



Dismissal Policy and Procedure

Policy Statement

The PA Program reserves the right to dismiss a student for deficiencies in academic performance, professional conduct, or inability to meet the technical standards, in accordance with the determination of the Promotions and Retention (P&R) Committee. Grounds for dismissal include, but are not limited to:

- **Unfit for Practice** The P&R Committee may immediately dismiss any student deemed unfit for the practice of medicine without a term on academic notice or professional probation. This includes:
 - Actions that indicate an imminent and severe direct threat to the student, a peer, or a member of the public.
 - Actions that are dishonest, unethical, or considered egregious.
- **Academic Deficiencies** Dismissal will be considered if a student:
 - Earns a letter grade of "D" or "F" in any one program required course.
 - Fails to achieve a passing grade on any program-level competency examination.
 - Fails to achieve good academic standing at the conclusion of two or more semesters, or if the likelihood of achieving a 3.0 GPA by the end of the didactic phase is unattainable.
- **Professional and Technical Deficiencies** Dismissal may result from:
 - Failure to demonstrate good interpersonal relations and/or professional conduct.
 - Inability to meet the program's Technical Standards.
 - Immediate dismissal upon receipt of subsequent repeat failing grades while on academic notice or professional probation due to formal remediation activities.

Procedure

1. **Review and Recommendation:** The Promotions and Retention (P&R) Committee reviews the student's performance record and formulates a recommendation for dismissal.
2. **Final Program Decision:** The Program Director reviews the P&R Committee's recommendation and issues the final program-level decision, which is then communicated to the student.
3. **Appeal:** A student may dispute the Program Director's decision by submitting a written petition to the Dean of the School of Health Professions requesting a reconsideration of the action. Should the student wish to appeal the Dean's decision, they have at their disposal due process through the Shenandoah University Grievance Procedure, as detailed in the Graduate Catalog.