



<b>Policy:</b> PA Student Employment and Serving as Instructional Faculty Policy	<b>Applicability:</b> PA Sciences Program Student Employees
<b>Policy Owner:</b> PA Sciences Program	<b>Approved By:</b> Dean of the School of Graduate Studies and Research
<b>Effective Date:</b> January 1, 2021	<b>Last Reviewed:</b> August 18, 2021
<b>Next Review:</b> August 18, 2021	<b>Contact:</b> (615)321-2933

#### **PURPOSE:**

The purpose of this policy is: To define expectations regarding employment and serving as instructional faculty while enrolled in the PA program.

**POLICY:** Students are highly discouraged from participating in extra-curricular employment. History demonstrates these students are at high risk of dismissal due to poor academic performance attributed to the time conflicts that outside employment brings. Due to the intensity and high standards of the program, it is advisable that students be prepared and focused as they progress through the curriculum. Students are strongly discouraged from seeking or maintaining outside employment while enrolled in the MMC PA Program.

If a PA student chooses to work during the program, it is his/her responsibility to ensure that employment does not interfere with or hinder academic progress. Program expectations, assignments, deadlines, examinations and other student responsibilities will not be altered or adjusted to accommodate a student's working schedule and it is expected that the student employment will not interfere with the student's learning experience. Course work or days missed as a result of outside employment will not be excused.

#### Student Service as Instructional Faculty or on Clinical Rotation

- PA students are not required to work for the PA program in any capacity.
- PA students must not substitute for or function as instructional faculty. Students with specific prior knowledge, experiences, and skills may assist faculty and share their knowledge and skills, however, they are not to be the primary instructor or instructor of record for any component of the curriculum.
  - Students must not accept payment or stipends for services rendered in connection with their performance on clinical rotations. Accepting payment or gifts could result in the loss of malpractice liability coverage for the student.
  - PA students must not substitute for or function as clinical or administrative staff during clinical rotations.



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**PROCEDURE:** Students must notify the Clinical Education Director immediately if they are put in such a position where they are substituting for or functioning as instructional faculty or clinical or administrative staff, or if they have any questions or other concerns regarding this policy.