result in referral to the PA SPC and may result in dismissal from the Program.

The circumstances surrounding a failure of an SCP will be thoroughly investigated by Program personnel prior to posting an official grade. The student has one opportunity to repeat an SCP during the clinical phase. The Clinical Director/Clinical Educator will designate the time and location of the repeat SCP. Decisions may be dependent on placement availability. Any student who does not achieve a Pass upon the second attempt at an SCP or on subsequent SCP will be referred to the PA SPC.

5.B Remediation
Remediation is a process to help identify a student’s deficiencies in knowledge, skills, and behavior. The process involves strategies to assist the student in achieving academic competence and professional development. Remediation may be provided in the form of a Learning Improvement Process, guided assignments, or use of other resources to help the student succeed.

5.B.1 Assessment Improvement Method
The Assessment Improvement Method (AIM) is part of the Program’s PSE process (see Section 2.D.1), there is an expectation that students are engaged in a continuous process of assessing their own performance. Students are encouraged to engage their course faculty to review their PSE at any point during a given semester should they need additional guidance or support. However, when a student earns a score of less than 70% on an exam or on any other course element at the discretion of the course director(s), there will be a requirement for that student to engage the course faculty as a part of the AIM process. Details regarding the AIM procedures are outlined in each syllabus.
TIMING
Except in unusual circumstances, this process must be started within five (5) school days after the grades have been posted.

COMPLIANCE
Failure to comply with the AIM requirement will be considered non-adherence to the Program’s professionalism standards and will be documented in the student’s academic record. The student may also be referred to the PA SPC for disciplinary action.

DIDACTIC PHASE FINAL EXAMS
Exams scheduled during finals week are not subject to this policy.

APPEALS
Any student who does not agree with the assessment of the Course Director or Clinical Director during the AIM process may appeal directly to the Academic or Associate Director.

5.C AT RISK STUDENTS
Students at academic risk of not meeting the minimum course grade and semester GPA requirement during the didactic phase may be required to meet with a Course Director, faculty mentor and/or the Academic Director to discuss their academic progress.

5.D PROBATION
Students shall be placed on Probation for the following reasons, including, but not limited to:

- Failing to achieve/maintain the required 3.00 semester GPA, refer to Section 5.D.4 if GPA is less than 3.00 in the 4th semester.
- Completing a remediation course prior to entering the clinical phase.
- Receiving an NP grade for an SCP.
- Repeated or egregious violations of the EVMS Code of Conduct, Code of Student Conduct, Standards of Conduct for the Teacher-Learner Relationship, Technical Standards or Honor Code.
- HIPAA or other confidentiality violations.
- Repeating one or more semesters.
- Recommendation by the PA SPC.

The following will apply to students who are placed on probation in the clinical phase of the Program:

- Shall remain on Probation through the end of the clinical phase.
- All remaining SCPs will be completed in the local area at the discretion of the Clinical Director, in order to ensure appropriate mentoring and full opportunity for learning.
• A student receiving any subsequent NP grade is subject to dismissal from the Program. The PA SPC will review the student’s situation and a recommendation will be made to the Program Director.

*Note: Probation is grievable see Section 7.A.

5.D.1 Probation Duration
Students placed on Probation for failure to achieve the requisite semester GPA must receive a 3.00 semester GPA the following semester. Failure to receive a 3.00 semester GPA the following semester will be presented to the PA SPC for possible dismissal. The following exceptions apply:

• Students placed on probation where behavioral, professionalism, or other conduct issues were also a factor, shall remain on Probation for the remainder of the Program.
• Students who enter the clinical phase on probation remain on probation for the remainder of the Program.
• Students placed on probation any time throughout the clinical phase will remain on probation for the remainder of the Program.

5.D.2 Academic Plan
All students placed on Probation shall have an Academic Plan. The Academic Plan will outline corrective actions the student must take while on Probation. Students placed on Probation must also meet frequently with their faculty mentor or Clinical Director to discuss their academic progress and compliance with the Academic Plan. The Academic Plan may be amended at the discretion of the Program Director to address any additional issues that are discovered or not previously addressed.

Students who fail to successfully abide by the Academic Plan, or who have future academic and/or professionalism issues shall be subject to dismissal by the PA SPC.

5.D.3 Entering the Clinical Phase on Probation
A student may enter the clinical phase on probation if they earned a 4th semester GPA of less than 3.00 but continued to maintain a cumulative GPA of 3.00 or greater or, if they advanced to the clinical phase after a period of remediation (see Section 4.C.1).

A student entering the clinical phase on probation for any reason is subject to the following:

• They will remain on probation for the entire clinical phase
• Students entering the clinical phase on probation may be required to complete all SCPs in the local area.
  o Based on performance of the first three SCPs, the Clinical Director and Clinical Educator will meet with the student to develop a plan based on student’s learning needs.
• The student may be subject to dismissal as the result of a single failure NP grade on a clinical rotation after review of the circumstances by the PA SPC and PD.

5.E. DISMISSAL FROM THE PROGRAM

In cases where a student is at risk for dismissal, the PA SPC will meet to discuss and deliberate the student’s situation unless the student has already decelerated (see section 5.E.1). A recommendation will be made to the Program Director. Students may be dismissed for the following reasons, including, but not limited to:

• A grade of D, F, or NP in any course in the didactic phase of the Program.
• A semester GPA less than 3.00 while already on probation.
• A cumulative GPA of less than 3.00 at the end of the 4th semester.
• An NP grade on any SCP while already on probation.
• An NP grade on three EOR exams.
• An NP grade on a second or subsequent repeat of an SCP in the clinical phase of the Program.
• An Honor Council violation resulting in a penalty of failure of a course or dismissal from the school.
• Repeated or egregious violations of the EVMS Code of Conduct, Code of Student Conduct, Standards of Conduct for the Teacher-Learner Relationship, Technical Standards or Honor Code.
• HIPAA or other confidentiality violations.
• Failure to comply with probationary Academic Plan.

5.E.1 DECELERATION POLICY

A student may be offered to decelerate (join the following class) for one of the following reasons:

• Permission from the Program Director permission with recommendation by PA SPC
• Student who has left the Program for any reason who has been granted permission to return
• Other life events that require an extended absence from the Program

In all cases above, the student must have permission to return to the Program, in writing, from the Program Director before they leave the Program. A student may also be decelerated upon successful appeal of Program dismissal to the Dean of the School of Health Professions. In all cases, students who decelerate will be on probation when they return. Deceleration is only offered one time. Students who do not maintain satisfactory academic progress during deceleration shall be dismissed.

PART 6: EVALUATIONS

Throughout the Program, modular and cumulative final evaluations are performed to measure student’s competence and identify areas of weakness. All faculty are involved in continually evaluating
student professionalism. Generally, a student’s academic success in the Program courses is
determined by participation, computer-based examinations, written assignments, oral presentations,
hands-on skills, and standardized patient encounters.

During the clinical phase, students are evaluated on their knowledge, clinical skills and overall
competence to practice as a PA using preceptor evaluations, EOR exams, and other assignments. See
clinical phase syllabi for details on grading elements.

Additionally, professionalism evaluations are completed each semester throughout didactic, through
preceptor evaluation, and as needed. Each student is monitored by the faculty on a continual basis
throughout the Program. Any action, behavior, or incident that results in a rating of “unsatisfactory”
in one or more categories will require the student to meet with the PA SPC to determine the
disciplinary action (Section 4.E).

6.A STUDENT PARTICIPATION IN THE EVALUATION OF THE PROGRAM

The Program is committed to delivering a curriculum that will prepare the student to deliver optimal
health care in an ever-changing environment. In our commitment to the process of continuous quality
improvement, students are involved in course evaluations, supervised clinical practice evaluations, and
faculty evaluations at the closure of each course, or semester. As a future health care provider, the
evaluation process will be a part of every continuing medical education course in which the
practitioner participates to maintain their Physician Assistant license. As such, completion of
evaluations is a professionalism issue.

Students are required to complete these evaluations for all courses throughout the Program.

Students in the didactic phase of the Program must complete all evaluations prior to attending classes
in the following semester. Failure to do so will result in documentation of a professionalism incident.

Students in the clinical phase of the Program must complete all evaluations for each SCP no later than
midnight the Sunday following completion of the rotation. Students must complete these evaluations
BEFORE starting the next SCP.

At the conclusion of the Program and graduation, students are asked to evaluate the curriculum
through an anonymous survey. Alumni of the Program are also surveyed to determine readiness for
practice and preparedness for employment.

PART 7: STUDENT RIGHTS

7.A STUDENT COMPLAINT PROCESS

If a student has a concern with a fellow student or faculty member, it is expected that students will
first meet and address their concerns directly with the individual if they feel comfortable doing so. If
the concern is not resolved, the student may make a complaint to the Course Director, Academic Director/Clinical Director, or the Program Director. If concerns are still not met or addressed, students should follow additional paths as per the EVMS Institutional Handbook.

If a student in the clinical phase has a concern regarding a site or preceptor, the concern should be first brought to the attention of the preceptor. If the concern is not resolved, the student should discuss the concerns with the Clinical Director. Students should refrain from discussing specific site or preceptor issues or concerns with fellow students.

7.B Grade Appeal
Students may appeal a course grade by submitting a written request to the Course Director within seven days of the grade being issued. The appeal must include the reasons for the appeal and actions the student requests. The Course Director must then respond to the student in writing within seven days with a decision. If the issue is not satisfactorily resolved the student may appeal the decision in writing to the Program Director within seven days stating the reason for the appeal and actions the student requests. If there is no appeal within seven days, the grievance is considered resolved. For further details on the grade appeal process see the EVMS School of Health Professions Policies and Procedures.

7.C Grievance
Students have the right to due process involving grievances for probation or any such determination of action by the PA SPC.

The student should discuss the grievance with the Program Director. If the grievance is not resolved, a student may file a written appeal to the Dean of the School of Health Professions within seven days of the student’s notification of the Program Director’s decision. Additional details of this policy can be found in the EVMS School of Health Professions Policies and Procedures.

Part 8: General Guidelines

8.A Institution & Program Orientation
The Program sponsors a mandatory professional orientation for matriculating students before the first day of class in Semester 1 (January). Orientation activities will include, but not be limited to:

- Introduction to school officials and policies
- Introduction to the use of technology at EVMS
- Reviewing the content of the PA Student Handbook
- Meeting the faculty, staff, and fellow students
- Reviewing the requirements and expectations for participating in the Program


**8.B IDENTIFICATION**

All students are REQUIRED to wear an ID badge provided by the school. For security reasons, ID badge is required to be worn and visible while on campus at all times. Clinical affiliation sites may require additional identification and nametags to be worn. ID badges will be provided at the Institutional Orientation during the first week of the Program.

Students will wear identification pins and/or badges bearing their name, EVMS, and “Physician Assistant Student” spelled out on their short white lab coat. The nametag should be worn over the breast pocket. Example:

> Eastern Virginia Medical School
> Last Name, First Name
> Physician Assistant Student

Students must introduce/identify themselves to other providers and patients as a PA student with sufficient clarity to ensure that the other person understands. Students are not permitted to identify themselves as PA students while employed or volunteering in situations not associated with the Program or institution.

Students who lose or misplace their ID are required to obtain a new one through Human Resources as soon as possible and notify the Program as outlined in Section 2.G.6. Students without an ID must check in with the security desk to access campus buildings.

**8.C ATTIRE**

**8.C.1 CLASSROOM**

Students may be dressed comfortably in the classroom according to seasonal norms. Refrain from cutoffs, torn clothing, workout clothing, revealing clothing, or clothing with images, drawings, or sayings of a controversial or suggestive nature. Clean scrubs may only be worn on days of scheduled anatomy lab. The Program Director may request clinical attire for special occasions as deemed appropriate.

**8.C.2 CLINICAL ATTIRE**

Students will wear clean short white jackets for all clinical experiences, including simulated clinical experiences during the didactic phase (e.g., practice and testing sessions at SCSIL). Course directors will specify appropriate occasions for clinical attire in the didactic phase.

During the clinical phase, students will comply with established dress code policies for Supervised Clinical Practices (SCPs) and host institution. Professional attire for men and women includes collared shirts, blouses, sweaters, slacks, appropriate length skirts or dresses. Students should exhibit discretion
when choosing professional wardrobe, avoid cropped tank tops, low-neck lines, and form fitting apparel. Closed toe shoes are required. Neat grooming is expected, and lab coats must be clean and in good repair. Blue jeans, tee shirts, flip flops, canvas or nylon shoes are not allowed. Scrubs are allowed only in some emergency departments, select inpatient, and surgical settings and only after inquiring regarding the expectations of the rotation. Short white lab coats are mandatory for clinical education sites unless otherwise specified by the preceptor. Proper identification is required to be worn at all sites.

8.C.3 LABORATORY
Students may choose to purchase a white jacket to be worn only during their anatomy laboratory or clinical skills laboratory experiences. No open-toed shoes are acceptable in the lab. Rules will be established by the Course Director for appropriate attire and personal protective equipment in the lab.

Note: Course directors, core faculty, and preceptors reserve the right to question attire choices that may seem inappropriate. A student may be refused participation in any clinical or didactic setting when attire is clearly inappropriate.

8.D DROP/ADD COURSE POLICY AND PROCEDURE
Dropping a course or courses would effectively lead to withdrawal from the Program, the PA SPC and Program Director will determine the possibility of return to the Program.

Adding a course or courses can only be done with the written permission of the Program Director. Permission to add courses from another Program is unlikely as the course of study in the Program is quite rigorous.

8.E TRANSPORTATION
In order to provide students with adequate exposure to various facets of medicine and required clinical experiences, travel beyond the immediate campus and Hampton Roads area is required. Students are not guaranteed clinical rotations in close proximity to their home and are thus required to have access to a private, reliable means of transportation throughout the Program, specifically during the clinical phase. Students are responsible for transportation to and from all clinical sites regardless of location. In addition, each student is responsible for any transportation expenses incurred while rotating at a clinical site (including but not limited to parking, gas, tolls, food, and other incidentals).

8.F EMPLOYMENT
Due to the academic and clinical demands of the PA curriculum, the Program strongly recommends that students are not employed during their time in the Program.

The following guidelines are meant to help the student in making decisions about work during participation in the Program.
- Students should keep in mind that while they may be able to work during the didactic phase, variable schedules and travel associated with clinical placements during the clinical phase may make this difficult.
- Students who choose to work are encouraged to make this known to their faculty mentor.
- Clinical rotation hours or schedules will not be altered to conform to personal job schedule or requirements. The clinical education must remain the student’s primary responsibility when balancing work and school.

8.G TECHNOLOGY POLICIES

8.G.1 COMPUTER REQUIREMENTS
Requirements for a Wi-Fi capable laptop are updated annually and can be accessed here:

Computer Standards for Students

EVMS is committed to utilizing new and emerging learning technologies that enhance and facilitate learning opportunities and outcomes and continually monitors, evaluates, and improves the curriculum to provide the best possible educational Program.

For incoming students to take advantage of the ever-changing technology, requirements will be revised, as appropriate, each year. The current technology requirements are posted on the Program web site, provided at admissions interviews, and again when admission offers are made.

Each incoming student will need to have a personal laptop computer capable of running the necessary software and applications used in our curriculum. The standards are the minimum necessary for a student to successfully participate in the curriculum during the 28-month Program. Students are also required to have access to their computer while in class.

Because of the variability in computer manufacturers, hardware, software, etc., the EVMS Network Center will only provide support for installing the necessary software to ensure compliance with and access to the EVMS wireless network. The Network Center will not provide support or troubleshooting for hardware or software/application support. All support, troubleshooting, and updates will be the student’s responsibility; therefore, purchase of a service plan for the computer is recommended and highly encouraged.

We understand that choices in computer manufacturer and operating system are personal choices and every effort has been made to provide for such flexibility, however, the computer MUST meet the minimum specifications. As such, “netbooks”, iPads, and other tablets will not meet these requirements and cannot be relied on as sufficient to fulfill this requirement for incoming students.

8.G.2 E-MAIL ACCOUNTS
All students will be assigned an EVMS e-mail account prior to matriculation in the Program. These e-mail accounts are used by all school departments for timely communication with students (not just the
Program). These accounts are essential to facilitate this communication. EVMS policy forbids Program communication through student’s personal email accounts. The Program will not respond to any emails sent through a student’s personal email account.

Students are required to check their EVMS e-mail accounts at least daily and are responsible for knowledge of all school or Program information contained in the e-mails. It is expected that students respond to and acknowledge email communication from the Program within 24 hours of receipt of emails.

Professional communication in any medium, including e-mail, is expected at all times.

8.G.3 Social Media Policy
With an ever-changing world of communication and instant access, professionalism dictates a certain level of decorum and restraint. Students who communicate with others through social networks, blogs, or online postings of any digital content (photo, video, or otherwise) should refer to the EVMS Social Media Policy (located on the MyEVMS Portal) for guidance regarding expected appropriate behavior related to social media use. EVMS students represent the school both directly and indirectly and there is certain inherent risk in the use of social media that may impact their future career, the reputation of EVMS, the Program and its faculty, staff, and students.

8.H Liability Insurance
EVMS provides professional liability insurance for all students while enrolled in a course involving patient contact. There is no additional fee for the student during the clinical phase. Students are required to notify the Program immediately of any potential liability issues that arise during the course of clinical rotations.

8.I Occupational Health Policies

8.I.1 Bloodborne Pathogen Exposures
All students will receive instruction and must document annual attendance at a training regarding the prevention and management of blood/body fluid exposures and other biological hazards. Furthermore, the procedures for care and treatment after accidental exposure to a biological hazard are available through EVMS Occupational Health at (757) 446-5870.

All patients should be assumed to be HIV positive or infectious with other bloodborne pathogens. Standard precautions must be followed in all health-care settings with other bloodborne pathogens and when personnel are exposed to blood and certain other body fluids (amniotic, pericardial, peritoneal, pleural, synovial and cerebrospinal fluid, semen, and vaginal secretions) or any body fluid that could possibly be contaminated with blood. Standard precautions do not apply to saliva/urine, except in a setting where the fluids are likely to be contaminated with blood. Bloodborne Pathogen
training is required annually. This is available on-line on Blackboard. Please enroll in the Bloodborne Pathogen Training for Students course, view the PowerPoint presentation, and complete the quiz.

### 8.1.2 Post Exposure Instructions

Students who have an unprotected blood/body fluid exposure (i.e. needlestick, scalpel cut, splash to eyes, nose, mouth or to non-intact skin) should immediately wash the wound or skin with soap and water. Mucous membranes should be flushed thoroughly with water. The “Bloodborne Pathogens Instructions for Needlestick, Body Fluid & Other Exposures” is a laminated instruction card that should be attached to the student’s identification badge. This card gives specific instructions for the protocol to be followed post exposure. Replacement cards can be obtained from EVMS Occupational Health.

If an exposure to blood/body fluid(s) occurs during business hours, contact EVMS Occupational Health at (757) 446-5870. Do not leave the site without doing this. If chemoprophylaxis is indicated, it should be started as soon as possible. If an exposure occurs during nights, weekends, or holidays contact the on-call clinician through the EVMS Exposure Pager: (757) 669-1157 (remember to always identify yourself as an EVMS student). Do not leave the site without speaking with the on-call clinician. The exposure should also be reported as soon as possible to the supervising clinician on the unit where the exposure occurred to obtain testing on the source patient per hospital protocol. Write down the patient’s name, date of birth, medical record number and the name of his/her physician. Students who have an exposure at the VA Hospital should report it to the Occupational Health Department at the VA Hospital (757-722-9961 ext. 3527) or to the VA Hospital Emergency Department when the Occupational Health Department is closed. The student must also call EVMS Occupational Health to report the exposure as soon as possible. Exposures occurring at other hospital facilities will receive treatment per the hospital’s exposure protocol. Students must also call EVMS Occupational Health to report the exposure as soon as possible. Students who seek care with their personal physician risk bearing complete financial responsibility for evaluation and any subsequent treatment. Unprotected exposure to active TB should be reported immediately to EVMS Occupational Health at (757) 446-5870.

### 8.1.3 TB Surveillance Requirements

TB surveillance is required annually or a completed TB symptom Surveillance Questionnaire if previously positive TB skin test. The student is responsible for obtaining the necessary documentation. Failure to comply will result in removal from clinical rotations until completed. TB surveillance is provided by the school at no charge, see the information below. Call EVMS Occupational Health at 757-446-5870 to schedule an appointment.

### 8.1.4 Immunizations

EVMS is committed to implementing the Clinical Director recommendations regarding vaccines. All EVMS faculty, residents, students, staff and volunteers are required to receive an annual influenza
vaccination in order to continue in that role. Medical and religious exemptions may be requested and will be reviewed individually. A request form is available on the EVMS Occupational Health website. Flu vaccinations will be required each fall while enrolled as a student. EVMS Student Health will be available to schedule an appointment. Students must schedule this on their own. Those who are completing away rotations must have this completed off site. EVMS Phone: 757-446-5700.

**PART 9: PROFESSIONAL PRACTICE INFORMATION**

**9.A CORE COMPETENCIES FOR NEW PA GRADUATES**

*Source: PAEA*

**Patient-Centered Practice Knowledge**

Competent graduates will continually refine and revise their knowledge base to ensure they remain abreast of current scientific evidence and best practices in patient care. Demonstrating the ability to continually assess one’s level of medical knowledge and constantly strive to augment it is essential for lifelong learning and delivering quality, patient-centered care. Graduates must demonstrate the ability to listen to and understand patients’ beliefs and attitudes toward health and health care. Competent graduates understand that their relationship with patients can be affected by differences in power, privilege, and the inequities embedded therein, and they work to ensure that patients are viewed as partners in health. Competent practitioners must be able to develop the professional relationships with their patients that will ensure patient-focused decision-making. The competent graduate will be able to access and integrate pertinent information from both the best scientific evidence and their clinical expertise and apply it to the care of the patient in a way that respects the individual needs, desires, care preferences, and values of the patient. In this way, PAs use an evidence-based approach to shared medical decision-making. Developing not only critical thinking and clinical reasoning skills but also critical consciousness is essential for graduates.

**Society and Population Health**

Competent graduates will understand how the communities in which they live and work affect individual patients. They will also be able to demonstrate an understanding of how their patients contribute to the health of the community and society. By understanding the community, environmental, genetic, and other influences on the health of a community, graduates will be able to accept the responsibility for the betterment of the patient populations they serve. Competent graduates must be aware of their own biases and work intentionally to recognize that their ego and ethnocentric beliefs and norms can influence patient care. They will understand how civic responsibility, patient advocacy, service to the community, diversity of the workforce, and improving the health of underserved populations factor into patient care.
HEALTH LITERACY AND COMMUNICATION
Competent PA graduates will also use a variety of techniques to determine patients’ capacities for understanding their health and the systems that serve them. For example, new graduates must be able to incorporate an understanding of genetics and pathophysiology as well as the importance of environmental and societal influences on health. PA graduates must be emotionally intelligent and able to guide how best to communicate with patients, then adjust the content and style of their verbal communication for maximum clarity. Developing strategies to communicate effectively with patients will become increasingly important as demographics shift and reliance on technology continues to increase. Competent PA graduates will need to be able to establish rapport and communicate in meaningful ways with patients, regardless of the modality. In addition, competent PA graduates will need to be able to recognize and overcome linguistic and cultural barriers to effective communication, as well as understand different perspectives and expectations about health and how health care can impact health disparity.

INTERPROFESSIONAL COLLABORATIVE PRACTICE AND LEADERSHIP
Competent PA graduates will have a firm grasp of the roles of PAs and other team members and will demonstrate the ability to work effectively in teams, but not for this end unto itself. Rather, effective teamwork begins by ensuring that the goals of the patient remain the focus of the health care team. As patient advocates, PAs will have to assume a leadership role on a health care team, and they will also need to understand how to contribute to quality patient care by working with other health care professionals. PAs who possess knowledge and skills in this domain will have the self- and team awareness to recognize limitations and rely on other members of the team to provide the highest level of patient care. Leadership in this context is demonstrated regardless of title or status and is determined by the needs of the patient above all else. Knowing when to lead and when to follow is essential and demonstrates one’s ability to value the needs of the patient over self. The ability to determine how to demonstrate leadership requires PAs to be competent in self-awareness, communication, and interpersonal skills.

PROFESSIONAL AND LEGAL ASPECTS OF HEALTH CARE
Competent PA graduates will be able to articulate and adhere to standards of care and will possess knowledge of the laws and regulations that govern the delivery of health care in the United States. They will be able to demonstrate professional maturity by attending to the needs of the patient over self-interest. Competency in this domain requires graduates to use self-assessment and metacognitive skills, as well as exercise humility and compassion to provide patient-centered care regardless of the situation. This requires a level of maturity and professional identity that is demonstrated consistently, even in high-stress, ambiguous, and uncomfortable situations.
**Health Care Finance and Systems**
Competent graduates will understand how the micro and macro systems of health care influences patient outcomes, and they will be able to increase their capacity to improve access to care and quality of care. This requires graduates to not only identify the barriers but to see the avenues to quality care. Competency in this domain requires an understanding of the economic factors that affect access to care, including how to deliver high quality care in a value-based system. Graduates must also demonstrate an understanding of their role and productivity limits and potential and how it influences the finances of their organizations.

**Cultural Humility**
This requires an awareness of one’s personal and professional beliefs, biases, attitudes, and actions that affect patient care and a commitment to ongoing professional development. Cultural humility requires listening to those from different backgrounds while also being aware of one’s own thoughts and feelings about the culture of others. Cultural humility goes hand-in-hand with ongoing professional development because developing it is a lifelong project.

**Self-Assessment and Ongoing Professional Development**
Competent graduates must demonstrate an awareness of their personal and professional limitations and develop plans and interventions for addressing gaps. This requires self-reflection, metacognition, continuous quality improvement, and recognition of the PA’s potential impact for improving the health of individual patients, populations, and society. Competent graduates develop systems and strategies for determining their level of understanding and confidence in addressing patients’ health needs. This ongoing, continual process requires discipline and self-control. Graduates must possess the ability to self-evaluate and make a commitment to refining their knowledge throughout their career as practitioners.

**9.B. Physician Assistant Oath**

**Source:** PAEA | [PAEA Website](http://www.paea.org)

I pledge to perform the following duties with honesty, integrity, and dedication, remembering always that my primary responsibility is to the health, safety, welfare, and dignity of all human beings:

I recognize and promote the value of diversity and I will treat equally all persons who seek my care.

I will uphold the tenets of patient autonomy, beneficence, non-maleficence, justice, and the principle of informed consent.

I will hold in confidence the information shared with me in the course of practicing medicine, except where I am authorized to impart such knowledge.
I will be diligent in understanding both my personal capabilities and my limitations, striving always to improve my practice of medicine.

I will actively seek to expand my intellectual knowledge and skills, keeping abreast of advances in medical art and science.

I will work with other members of the health care team to assure compassionate and effective care of patients.

I will uphold and enhance community values and use the knowledge and experience acquired as a PA to contribute to an improved community.

I will respect my professional relationship with the physician and act always with the guidance and supervision provided by that physician, except where to do so would cause harm.

I recognize my duty to perpetuate knowledge within the profession.

These duties are pledged with sincerity and on my honor.

9.C. Code of Ethics of the Physician Assistant Profession

Source: AAPA | AAPA Ethical Conduct

9.D. Professional Societies

9.D.1 American Academy of Physician Assistants (AAPA)
The American Academy of Physician Assistants (AAPA) is the only national organization that represents Physician Assistants (PAs) in all specialties and all employment settings. Its membership also includes Physician Assistant students and supporters of the profession. (AAPA Website)

9.D.2 Student Academy of the American Academy of Physician Assistants (SAAAPA)
Student Academy of the American Academy of Physician Assistants (SAAAPA) is the national organization for students enrolled in Physician Assistant Programs. The SAAAPA has an elected board and participates in many capacities including subcommittees within the AAPA. The SAAAPA can provide information on many topics including financial aid, survival tips, clinical pearls, hot topics, etc. (SAAPA website | www.aapa.org/about/aapa-governance-leadership/student-academy/).

9.D.3 Virginia Academy of Physician Assistants (VAPA)
Physician Assistants in the Commonwealth of Virginia are represented by the Virginia Academy of Physician Assistants (VAPA). VAPA represents the concerns of Virginia PA’s locally, statewide and nationally. Student participation is encouraged and welcomed. (VAPA Website).
## Appendix A Curriculum

The tables below outline the curriculum for each cohort covered by this handbook.

### Class of 2021 Curriculum & Sequence

**Phase I: Didactic Curriculum (MPA 2021)**

**Semester One**

<table>
<thead>
<tr>
<th>COURSE NUMBER</th>
<th>COURSE NAME</th>
<th>CREDITS</th>
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<tbody>
<tr>
<td>MPA 5001</td>
<td>Pathophysiology for Health Professions</td>
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</tr>
<tr>
<td>MPA 5061</td>
<td>Clinical Anatomy for Health Professions</td>
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</tr>
<tr>
<td>MPA 5341</td>
<td>Legal and Ethical Issues in Medicine</td>
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<tr>
<td>MPA 5081</td>
<td>Introduction to the PA Profession and The Business of Medicine</td>
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<tr>
<td>MPA 5142</td>
<td>Psychosocial Elements of Wellness</td>
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<tr>
<td>MPA 5002</td>
<td>Introduction to Medical Diagnostics &amp; Interventions</td>
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<tr>
<td>MPA 5800</td>
<td>Foundations of Interprofessional Practice</td>
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**Total Semester Credits**

16.5

**Semester Two**

<table>
<thead>
<tr>
<th>COURSE NUMBER</th>
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<tbody>
<tr>
<td>MPA 5112</td>
<td>Clinical Pharmacology I</td>
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<tr>
<td>MPA 5132</td>
<td>Clinical Skills and Therapeutics I</td>
<td>4</td>
</tr>
<tr>
<td>MPA 5134</td>
<td>Patient Counseling and Education</td>
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<tr>
<td>MPA 5162</td>
<td>Introduction to Clinical Medicine I</td>
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<td>MPA 5091</td>
<td>Clinical Assessment I</td>
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<tr>
<td>MPA 5800</td>
<td>Foundations of Interprofessional Practice</td>
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**Total Semester Credits**

17.5
### Didactic Curriculum (cont.) | MPA 2021

#### Semester Three

<table>
<thead>
<tr>
<th>Course Number</th>
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<tbody>
<tr>
<td>MPA 5213</td>
<td>Clinical Pharmacology II</td>
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<tr>
<td>MPA 5234</td>
<td>Clinical Skills and Therapeutics II</td>
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</tr>
<tr>
<td>MPA 5253</td>
<td>Intro to Epidemiology and Evidence Based Medicine</td>
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<td>MPA 5263</td>
<td>Introduction to Clinical Medicine II</td>
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<tr>
<td>MPA 5192</td>
<td>Clinical Assessment II</td>
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<tr>
<td>MPA 5801</td>
<td>Practicum in Interprofessional Practice</td>
<td>Awarded 4th semester</td>
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**Total Semester Credits** 17

#### Semester Four

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<td>MPA 5304</td>
<td>Problem Based Clinical Reasoning</td>
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<td>MPA 5333</td>
<td>Fundamentals of Surgical Patient Care</td>
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<tr>
<td>MPA 5294</td>
<td>Clinical Assessment III</td>
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<td>MPA 5364</td>
<td>Introduction to Clinical Medicine III</td>
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<tr>
<td>MPA 5284</td>
<td>Journal Review Seminar</td>
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<tr>
<td>MPA 5801</td>
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**Total Semester Credits** 17.5

**Total Didactic Program Credits** 68.5
**Phase II: Clinical Curriculum (MPA 2021)**

### Semester Five

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<td>MPA 5465</td>
<td>Introduction to Clinical Practice (1 week)</td>
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<td>MPA 5705</td>
<td>Supervised Practice in Family Medicine (5 weeks)</td>
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<tr>
<td>MPA 5715</td>
<td>Supervised Practice in Pediatric Medicine (5 weeks)</td>
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</tr>
<tr>
<td>MPA 5725</td>
<td>Supervised Practice in General Internal Medicine (5 weeks)</td>
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### Semester Six

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<tr>
<td>MPA 5735</td>
<td>Supervised Practice in Emergency Medicine (5 weeks)</td>
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</tr>
<tr>
<td>MPA 5745</td>
<td>Supervised Practice in General Surgery (5 weeks)</td>
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<tr>
<td>MPA 5755</td>
<td>Supervised Practice in Women's Health (5 weeks)</td>
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### Semester Seven

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<th>Course Name</th>
<th>Credits</th>
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<tr>
<td>MPA 5785</td>
<td>Supervised Practice in Psychiatry and Behavioral Health (5 weeks)</td>
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<tr>
<td>MPA 5790</td>
<td>Supervised Practice in Elective I (5 weeks)*</td>
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<tr>
<td>MPA 5795</td>
<td>Supervised Practice in Elective II (5 weeks)*</td>
<td>3</td>
</tr>
<tr>
<td>MPA 5807</td>
<td>Service Learning Practicum (semesters 5, 6, and 7)</td>
<td>1</td>
</tr>
<tr>
<td>MPA 5900</td>
<td>Senior Seminar (throughout the clinical phase)</td>
<td>5</td>
</tr>
<tr>
<td>MPA 5802</td>
<td>Interprofessional Practice (semester 5, 6, &amp; 7)</td>
<td>1</td>
</tr>
</tbody>
</table>

**Total Clinical Program Credits** 35

**Total Program Credits** 103.5

*The sequencing of courses in the clinical phase varies from student to student.*
# Class of 2022 Curriculum & Sequence

## Phase I: Didactic Curriculum (MPA 2022)

### Semester One

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPA 5003</td>
<td>Physiology and Pathophysiology</td>
<td>4</td>
</tr>
<tr>
<td>MPA 5061</td>
<td>Clinical Anatomy for Health Professions</td>
<td>5</td>
</tr>
<tr>
<td>MPA 5341</td>
<td>Legal and Ethical Issues in Medicine</td>
<td>2</td>
</tr>
<tr>
<td>MPA 5082</td>
<td>Introduction to the PA Profession</td>
<td>3</td>
</tr>
<tr>
<td>MPA 5342</td>
<td>Business of Medicine</td>
<td>1</td>
</tr>
<tr>
<td>MPA 5002</td>
<td>Introduction to Medical Diagnostics &amp; Interventions</td>
<td>0.5</td>
</tr>
<tr>
<td>MPA 5800</td>
<td>Foundations of Interprofessional Practice</td>
<td>2nd semester</td>
</tr>
</tbody>
</table>

**Total Semester Credits**: 15.5

### Semester Two

<table>
<thead>
<tr>
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<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPA 5112</td>
<td>Clinical Pharmacology I</td>
<td>3</td>
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<tr>
<td>MPA 5005</td>
<td>Medical Diagnostics I</td>
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</tr>
<tr>
<td>MPA 5134</td>
<td>Patient Counseling and Education</td>
<td>2</td>
</tr>
<tr>
<td>MPA 5162</td>
<td>Introduction to Clinical Medicine I</td>
<td>5</td>
</tr>
<tr>
<td>MPA 5091</td>
<td>Clinical Assessment and Reasoning I</td>
<td>3</td>
</tr>
<tr>
<td>MPA 5800</td>
<td>Foundations of Interprofessional Practice</td>
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</tr>
</tbody>
</table>

**Total Semester Credits**: 16.5
## Didactic Curriculum (cont.) | MPA 2022

### Semester Three

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPA 5213</td>
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<td>Medical Diagnostics II</td>
<td>3</td>
</tr>
<tr>
<td>MPA 5253</td>
<td>Intro to Epidemiology and Evidence Based Medicine</td>
<td>2</td>
</tr>
<tr>
<td>MPA 5263</td>
<td>Introduction to Clinical Medicine II</td>
<td>5</td>
</tr>
<tr>
<td>MPA 5193</td>
<td>Clinical Assessment and Reasoning II</td>
<td>4</td>
</tr>
<tr>
<td>MPA 5801</td>
<td>Practicum in Interprofessional Practice              Awarded 4th semester</td>
<td></td>
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</tbody>
</table>

**Total Semester Credits** 17

### Semester Four

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Name</th>
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<td>MPA 5365</td>
<td>Clinical Pharmacology III</td>
<td>2</td>
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<tr>
<td>MPA 5364</td>
<td>Introduction to Clinical Medicine III</td>
<td>5</td>
</tr>
<tr>
<td>MPA 5142</td>
<td>Psychosocial Elements of Wellness</td>
<td>2</td>
</tr>
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<td>0.5</td>
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**Total Semester Credits** 17.5

**Total Didactic Program Credits** 66.5
**Phase II: Clinical Curriculum (MPA 2022)**

### Semester Five

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Name</th>
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<tbody>
<tr>
<td>MPA 5705</td>
<td>Supervised Practice in Family Medicine (5 weeks)</td>
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<td>MPA 5715</td>
<td>Supervised Practice in Pediatric Medicine (5 weeks)</td>
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<tr>
<td>MPA 5725</td>
<td>Supervised Practice in General Internal Medicine (5 weeks)</td>
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### Semester Six

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Name</th>
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<tbody>
<tr>
<td>MPA 5735</td>
<td>Supervised Practice in Emergency Medicine (5 weeks)</td>
<td>3</td>
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<tr>
<td>MPA 5745</td>
<td>Supervised Practice in General Surgery (5 weeks)</td>
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</tr>
<tr>
<td>MPA 5755</td>
<td>Supervised Practice in Women’s Health (5 weeks)</td>
<td>3</td>
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### Semester Seven

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>MPA 5900</td>
<td>Supervised Practice in Psychiatry and Behavioral Health (5 weeks)</td>
<td>3</td>
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<tr>
<td>MPA 5790</td>
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<td>Supervised Practice in Elective II (5 weeks) *</td>
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</tr>
<tr>
<td>MPA 5837</td>
<td>Senior Seminar (throughout the clinical phase)</td>
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</tr>
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<td>MPA 5802</td>
<td>Interprofessional Practice (semester 5, 6, &amp; 7)</td>
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</table>

**Total Clinical Program Credits** | **33**

**Total Program Credits** | **99.5**

*The sequencing of courses in the clinical phase varies from student to student.*
# Class of 2023 Curriculum & Sequence

## Phase I: Didactic Curriculum (MPA 2023)

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**Total Semester Credits**  15.5

### Semester Two

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**Total Semester Credits**  16.5
### Didactic Curriculum (Cont.) | MPA 2023

#### Semester Three

<table>
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<tbody>
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Total Semester Credits: 17

#### Semester Four

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Total Semester Credits: 17.5

Total Didactic Program Credits: 66.5
PHASE II: CLINICAL CURRICULUM (MPA 2023)

**SEMESTER FIVE**

<table>
<thead>
<tr>
<th>COURSE NUMBER</th>
<th>COURSE NAME</th>
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<tbody>
<tr>
<td>MPA 5705</td>
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<td>MPA 5725</td>
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**SEMESTER SIX**

<table>
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**SEMESTER SEVEN**

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</table>

<table>
<thead>
<tr>
<th>Total Clinical Program Credits</th>
<th>33</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL PROGRAM CREDITS</td>
<td>99.5</td>
</tr>
</tbody>
</table>

*The sequencing of courses in the clinical phase varies from student to student.*
ACKNOWLEDGEMENT FORM

STUDENT’S ACKNOWLEDGEMENT

I understand that the contents of this Student Policies and Procedures Handbook are provided for my information as a student in the EVMS Physician Assistant Program.

By signing this statement, I acknowledge receipt of this Handbook and understand my responsibility to access the EVMS Student Affairs Student Handbook and the School of Health Professions Student Handbook.

I accept my responsibility to follow the regulations outlined in this Handbook.

________________________________________
Student’s Name (PRINT)

________________________________________
Student’s Signature

________________________________________
Date

To be submitted to the Program and retained in the student’s Program administrative file.
ADDENDUM – HYBRID ONLINE LEARNING

Due to the COVID-19 Pandemic the PA Program has had to adjust to a hybrid online learning environment. As such, the following policies and procedures will be applied for the duration of hybrid online learning. All due dates, class times, exam times, etc. are based on Eastern Standard Time (EST). Students who are in remote locations in other time zones must make necessary time adjustments. If a specific policy or procedure mentioned above, is not mentioned in this Addendum, then the original policy or procedure will stand. Once normal operations resume, the policies listed in this Addendum are no longer in force.

While students are on-campus, whether during required academic events and activities or studying on their own, they should be following EVMS regulations and guidelines on social distancing and masking. Please refer to the EVMS COVID-19 website for current institutional regulations.

A.1 ATTENDANCE POLICIES FOR HYBRID ONLINE LEARNING

To facilitate and maximize learning opportunities, attendance at all scheduled didactic and clinical sessions, both online and on-campus, in the Program is expected. Students have a personal responsibility to take advantage of the learning opportunities available to them and a professional responsibility to be present and actively involved in all academic and clinical activities. Attendance and timeliness while enrolled in the Program may be viewed as an indicator of the student’s future attendance and timeliness as a clinician.

During synchronous online sessions, in order to ensure that students are able to participate in all of the material presented, it is important to have a strong internet connection. Internet connectivity during synchronous online sessions will be monitored utilizing Blackboard Collaborate’s reporting on how many times a student has joined the session. If a student repeatedly has to join a session on more than one day due to poor connectivity and misses material during the session, the student will receive a written warning from the Course Director, with an opportunity to make a plan on how to alleviate the issue. If the issue persists, the student will have to meet with the Academic Director to discuss the issue further, and possibly the Program Director should the issue continue.

Attendance is monitored during synchronous online events utilizing Blackboard Collaborate’s Attendance feature. This feature will use the student’s log-in time to the session to count towards attendance to the session, as well as any tardiness and if the student leaves the session early.

Attendance is monitored by badge swipe for on-campus events. Students are expected to have their badge on their person at all times. For on-campus classes and events, students are required to badge in no more than 15 minutes prior to the scheduled start of the class or event.

- Students are responsible for monitoring their own attendance. Didactic students are able to monitor this through Blackboard.
In the event of an anticipated absence or tardiness, students must fill out the attendance form found on Blackboard at least 2 weeks in advance or as soon as the student is aware. The attendance form link is found in the PA Student Resources Blackboard Organization. A new link will be created each semester. This policy applies to synchronous online activities, on-campus events, and exams.

In the event of an unanticipated absence or tardiness, students must fill out the attendance form as soon as possible the day of the absence/tardiness. This policy applies to synchronous online activities, on-campus activities, and/or exams.

In addition to filling out the attendance form on Blackboard, students are required to notify Course Directors about any missed educational activities.

In the event of a missed exam, the student must be prepared to take the missed exam to take the exam upon their clearance to return to on-campus activities. Due to reduced capacity at the Testing Center it may be necessary to schedule the exam to follow an already scheduled exam. Students are expected to be prepared for that possibility should it be necessary. A 15-minute break between exams will be provided should that occur. This privilege must not be used to extend study times for exams and is a confidential process. The student must be prepared to take the exam on the day of the next scheduled exam after their return date before attending further on-campus activities. Attending online activities is permitted.

A.1. A Absences

An absence is defined as nonattendance for a portion of a synchronous or on-campus activity (including tardiness or leaving early), failing to badge into an on-campus activity, failing to log-in to the synchronous activity or failing to badge into an exam. Therefore, if a student does not attend a morning class and an afternoon class on the same day that is considered two absences. If a student does not attend the morning class only and attends the afternoon class that is considered one absence.

- Students are permitted six absences that do not affect a lab (see lab policy for details) per semester, provided all appropriate forms as stated above are completed in the timeframe required.
- If there is graded classwork on the day of an absence, students are not able to make up the work unless there are significant extenuating circumstances. These circumstances must be documented on the submitted attendance form for consideration by the Associate Director.
- If there is an exam on the day of an absence, students may reschedule the exam (see section above for procedures regarding unanticipated absence).
- Students absent three or more consecutive days will be required to provide and submit documentation to the Program.
- If a student exceeds the allowed six absences in a semester, the case will be presented to the program leadership in order to determine whether the case will be presented to the PA SPC.
The Committee will review all submitted attendance forms. Refer to Section 4.E. for possible outcomes.

**FORGOT BADGE/ FORGOT TO BADGE IN**

Students who forget their badge or forget to badge in for a class/events on campus must submit an attendance form stating the reason for the attendance discrepancy as soon as possible the day of the missed badging.

**LEAVE OF ABSENCE**

Prolonged or repeated absences may make it difficult to satisfactorily continue in the Program. More information about the EVMS Leave of Absence Policy can be found here.

**HOLIDAYS/TIME OFF**

There are built-in breaks to allow for medical appointments, personal time off, and interviews.

**A.1.B LATE ARRIVAL**

Students who arrive late to any class, event, or exam must log-in or badge in when they arrive. In the event of an unanticipated late arrival, the student must submit the attendance form as soon as possible the day of the late arrival.

**A.2 EXAMINATION POLICIES**

**A.2.A ON-CAMPUS EXAMINATION PROCEDURES**

During the hybrid online learning experience, computer-based examinations will be conducted using Examplify (aka Examsoft) in the Testing Center. Please see section 3.B.1 Examination Procedures for more information.

**BEFORE EXAM DAY STUDENTS MUST:**

- Read all Exam Instructions carefully.
- Seating Assignments will be emailed approximately 24 hours prior to the test.

**Prohibited items:** Personal items not provided by the Testing Center are prohibited unless approved by the Associate Dean for Educational Assessment and Evaluation. This includes, but is not limited to electronic devices, electronic watches, watches with Bluetooth, apple watches, book bags, books, notebooks, food, candy, gum, beverages; students are NOT permitted to wear baseball caps, hats, or hoods during an examination. Personal belongings must be kept in your vehicle or in your locker. (Possession or use of any prohibited items during the test session may nullify your examination results.)

- Unworn jackets, sunglasses, and eyeglass cases must be placed in the student storage room.
- All personal items should be left in a secure location. It is strongly suggested that students use their student locker or leave these belongings at home.
There will be limited storage space at the Student Testing Center. Book bags and personal items must be placed on the hooks in the storage room.

Items found in unauthorized areas will be removed.

EVMS and OSPE Staff are not responsible for lost, stolen, and/or damaged items.

EXAMINATION DAY INSTRUCTIONS

Face masks are required to be worn in all common areas at all times, including in the testing rooms, hallways, elevators, restrooms and building entryways.

A minimum distance of 6 feet distance between individuals must be maintained while on campus. Keep this in mind when entering and exiting the testing center and all classrooms. Do not congregate outside of the testing center either before or after exams.

Plan timely arrival to the testing center, 30-45 minutes prior to exam start time is ideal, to allow extra time to ingress students into the testing center efficiently while maintaining 6 feet distance between individuals.

ARRIVING FOR THE EXAM:

- The Testing Center will open 30 minutes prior to the exam start time.
- You are required to arrive at the Testing Center, badge in, and be seated with screens ready for the exam password no later than 15 minutes prior to the exam start time. Time is determined by the main testing center computer in the examination room.
- Students who arrive less than 15 minutes prior to the start of the exam, will be reported to the PA Program.
- Students are to abide by all EVMS social distancing and masking guidelines while on-campus.

EXAM:

- Listen to all Instructions
- Problems during the examination should be reported to the Exam Administrator(s) immediately.
- DO NOT write notes on the dry erase board provided until after the exam timer has started.
  - Do not erase or clean any writing on the dry erase boards.
  - Exchange a filled dry erase board for a new one with the Exam Administrators.
  - Dry erase boards and pens must be left in originating workstations prior to leaving the secure testing facility.

EXAMSOFT:

- Once the password has been posted you are expected to begin the examination.
- Log-in and download the exam immediately once seated at your workstation.
- The Exam Administrator(s) will provide the exam password when it is time to begin the examination.
- Verify a successful upload of your exam once it is completed.
- Verify that you are successfully LOGGED OUT of your Examplify account (not just exited out of the program) before exiting the program and BEFORE leaving the testing facility.
**EXAMDRIVER:**

- When prompted by your Exam Administrator launch the Examdriver website, sign on, and select Launch Exam.

**BREAKS**

- Before leaving your seat, ExamSoft examinees must pause/blank the laptop screen.
- You must check out and back in with an Exam Administrator for all breaks.
- You are not permitted to leave the building during an examination.
- Anyone leaving the testing center multiple times during an examination may be monitored more closely.
- DO NOT access any notes or other study materials, electronics, other websites, phones
- Please notify the exam administrator(s) prior to the start of the examination if you need to access food, water, or medication during the examination.

If you arrive after the exam start time, the PA Program will be notified, and a professionalism incident report will be recorded.

If you are unable to attend the examination, it is your responsibility to notify as soon as possible by email the PA Program office, Academic Director or Clinical Director and complete the online attendance form in Blackboard for didactic students and for clinical students. Rescheduling of exams will be at the discretion of the Academic Director/Clinical Director.

**ADDITIONAL INFORMATION:**

- If you have forgotten your EVMS password, please follow the steps from IT listed here to reset your password [https://passwordreset.evms.edu/ReACT/](https://passwordreset.evms.edu/ReACT/)
- Examination content must remain secure and confidential. Students should not, in any way, attempt to reconstruct examination content, structure or parameters.
- Communicating, publishing, reproducing, or transmitting any part of an exam, in any form or by any means (i.e., verbal, electronic, written, etc.) for any purpose is strictly prohibited.
- All examination sessions are video recorded.

**A.2.B REMOTE EXAMINATION PROCEDURES**

In the event that the EVMS Testing Center is not able to accommodate on campus testing, all computer-based examinations will be conducted using web-based testing software (e.g. ExamSoft/Examplify for didactic phase and ExamDriver for clinical phase), on the students’ own laptops and will be proctored remotely. As a reminder, the EVMS Student Code of Conduct and Honor Code is in full effect and can be reviewed on the EVMS website.

**ACCOMMODATIONS**

Students with approved accommodations will also take their exams from their own laptops and will be proctored remotely. Students with approved accommodations for exam time will automatically receive
those through Examplify. Students with approved accommodations for environmental conditions are responsible for fulfilling these requirements independently.

**Exam Download**
For exams during the didactic phase, all exams will be available for download beginning 1-hour before the exam start time. An email will be sent by Examplify with a reminder of the download time. If you are unable to download the exam within the specified 1-hour timeframe, you must contact the program office immediately by calling (757) 550-4795. Exams not downloaded within the specified timeframe or that have not begun at the scheduled start time may be subject to a professionalism incident report and/or the Exam Reschedule policy (Section 3.B.3). Students should make sure all operating system (i.e. Windows or Mac OS) and Examplify updates have been downloaded and installed the night prior to the exam.

**Exam Passwords**
Communication of all exam passwords will be sent via a Blackboard course announcement 5 to 10 minutes before the exam start time. Write down the exam password when it is available. Once a computer enters secure mode, access to Blackboard will be restricted.

**Exam Upload**
Prior to exiting Examplify, ensure the exam has successfully uploaded. Exam uploads can be verified by signing up for email notifications and by checking the “Download/Upload History” section of Examplify. If the PA program needs to contact a student due to an exam that has not been uploaded, a professionalism incident may be recorded. Ensure your contact information is current with the PA program office in the event they may need to contact you. If needed, the instructions on manually uploading an exam can be found at the Examplify website link [here](#).

**A.2.C Examination Schedule**

**Didactic Phase**
After course syllabi are submitted, the Academic Director will produce semester exam and exam review schedules. All attempts are made to schedule exams within a week of completing the module lectures/labs, but is not guaranteed. Exam reviews are scheduled within a week of the exam to allow time for the Course Director(s) to review the exam statistics and item analyses. Once published, the exam schedule is final; however, unforeseen circumstances may necessitate changes. Students will be notified of any such change as soon as possible. Students are expected to remain flexible and plan accordingly for any adjustments in the exam start and end times.

**A.2.D Examination Reschedules**
It is understood that life happens even when you are involved in a challenging graduate level Program. To help prevent this, the exam and exam review schedule is distributed during the previous semester.
In the event of a missed exam, the student must be prepared to take the missed exam to take the exam upon their clearance to return to on-campus activities. Due to reduced capacity at the Testing Center it may be necessary to schedule the exam to follow an already scheduled exam. Students are expected to be prepared for that possibility should it be necessary. See section A.1 Attendance Policies for Hybrid Online Learning for more information.

**Grades for Rescheduled Examinations**

Rescheduled exams will be recorded as outlined below for written exams (or, pass/non-pass for competency assessments):

Students who miss an exam because of illness, injury, or family emergency must provide a reasonable form of proof to the Course Director, Academic Director, or Clinical Director to be allowed to take the exam at 100%.

The maximum recorded score for re-scheduled exams is 85% of the total points allocated for that exam for all other absences. Grades between 85% and 100% will receive a final grade of 85%. Grades below 85% will receive the grade earned.

Rescheduled exams will contain at least 20% new questions at the discretion of the Course Director in the didactic phase. In the clinical phase, nationally published exams are utilized and cannot be adjusted. Any student discussing exam topics or items will be found in violation of the Honor Code and may result in dismissal from the Program.

Students, who miss an exam for reasons other than illness, injury, or family emergencies, must explain their situation to the Academic Director or Clinical Director in writing, who may (in extraordinary circumstances) grant the ability to take the make-up exam at 100% of possible points.

**A.2.E Examination Review Policy**

Review sessions for modular examinations will be scheduled by the Academic Director within one week of the examination date, allowing the Course Director to evaluate exam results and performance of individual test items prior to conducting the review. Only in extenuating circumstances, as deemed by the Course Director(s), will an examination review be given outside of the scheduled examination review time. Exam reviews will not occur for cumulative final exams.

The format of the exam review will be a review of concepts; exam questions will not be shown.

Reviews will be conducted as follows:

- A link to the student’s personal “Strengths and Improvements Opportunities” (S&O) report will be sent through Examsoft for the student to access on the Examsoft Portal. It shows the category performance of an individual exam taker for a specified exam. The exam taker’s UID is located at the right upper corner of the report. For each category a score is given as a percentage for the number of questions in this category that were answered correctly.
The scheduled exam review will be a synchronous, virtual session on Blackboard Collaborate. In the event that not all students are able to take the exam on the scheduled date, the synchronous exam review will be cancelled and an asynchronous review of concepts will be released on Blackboard and the S&O report is released on Examsoft once all students have completed the exam.

Inquiries or additional discussion regarding a test item will not occur during an exam review and will only be addressed after following the steps for self-regulated learning in the algorithm below:

- Consult personal notes.
- Consult the required textbook and/or assigned readings.
- If a lack of clarity or questions remains, wait a minimum of 24 hours from the conclusion of the exam review, then email the Course Director(s) regarding questions or concerns about the material. Emails must be sent no later than 5 business days following the 24-hour period after the exam review. Except in rare circumstances, this process should occur in the timeframe of 1-7 calendar days following the review session.
- The outcome of any inquiry and discussion will be at the discretion of the Course Director.

Professional behavior is expected at all times during the review session, email communication, and during any post review discussions. Any deviation from this standard may result in dismissal of the student from the review/meeting and a written letter of counseling in the student record regarding professionalism.

Attendance at the scheduled review session is highly recommended for students attaining a score less than or equal to 80%.

Those scoring less than 70% must attend the examination review sessions and fully engage in the educational process of self-regulated learning. They must also participate in the Assessment Improvement Method (AIM) described in Section 5.B.1. Failure to attend the expected review sessions will be viewed as insufficient student engagement in the educational process, may result in a professionalism discussion, and may be considered in deliberations by the PA SPC, should this be necessary.

A.3 Standards of Conduct

A.3.A Recording Devices

Recorders and recording capable devices (cellphones, etc.) may only be used in a very transparent manner, i.e. visible to those being recorded. Students may not record synchronous online or on-campus class sessions and meetings with faculty, staff, or other students without expressed
permission. Any recordings without the permission of all parties will be considered an honor code violation and a breach of professionalism subject to disciplinary action described in Section 2.H.

Recordings of scheduled lectures are provided by EVMS to be used by students in their education and learning. Guest speakers have the right to request their lectures not be recorded. If so requested, students may not record the lecture in any format (audio, video, photograph or otherwise).

**A.3.B CELL PHONES**

Cell phones must be off or on vibrate mode in class, even online synchronous sessions. If a cell phone rings during class, the student should gather their belongings and leave the session. The student may return at the next scheduled class for the day. No exceptions to this rule. Use of cell phones or other personal electronic devices are to be used strictly for medical references or patient logging during SCPs, but only with the expressed permission by the preceptor. Personal phone calls, texting, emailing, etc. are not allowed.