Rationale
In an effort to support student learning and success of all medical students, the Brody School of Medicine (BSOM) Division of Academic Affairs has established procedures for intervention and remediation for students having academic difficulty.

Scope
Students in M1 and M2 years
The Academic Achievement Program aims to help students who have academic difficulty as defined below by: low grade average, exams or quiz scores below required thresholds, or failures of USMLE Step 1. The program has a plan in place to provide support and resources to those students.

Students in M3 and M4 years
The Academic Achievement Program outlines a plan for providing feedback for all students in the M3 and M4 years. Additionally, the program aims to help those students who have academic difficulty as defined by: exam or quiz scores below required thresholds, or failures of USMLE Step 2CK or 2CS. The program has a plan in place to provide support and resources to those students. Additionally, the program helps identify risk factors for students who may not pass USMLE Step 2CS, and it guides students through a preparation plan.

Definitions
OSCE: Objective Structured Clinical Exam
USMLE: United States Medical Licensing Exam
NBME: National Board of Medical Examiners
Academic Difficulty: Any one or more of the following items: low grade average, failure of exams or quizzes, OSCE exam remediation identification, USMLE Step 1, 2CS or 2CK failure, or NBME Clerkship Subject Exam score < 12th %

- Low Grade Average: M1 or M2 cumulative Course average of < 70%. M3 or M4 failing final grade in any Core Clinical Clerkship (as defined in each clerkship syllabus).
- Exam/Quiz Failures: M1 or M2 failure (<70%) of two quizzes before the first exam, failure (<70%) of the first exam or failure of two or more exams in one course.
- OSCE Exam Remediation Identification: Identification of ‘Needs Remediation’ on a mid-term practice or final graded OSCE in the Medicine Course, Doctoring Course or a Core Clinical Clerkship.

‘At Risk’ for USMLE Step 2 CS: Any one or more of the following scenarios:
  - Failure of USMLE Step 1, Step 2CK or first attempt at Step 2CS
• Failure of one NBME Clerkship Subject Exam (<12<sup>th</sup>%) and any OSCE remediation identification in one Clerkship
• Failure of two NBME Clerkship Subject Exams (<12<sup>th</sup>%) or Any OSCE remediation identification in 2 separate Clerkships

**Core Clinical Clerkships:** Clerkships which are mandatory for all BSOM students. These include: Family Medicine, Internal Medicine, Obstetrics and Gynecology, Surgery, Psychiatry, Pediatrics, Emergency Medicine and Neurology/Physical Medicine and Rehabilitation.

**Clinical Correlations Seminar (CCS):** Remediation Course for USMLE Step 1 (8 weeks). The Course Director is the Associate Dean for Medical Education. The Course description can be found in the course catalog on the Office of Medical Education website.

**Clinical Medicine Enrichment (CME):** Remediation Course for NBME Subject Examinations (8 weeks). The Course Director is the Associate Dean for Medical Education. The Course description can be found in the course catalog on the Office of Medical Education website.

**Clinical Applications and Practice Seminar (CAPS):** Remediation Course for USMLE Step 2 CK (4 weeks). The Course Director is the Associate Dean for Medical Education. The Course description can be found in the course catalog on the Office of Medical Education website.

**Responsibilities**

**All Medical Students**

- Any student who is identified as having academic difficulty must:
  1. Complete a ‘Learning Improvement Plan Pre-Meeting Reflection’ (LIPPMR) form.
  2. Meet with the applicable Course Director (for M1 and M2 students) or Clerkship Director (for M3 and M4 students) to seek assistance.
  4. Ensure that the LIPPMR form is signed by the Course or Clerkship Director, a Learning Skills Specialist, and the student.

- Any student identified as needing OSCE Remediation Identification must:
  1. Meet with the applicable Course/Clerkship Director to seek assistance.
  2. Meet with a Learning Skills Specialist in OSDAC.
  3. If recommended by the Clerkship Director, meet with the Associate Director of the Office of Clinical Skills Assessment and Education (OCSAE).
  4. Ensure that the LIPPMR form is signed by the Course or Clerkship Director, a Learning Skills Specialist, and the student.

- The student is responsible for providing a copy of the LIPPMR form (scan/email is acceptable) to the Associate Dean for Student Affairs.
- Students must follow through with the recommendations from all parties. Students will NOT be considered for individualized/delayed curricula until they complete and document all responsibilities outlined below.
- Students should make every effort to meet with the necessary parties as soon as possible after learning that they are in academic difficulty.
• Students who fail to complete/document the requirements of the program will be reviewed by the year-appropriate Review and Promotion Committee. The Committee will meet with the student and issue a written recommendation to comply with the Academic Achievement Program. Students with repeated compliance issues may be referred by the year-appropriate Review and Promotion Committee to a Professional Conduct Committee for possible sanctions.

**M1 and M2 Students:**
- Students must meet with the appropriate parties and complete the LIPPMR form prior to taking the next exam in the affected course.
- Students will be identified as being in academic difficulty after the first two quizzes in a Block and after each exam set. These students must complete the required meetings and the LIPPMR form each time they are identified.
- Students identified as ‘Needs Remediation’ on an OSCE exam must complete the LIPPMR form and required meetings prior to taking the subsequent final OSCE exam.
- Students who fail an initial attempt at USMLE Step 1 are required to meet with the Associate Dean for Medical Education and a Learning Skills Specialist from OSDAC to plan the Clinical Correlations Seminar for remediation and preparation for a subsequent attempt at the examination. Students must submit a copy of the completed LIPPMR (signed by the Associate Dean for Medical Education and a Learning Skills Specialist) to the Associate Dean for Student Affairs within 3 weeks of receiving the failing score.

**M3 and M4 Students:**
- Students identified as ‘Needs Remediation’ on an OSCE exam must complete the LIPPMR form and required meetings prior to taking the subsequent final OSCE exam.
- M3 and M4 students who are identified as ‘At Risk for USMLE Step 2 CS’ will be required to complete an additional practice OSCE exam, co-administered by the Office of Clinical Skills and the Office of Medical Education.
- LIPPMR forms for USMLE and NBME exam failures must be completed and submitted to the Associate Dean for Student Affairs no later than 3 weeks after the test results are received.
- Students who score below the 12th% on an NBME Clerkship Subject Exam will be required to retake the exam. It is the student’s responsibility to communicate with the Associate Dean for Medical Education regarding the scheduling of this retake. Students are allowed three attempts at each NBME Clerkship Subject Exam. If a student is not successful on an NBME Clerkship Subject Exam after three attempts, they will fail that Clerkship and will be required to remediate the entire Clerkship.
- Students who have two outstanding NBME Clerkship Subject Exam scores below the 12th% will be removed from their upcoming clerkship and enrolled in the Clinical Medicine Enrichment Course.
Students who fail an initial attempt at USMLE Step 2CK are required to meet with the Associate Dean for Medical Education and a Learning Skills Specialist from OSDAC to plan the Clinical Applications and Practice Seminar for remediation and preparation for a subsequent attempt at the examination.

Students who fail an initial attempt at USMLE Step 2CS are required to meet with the Assistant Dean for Medical Education, a Learning Skills Specialist and the Associate Director of the OCSAE to plan a remediation program in preparation for a second attempt at the examination. Upon notification of a Step 2CS failure, students should immediately notify the Assistant Dean for Medical Education and the Associate Director of the OCSAE (with a copy to the Associate Dean for Student Affairs) to plan this remediation. Students will be required to participate in a practice OSCE.

M1/M2 Course Directors:
Course Directors must link to this policy on their Course Blackboard site. Course Directors are responsible for notifying students (within one week of the failed exam/quiz) when they are in academic difficulty in their Course - email is an acceptable option - the Associate Dean for Student Affairs must be copied on these emails. Students will be identified as being in academic difficulty after the first two quizzes and after each exam set. Course Directors will be required to notify and meet with students each time that they are identified as being in academic difficulty. It is recommended that Course Directors require that the LIPPMR form be completed by the student prior to meeting with a student in academic difficulty, thus maximizing discussion and meeting efficiency. Course Directors must make every effort to meet with students within two weeks of the failed exam/quiz (one week is ideal) to support student success.

M3/M4 Clerkship Directors:
Clerkship Directors must link to this policy on their Clerkship Blackboard site. Clerkship Directors are responsible for notifying and meeting with students who are identified as ‘Needs Remediation’ on the OSCE exam (within two weeks of the OSCE exam date) for their respective Clerkship. It is recommended that Course Directors require that the LIPPMR form be completed by the student prior to meeting with a student in academic difficulty, thus maximizing discussion and meeting efficiency. Clerkship Directors must make every effort to meet with students within a reasonable timeframe to support student success.

Learning Skills Specialist:
Learning Skills Specialists will offer to assist students with completion of their LIPPMR forms. It is recommended that the meeting with the Learning Skills Specialist occur prior to meetings with the Course/Clerkship Directors. Learning Skills Specialists must work with the Associate and Assistant Deans for Medical Education to facilitate student remediation plans for USMLE Step 1, 2CK, 2CS and NBME Clerkship Subject Exams. Learning Skills Specialists must make every effort to meet with students within a reasonable timeframe (within one week of student notification of academic difficulty) to support student success.
Associate Director of the OCSAE:
The Associate Director of the OCSAE will partner with the Assistant Dean for Medical Education and the Learning Skills Specialists to provide OSCE remediation for students who are identified as ‘At Risk’ for USMLE Step 2CS or who have failed an attempt at USMLE Step 2CS. They are responsible for meeting with students who are identified as ‘Needs Remediation’ on an OSCE exam. The Associate Director of the OCSAE must make every effort to meet with students within a reasonable timeframe (within two weeks of receipt of the score report) to support student success.

Assistant Dean for Clinical Medical Education:
The Assistant Dean for Medical Education is responsible for identifying/overseeing the notification M3/M4 students if they are ‘At Risk’ for USMLE Step 2CS. This notification will occur each year in April. The Assistant Dean for Medical Education meets with students who are unsuccessful at an attempt at USMLE Step 2CS and oversees remediation plans for this exam.

Associate Dean for Medical Education:
The Associate Dean for Medical Education is responsible for identifying/overseeing the notification of students who fail USMLE Step 1, 2CK and 2CS as well as those who score below the 12th % on NBME Clerkship Subject Exams. The Associate Dean for Medical Education serves as the Course Director for the CCS, CME and CAPS Courses. In this role, they are responsible overseeing remediation plans for these exams.

Associate Dean for Student Affairs:
The Associate Dean for Student Affairs is responsible for tracking student compliance with the Academic Achievement Program. They are expected to provide data, as requested, to the BSOM Promotion and Review Committees, the Learning Skills Specialists, the Director of the OCSAE as well as the Assistant and Associate Deans for Medical Education to guide their work.

BSOM Review and Promotion Committees:
The BSOM Review and Promotion Committees will review and make recommendations as appropriate for all students who are identified as having academic difficulty. The Committees are responsible for creating timely reports (within one week of each exam in the M1 and M2 year, for each M3/M4 Committee meeting) of students in academic difficulty. The M1 and M2 Committee reports must address the indicators outlined in this procedure (low grade average, exam/quiz failures and OSCE exam remediation). The Committees will meet with all students who do not comply with the Academic Achievement Program guidelines. After a first offense (non-compliance with the guidelines), the Committee will issue a written warning. Repeated issues with compliance will warrant a consideration of referral to a Professional Conduct Committee for sanctions. The BSOM Promotion and Review Committees will follow BSOM procedures for student advancement.
Procedures for Implementation and Review

This procedure will be reviewed by the M1-M4 Review and Promotion Committees as well as the M1-M4 Curriculum Committees before approval by the Executive Curriculum Committee every three years.

This procedure will be disseminated by the Office of Student Affairs to students and teaching faculty/administration as part of a ‘student handbook’ during orientation each year.

Related Policies

9.9.1

Applicable Laws, Regulations & Standards

LCME Standard 11, Element 1