

LINCOLN MEMORIAL UNIVERSITY  
COLLEGE OF DENTAL MEDICINE

STUDENT HANDBOOK  
2025-2026



**This edition (August 2025) of the Handbook repeals and supersedes all previous editions; is effective on the date it is published on the University's web site; and governs all matters and proceedings, whether pending or future.**

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[www.lmunet.edu](http://www.lmunet.edu)

**UNIVERSITY MISSION, VISION, AND GOALS**  
**The Mission and Purpose of Lincoln Memorial University**

**Mission and Purpose:**

Lincoln Memorial University is a comprehensive values-based learning community dedicated to providing quality educational experiences at the undergraduate, graduate, and professional levels. The University strives to give students a foundation for a more productive life by upholding the principles of Abraham Lincoln's life: a dedication to individual liberty, responsibility, and improvement; a respect for citizenship; recognition of the intrinsic value of high moral and ethical standards; and a belief in a personal God.

While primarily committed to teaching, the University supports research and service. The University's curriculum and commitment to quality instruction at every level are based on the beliefs that graduates must be able to communicate clearly and effectively in an era of rapidly and continuously expanding communication technology, must have an appreciable depth of learning in a field of knowledge, must appreciate and understand the various ways by which we come to know ourselves and the world around us, and must be able to exercise informed judgments.

The University believes that one of the major cornerstones of meaningful existence is service to humanity. By making educational, service, and research opportunities available to students, Lincoln Memorial University seeks to improve life for the students it serves. While serving students from throughout the state, nation, and many other countries, the University retains a commitment to enrich the lives of people and communities in the Appalachian region.

**The Vision of Lincoln Memorial University**

Lincoln Memorial University strives to achieve regional distinction as a student-centered, educational, and service-oriented intellectual and cultural community defined by excellence, creativity, and diversity in its people, procedures, and programs.

**Institutional Goals**

Lincoln Memorial University is a private, independent, non-sectarian University with a clearly defined mission that distinguishes it from other educational institutions. While the University cherishes its heritage and rich traditions, it recognizes that dynamic growth and change are required to meet the needs of today's students. The University has identified the following institutional goals, which are derived from its mission and reflect its vision for the future:

1. Make educational opportunities available to all persons without reference to social status. The University seeks to maximize enrollment by strengthening recruitment efforts and increasing student retention through the creation of an academic and social environment that facilitates success and rewards achievement.
2. Maintain fiscal integrity in all its activities, programs, and operations through concerted efforts to continuously increase its endowment and financial standing.
3. Provide quality educational experiences that have their foundation in liberal arts and professional studies, promote high personal standards and produce graduates with relevant career skills to compete in an ever-changing, increasingly global market.
4. Advance the Cumberland Gap and Appalachian region through community service

programs in continuing education, leadership development, recreation and the fine and performing arts.

5. Serve as a critical educational, cultural, and recreational center for the area, and to develop and maintain facilities, which are safe, accessible, and conducive to the development of body, mind and spirit.
6. Attract and retain a diverse and highly qualified faculty and staff, committed to teaching, research and service.
7. Commit resources to support the teaching, research, and service role of the Institution.
8. Support faculty and staff development programs with priority for allocation of resources determined by institutional needs.
9. Increase technology for all educational sites. Specifically, the University seeks to continuously improve its computer and other technological resources for faculty, staff and students.
10. Develop and implement academic programs in response to anticipated or demonstrated educational need, and to continuously evaluate and improve the effectiveness of current programs.
11. Provide a caring and nurturing environment where students, faculty and staff with varied talents, experiences and aspirations come together to form a diverse community that encourages students to grow intellectually and personally to meet their academic and career goals.
12. Provide quality educational opportunities through selected degree programs for students who live or work a significant distance from the Lincoln Memorial University main campus, and for whom other options are not as accessible or satisfactory.

## **COLLEGE OF DENTAL MEDICINE – MISSION, VISION, GOALS**

### **Mission**

The mission of LMU CDM is to prepare highly skilled, compassionate, and ethical oral health providers dedicated to excellence in teaching, patient care, research, and service. Our focus is on improving oral and overall health in underserved communities, which is accomplished through lifelong learning and critical thinking. Graduates leave equipped to contribute meaningfully to their profession and to society through innovation, evidence-based care, and outreach.

### **Vision**

By 2030, LMU-CDM be recognized as national and international leaders in

- Providing dental education for the 21st Century students through curriculum innovation and advanced technology.
- Providing seamless, integrated, clinically based, patient-centered, and person-centered education founded in preventive health and evidence-based science.

The Mission of the LMU-CDM is fulfilled through the achievement of four general goals supported by specific objectives for measuring achievement, which are addressed annually. These goals are supported by strategies and assessments and serve as a priority for the College of Dental Medicine's long-range strategic planning.

### **Goals**

To achieve the Mission of the Doctor of Medicine in Dentistry and Dental Hygiene programs, the faculty and students engage in an active educational process with a variety of learning experiences. They collaborate in scholarly and service activities within a curriculum designed so that upon completion of the program, the following Goals will be achieved:



Domains:

1. **Teaching Excellence**
2. **Research**
3. **Patient-Centered Care**
4. **Service**

**1. Teaching Excellence:** Provide predoctoral and postdoctoral students with a quality education that integrates evidence-based knowledge and skills in the oral health and clinical sciences, biomedical, and behavioral sciences necessary to become competent practitioners.

**2. Research:** Provide an environment that promotes and supports research and scholarly activity in education and oral health care.

**3. Patient-Centered Care:** Provide high-quality, comprehensive, evidence-based, patient-centered care for our patients while improving access to oral health care in the region through the practice of our graduates.

**4. Service:** Address the oral health needs and improve access to oral healthcare in the region through continuing dental education and community service efforts.

### **COMPETENCIES FOR THE GENERAL DENTIST**

During the 2024-2025 the College of Dental Medicine refined its own institutionally defined set of competencies expected of CDM graduating students. The seventeen competencies are listed below.

1. Graduates **must** be competent in applying biomedical science principles to understand the structure, function, and interrelationships of body systems, the orofacial complex, and abnormal biological processes as they relate to patient care, treatment planning and interprofessional collaboration for complex systemic cases.
2. Graduates **must** be competent in patient assessment, diagnosis, treatment planning, prognosis, obtaining informed consent, and making appropriate referrals.
3. Graduates **must** be competent in managing a diverse patient population and have the empathy and communications skills to function successfully in a multicultural community such as Eastern Tennessee where active outreach initiatives are essential.
4. Graduates **must** be competent in the control of pain and anxiety, clinical pharmacology, and management of related problems, including prescribing practices and management of substance use disorders.
5. Graduates **must** be competent in the identification, prevention, immediate management of pain associated with acute dental and medical emergencies. Examples include trauma, severe infections and uncontrolled bleeding.
6. Graduates **must** be competent in detection, diagnosis, risk assessment, prevention, and management of dental caries.
7. Graduates **must** be competent in the diagnosis and management of periodontal disorders.
8. Graduates **must** be competent in the diagnosis and restoration of defective teeth to form, function, and esthetics.
9. Graduates **must** be competent in the financially sensitive replacement of teeth including fixed,

removable, and dental implant-based prosthodontic therapies, while demonstrating sound communication practices with laboratory personnel.

10. Graduates **must** be competent in the prevention, diagnosis, and management of pulpal and peri-radicular diseases.
11. Graduates **must** be competent in diagnosing oral diseases, developing evidence-based treatment plans with a focus on early detection and prevention, and recognizing when specialist referral is needed.
12. Graduates **must** be competent in collecting and assessing diagnostic information to plan for and perform uncomplicated oral surgical procedures, manage common post-operative complications, and recognize when specialty referral is needed.
13. Graduates **must** be competent in providing comprehensive dental care to pediatric patients including the use of appropriate behavior management techniques, and to recognize when specialist referral is needed.
14. Graduates **must** be competent in recognizing and diagnosing malocclusion and space management needs.
15. Graduates **must** be competent in applying ethical principles, legal standards, behavioral science fundamentals, and practice management principles.
16. Graduates **must** be competent in providing evidence-based patient care in which they assess, critically evaluate, and communicate scientific and lay literature, incorporating efficacious procedures with consideration of patient needs and preferences.
17. Graduates **must** be competent in recognizing the importance of lifelong learning, self-assessment, and interprofessional collaboration to maintain competency and continuously improve their skills.

## **COMPETENCIES FOR THE DENTAL HYGIENIST**

### **Competency 1: Critical Thinking**

- 1.1: Evaluation and integration of emerging trends in health care as appropriate
- 1.2: Utilize critical thinking and problem-solving skills
- 1.3: Evaluate and integrate best research outcomes with clinical expertise and patient values for evidence-based practice

### **Competency 2: Professionalism**

- 2.1: Apply ethical and legal standards in the provision of dental care
- 2.2: Practice within one's scope of competence and consult with or refer to professional colleagues when indicated

### **Competency 3: Communication and Interpersonal Skills**

- 3.1: Apply appropriate interpersonal and communication skills
- 3.2: Apply psychosocial and behavioral principles in patient-centered healthcare
- 3.3: Communicate effectively with individuals from diverse populations

### **Competency 4: Health Promotions**

- 4.1: Provide prevention, intervention, and educational strategies
- 4.2: Participate with dental team members and other healthcare professionals in the management and health promotion of all patients
- 4.3: Recognize and appreciate the need to contribute to the improvement of oral health beyond those served in the traditional practice setting

### **Competency 5: Practice Management and Informatics**

- 5.1: Evaluate and apply contemporary and emerging information including clinical and practice management technology resources
- 5.2: Evaluate and manage current models of oral health care management and delivery
- 5.3: Apply principles of risk management, including informed consent and appropriate record-keeping in patient care
- 5.4: Demonstrate effective business, financial management, and human resource skills
- 5.5: Apply quality assurance, assessment, and improvement concepts
- 5.6: Comply with local, state, and federal regulations including OSHA and HIPAA
- 5.7: Develop a catastrophe preparedness plan for the dental practice

### **Competency 6: Patient Care**

#### *A: Assessment, Dental hygiene diagnosis, and Treatment Planning*

- 6.1 Manage the oral health care of the infant, child, adolescent, and adult as well as the unique needs of women, geriatric, and Management of Patients with Special Needs
- 6.2: Prevent, identify, and manage trauma, oral diseases, and other disorders
- 6.3: Obtain and interpret patient/medical data, including a through intra/extraoral examination, and use these findings to accurately assess and manage all patients

6.4: Select, obtain, and interpret diagnostic images for the individual patient.

6.5: Recognize the manifestations of systemic disease and how the disease and its management may affect the delivery of dental care.

6.6: Utilize universal infection control guidelines for all clinical procedures

*B. Establish and Maintenance of Oral Health*

6.7: Prevent, diagnose, and manage pain and anxiety in the dental patient with supervising DH

6.8: Prevent, diagnose, and manage periodontal disease

6.9: Prevent, recognize, and manage medical and dental emergencies

6.10: Recognize and manage patient abuse and/or neglect

6.11: Recognize and manage substance abuse

6.12: Evaluate the outcomes of dental hygiene care

## **DMD CURRICULUM**

The program is a full-time, continuous, 46-month cohort program consisting of 276 credit hours, not including electives, culminating in the receipt of the DMD degree. The curriculum includes eleven consecutive semesters of academic and clinical education. The program will admit only one cohort per year. The curriculum is arranged according to a classical 2 + 2 design with Biomedical and Pre-clinical Oral Health Sciences in the first two years, while Clinical and Behavioral Sciences occupy D3 and D4. In the D4 year, students are assigned to external dental practice rotations as part of CDM Community-Based Dental Education (CBDE) Program. In addition, students are engaged in Community Outreach activities during all four years.

### **Community-Based Dental Education Program**

Central to the D4 Clinical Curriculum is the Community Based Dental Education (CBDE) Program rotations. Beginning in the D4 year, students will participate in Community Based Clinical Rotations. The number, frequency and extent of the rotations in which the student will participate will be determined by the Clinical Student Progress Committee (CSPC)\* and their Clinical Lead Faculty (for more information about CSPC, please refer to the clinical manual). Participation will be based on clinical progress toward competencies and professional development. Restrictions or delays of participation will be determined on a case-by-case basis. Students will participate in rotation blocks of 4 weeks in length. Depending on the progress of the student, each student may be required to return to the LMU clinic for one or more rotations blocks to complete competency assessments and/or participation in the comprehensive care of their family of patients. All students will be required to return to the LMU clinic for participation in Seminar Weeks, Board Preparation and Clinical Board Exams.

Assessment at the CBDE rotation sites is strictly formative and does not include competency completion. Procedures completed at the CBDE sites will count toward a student's total RVU (Relative Value Units) count. Students will be evaluated according to the same rubrics employed at the LMU Clinic for their daily session assessment. In addition, an end of rotation assessment will be completed by the CBDE Preceptor. All assessments conducted by CBDE Preceptors will be considered in determining successful completion of a rotation, student progress, and eligibility to participate in future rotations.

Students are required to participate in all rotations to which they are matched and approved to participate. Students who are clinically eligible to participate in the CBDE Program should expect to be matched with at least two external rotations during their Fourth Year.

All policies, procedures, assessment forms and requirements for successful completion of CBDE rotations can be found in the CBDE Student Policy Manual, which will be available to students early in their D4 year. This Manual will refer to the CSPC, whose purpose is to evaluate D3 and D4 clinical progress, professional and personal conduct, and make recommendations to the Student Progress Committee (SPC) regarding student standing, promotion, or graduation, as well as CBDE student performance.

*\* The purpose of the Clinical Student Progress Committee (CSPC) is to evaluate D3 and D4 students' clinical progress, professional and personal conduct, and make recommendations to the SPC regarding student standing, promotion, or graduation. The Student Progress Committee (SPC) will make all final recommendations regarding student performance and will send those recommendations to the Dean. The full description of the CSPC can be found in the 2025-2026 LMU-CDM Clinic Manual.*

## **EQUAL OPPORTUNITY, AFFIRMATIVE ACTION, AND NON-DISCRIMINATION-POLICY**

### **University Equal Opportunity, Affirmative Action, and Nondiscrimination Policy**

Lincoln Memorial University is an Equal Opportunity educational institution. In support of its Mission Statement, LMU is committed to equal opportunity in recruitment, admission, and retention for all students and equal opportunity in recruitment, hiring, training, promotion, and retention for all employees. In furtherance of this commitment, Lincoln Memorial University prohibits discrimination on the basis of race, color, ethnicity, religion, sex, national origin, age, ancestry, disability, veteran status, military status, sexual orientation, marital status, parental status, gender, gender identity, gender expression, and genetic information in all University programs and activities. Lincoln Memorial University prohibits retaliation against any individual for 1) filing, or encouraging someone to file, a complaint of discrimination; 2) participating in an investigation of discrimination; or 3) opposing discrimination. "Retaliation" includes any adverse action or act of revenge against an individual for filing or encouraging someone to file a complaint of discrimination, participating in an investigation of discrimination, or opposing discrimination. The Office of Institutional Compliance investigates allegations of prohibited discrimination, harassment, and retaliation involving members of the LMU community.

This policy is widely disseminated in University publications, including the employee handbook and all LMU student catalogs and handbooks. All members of the University community bear responsibility for compliance with this policy. Compliance is monitored and reported annually through the offices of the Office of Institutional Compliance, the Department of Human Resources, and LMU Campus Police and Security.

This policy is in compliance with federal and state law, including the provisions of Title VII of the Civil Rights Act of 1964, Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, the Vietnam Era Veterans Readjustment Act of 1974 as amended by the Jobs for Veterans Act, the Uniformed Services Employment and Reemployment Rights Act, as amended, the Genetic Information Nondiscrimination Act of 2008, and the Tennessee Human Rights Act.

Use the link below to access the policy website:

<https://www.lmunet.edu/office-of-institutional-compliance/equal-opportunity-affirmative-action-and-nondiscrimination-policy>

## **ACCREDITATION**

### **University Regional Accreditation**

Lincoln Memorial University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award (associate, baccalaureate, masters, specialists, and doctorate degrees). Questions about the accreditation of Lincoln Memorial University may be directed in writing to the Southern colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website ([www.sacscoc.org](http://www.sacscoc.org)).

### **Professional College Accreditation**

LMU-CDM is accredited by the Commission on Dental Accreditation (CODA) and has been granted the accreditation status of Initial Accreditation (2022). The Commission is a specialized accrediting body recognized by the United States Department of Education. The Commission on Dental Accreditation can be contacted at 312-440-4653 or at 401 N. Michigan Avenue, Suite 3300, Chicago, IL 60611. The Commission's web address is: <https://coda.ada.org.ed>.

### **Accreditation CODA Third Party Comment Process**

The United States Department of Education (USDE) procedures require accrediting agencies including the dental accrediting body, Commission on Dental Accreditation (CODA), to provide an opportunity for third-party comment, either in writing or at a public hearing with respect to programs scheduled for review. All comments must relate to accreditation standards for the discipline and required accreditation policies. To comply with the Department's requirement regarding the use of third-party comment on the program's qualifications for accreditation or initial accreditation, the following procedures have been developed.

Any party including dental students wishing to file a complaint related to the accreditation standards and procedures must submit a written signed or unsigned complaint to the Commission on Dental Accreditation (CODA) using this link <https://coda.ada.org/policies-and-guidelines/file-a-complaint>. The complaint should outline specific policy, procedure or standard in question and provide rationale and documentation to support the claim of non-compliance.

#### · CODA Contact Information

Commission on Dental Accreditation

401 N. Michigan Ave., Suite 3300

Chicago, IL 60611 <https://coda.ada.org>

1-312-440-4653

### **CAMPUS FACILITIES**

#### **Lincoln Memorial University – CDM Tower**

The CDM Tower is a nine-floor building with three floors housing approximately 120 dental chairs devoted to the treatment of dental patients in the Knoxville region. Four floors are devoted to classrooms, student study areas, and faculty offices, one floor houses two large pre-clinical laboratories where students learn the basic components of dental treatment before seeing patients, and one floor is devoted to biomedical, dental, and orofacial research.

#### **Morristown Community Clinic**

In addition to the LMU Tower, LMU owns a 10-chair patient care facility in Morristown, TN where some D4 students will be matched for their external clinical rotations.

#### **Carnegie Vincent Library**

The library houses approximately 208,000 volumes of books and non-book materials such as

DVDs, microfilm, and journals. The library is committed to teaching students the skills to become lifelong learners in an electronic age. In this effort, the library provides access to 32,000 fulfill-electronic journals, 128 electronic databases, and more than 169,000 electronic books that students may access either from home or from one of its 40 updated computers. The library seeks to uphold the mission of the University in its commitment to service to the University's community. In this effort, you will find the library staff especially helpful in assisting LMU students with the use of its broad range of services.

### **The Dr. Lon and Elizabeth Parr Reed Health Sciences Library**

The second floor of the Carnegie Vincent Library houses medical print and electronic journals, books, and manuscripts for dental and dental hygiene students, faculty, and other health professional students of the University. The Medical Librarian is also available on the second floor of the Carnegie Vincent Library to assist in any student or faculty needs.

### **OFF-CAMPUS COMMUNITY DENTAL HEALTH SITES**

Community Dental Clinics: Student Doctors are assigned to observe, assist, screen, and, as appropriate provide oral health education or clinical patient care.

Public School Screening and Follow-up Care: Many nearby counties, with support from the Elgin Foundation, invite CDM Staff and Student Doctors to screen thousands of school children each year identifying those who would benefit from dental care. Those qualifying students are bussed to the Tower and are treated by students as part of their Pediatric Dentistry clinical curriculum.

Community-Based Dental Education (CBDE) Clinical Sites: In the Fall of 2025, qualifying members of the D4 Class will be assigned to two, four-week external dental practice rotations as part of the LMU-CDM Community-Based Dental Education (CBDE) Program. Students will return to the Tower after each rotation to engage in four one-week 'Seminar Weeks' and one or more a 'Board Prep' weeks as required.

### **COMPUTING SERVICES**

**The official manner of communication from the administration and faculty to CDM students is via university e-mail. LMU-CDM students are required to use the university-issued e-mail and promptly read all e-mail correspondence from LMU-CDM and the University.**

All faculty, staff, and students of Lincoln Memorial University have access to college computer resources. Each student is assigned a user account that grants access to the university network resources and the Internet. Every student account comes with a home directory for storing files. This space is limited to 5-10 megabytes depending on course requirements. It is the responsibility of the student to backup and maintain the files.

### **LMU-CDM ADMISSIONS AND STUDENT SERVICES**

The LMU-CDM Admissions and Student Services, located on the 8<sup>th</sup> Floor, is responsible for admissions, recruitment, retention, securing financial services, student records, tracking outcomes data, providing academic support, and counseling dental hygiene and dental students. In addition, the office is a center of campus life and oversees all student activities, student government functions, student clubs, the student ambassador program, and all other non-academic student-life issues. The Office is committed to creating an environment that is conducive to learning so that all LMU-CDM students fully reach their academic and personal potential. The office works closely with various college and university committees to create an environment that facilitates student learning. The office has an open-door policy, and students are welcome to come in at any time, although appointments are recommended.



The Lincoln Memorial University Office of Student Services will provide students with information on parking, meal plans, housing, ticket sales, campus events, security, etc., in cooperation with the LMU-CDM.

## **Student Services**

### **Documentation of Immunizations, Immunity, and Physical Health**

Matriculating students are required to set up an account with an LMU-CDM contracted vendor who monitors, approves, and manages all required health forms and substantiating documentation. Applicants accepted for admission are required to submit a medical history, physical examination, PPD testing, and proof of immunity forms that have been completed, reviewed, and signed by a licensed health care provider (DO, MD, PA-C, FNP) prior to matriculation. Students without the required immunizations and proof of immunity will not be permitted to actively participate in patient care activities until the requirements have been completed and authorized by an LMU-CDM healthcare provider. Students must also provide proof of health insurance or purchase the mandatory required health insurance.

**YEARLY REQUIREMENTS**-Students are required to submit proof of health insurance, and complete a urine drug screen, influenza vaccine, and PPD test yearly. Students must complete these requirements by typically April of each academic year or otherwise directed by the Associate Dean for Faculty and Students.

#### ***Documents that must be completed prior to matriculation include:***

- LMU-CDM Prematriculation Medical History completed and signed by the student and reviewed/signed by a healthcare provider
- LMU-CDM Prematriculation Physical Exam form, completed and signed by a licensed healthcare provider (DO, MD, PA-C, FNP)
- LMU-CDM Record of Immunity form, completed and signed by the licensed healthcare professional (Prematriculation Provider)
- Substantiating documentation (copies of laboratory results, immunization records, chart records of immunizations, PPD testing form or CXR report, etc.) must accompany the Record of Immunity Form for the student's folder to be considered complete
- Records Release Form signed by student authorizing LMU-CDM to release health-related information to affiliated training sites where the student will be rotating
- A signed photo release form
- A signed technical standards acknowledgement
- Background check

**It is expected that this documentation will be provided by the matriculating student to the Admissions Office, along with other required admissions documents, by May 15 of the matriculating year, unless extenuating circumstances exist. Any student not making a good faith effort to complete their immunization record by this time will not be permitted to register.**

During the second semester of the first, second, and third years, students will be expected to provide an updated PPD and urine drug screen as a requirement for beginning clinical rotations. **Any student not providing evidence of updated PPD and urine drug screen by April 15 will not be authorized to participate in the dental or dental hygiene clinic until completed.**

**Required prior to matriculation**

- Proof of Tdap and polio vaccine
- Proof of meningococcal vaccine
- Proof of immunity against measles, mumps, and rubella, if not provided at matriculation
  - Qualitative or quantitative antibody titers for MMR
  - If any of the three components show insufficient immunity, a booster and recheck of titer 6 weeks later will be required
- Proof of immunity against varicella, if not provided at matriculation
  - Qualitative or quantitative antibody titers for varicella
  - History of infection is not considered proof of immunity
  - If antibody titer is negative, booster vaccination and recheck of titer 6 weeks later is required
- Proof of immunity against hepatitis B, if not provided at matriculation
  - Proof of completion of 3 injection series (takes 7 months to complete) or HEPLISAV-B two injection series (takes one month to complete)
  - Qualitative or quantitative antibody titers showing immunity to Hepatitis B, ideally drawn 6-12 weeks after completion of 3 injection series
  - If antibody titers are negative 6-12 weeks following completion of Hepatitis B series, a second series of 3 injections needs to be completed, with antibody titers drawn 6-12 weeks following completion
  - If antibody titers are negative following second series of 3 injections (per protocol), and proof of completion of two full series of vaccinations is provided, student will be considered a “non- responder” to Hepatitis B immunization
- Negative PPD screening for tuberculosis within 6 months of starting rotations
  - If prior history of tuberculosis, BCG vaccination, or positive PPD, must provide negative chest x-ray and/or QuantiFERON-TB Gold test within 6 months of starting rotations
- Urine drug screen (10-panel testing) negative except for prescribed medication

**Required prior to starting clinical patient:**

- Proof of immunity against measles, mumps, and rubella, if not provided at matriculation
  - Qualitative or quantitative antibody titers for MMR any of the three components show insufficient immunity, a booster and recheck of titer 6 weeks later will be required any of the three components show insufficient immunity, a booster and recheck of titer 6 weeks later will be required
- Proof of immunity against varicella, if not provided at matriculation
  - Qualitative or quantitative antibody titers for varicella
  - History of infection is not considered proof of immunity
  - If antibody titer is negative, booster vaccination and recheck of titer 6 weeks later is required

- Proof of immunity against hepatitis B, if not provided at matriculation
  - Proof of completion of 3 injection series (takes 7 months to complete) or HEPLISAV-B two injection series (takes one month to complete)
  - Qualitative or quantitative antibody titers showing immunity to Hepatitis B, ideally drawn 6-12 weeks after completion of 3 injection series
  - If antibody titers are negative 6-12 weeks following completion of Hepatitis B series, a second series of 3 injections needs to be completed, with antibody titers drawn 6-12 weeks following completion
  - If antibody titers are negative following second series of 3 injections (per protocol), and proof of completion of two full series of vaccinations is provided, student will be considered a “non-responder” to Hepatitis B immunization
- Negative PPD screening for tuberculosis within 6 months of starting rotations
  - If prior history of tuberculosis, BCG vaccination, or positive PPD, must provide negative chest x-ray and/or QuantiFERON-TB Gold test within 6 months of starting rotations
- Urine drug screen (10 panel testing) negative with the exception of prescribed medication

Note: Though proof of Hepatitis B immunity is not required until the start of rotations, if you have completed the Hepatitis B vaccination series, it is advisable to provide proof of immunity prior to matriculation.

If students choose to not be vaccinated for Hepatitis B or from vaccinations for religious purposes, then the **Hepatitis B Information** form or **Religious Exemption from Vaccinations** must be filled out and submitted to the Associate Dean for Faculty and Students.

### **Academic Advising**

Upon matriculation, students are assigned to an academic advisor. The Associate Dean for Faculty and Students is responsible for making these assignments. An important role for faculty advisors is to ensure that their advisees are adjusting well to dental and dental hygiene school and devoting enough time to their studies. Students in good academic standing are required to meet with their advisor monthly or more if needed by the student. Students on academic probation are required to meet more often with their advisors – the recommendation is once a month. It is the student’s responsibility to schedule these meetings with their advisors.

### **Academic Support**

LMU-CDM offers academic support services designed to enhance learning and aid in the success of all students. Academic support services include one-on-one individual consultation, large and small group presentations, and peer tutoring. Assistance in academic support includes study skills, time management, stress management and wellness, test anxiety, test-taking strategies, and board preparation. Students may self-refer or be referred to academic support by any faculty or staff member, including their advisor.

### **Mental Health Counseling**

Students have access to confidential mental health counseling and care. The staff of the Lincoln Memorial University Office of Mental Health Counseling help current students overcome the personal, career, and academic concerns that often stand in the way of them reaching their full potential. The office operates as the primary mental health service for undergraduate, graduate, and professional students enrolled at the University. Counselors provide free, short-term treatment typically lasting between five to eight sessions per semester, however, treatment may extend beyond eight sessions when appropriate.

Counseling provides an opportunity for students to explore their unique problems, difficulties, and concerns with a licensed mental health professional in a safe and confidential environment. In addition, the office offers crisis intervention and psychoeducation/training for the campus community. In the event that students require long-term counseling or treatment needs exceed the scope of our practice, the counselors will work with students to find appropriate off-campus treatment options. Students who secure services in the community are responsible for paying for those services. Most community providers accept insurance. Some have a sliding scale fee schedule for students who do not have insurance that covers mental health services. Information regarding counseling services is found on the following website: <https://www.lmunet.edu/counseling/>.

After hours calls to the LMU Office of Mental Health Counseling are forwarded to a call center staffed with professional mental health counselors. This service is available after-hours during weekdays, any time during weekends, holidays, and when the campus is closed for inclement weather.

A main mental health services phone number is given to all students which is accessible anywhere where students have phone services. 423-869-6277

- During normal business hours (8:00am – 4:30pm, Monday – Friday), this number will reach the main campus in Harrogate where the mental health counselors either on the Harrogate campus or Knoxville location will be notified.
- The counselors will assess the situation to make certain that all emergent situations are handled appropriately either with a call to 911 or referral to inpatient psychological services. If the situation is not an emergency, the counselor will schedule an appointment with the student for a follow-up.
- During after hours, the same main number will be forwarded to a call center where a licensed professional counselor will support students. The call center counselor will triage each call to determine if it is an emergency or if it requires a later appointment.
- If a student is off campus, the on-campus counselor or call center counselor will direct the student to the nearest licensed professional in their area.
- All encounters are confidentially documented with procedures for follow-up.

Empathia provides students with a confidential assistance program. Empathia delivers comprehensive services to support the wellness needs of students. The services provide students with a team of professional staff and a specialist can be reached by telephone 24/7, including holidays and weekends.

All students are eligible to receive face-to-face or telephonic counseling, up to five free sessions per issue per year. Empathia staff will connect you to available providers in and around the CDM location. Call 1-866-640-4777.

### **Diagnostic, Preventive, and Therapeutic Health Services**

All students must have health insurance prior to matriculation through graduation and are responsible for costs associated with medical services rendered. Students who seek dental care may do so with any facility of their choosing based on their needs and health insurance coverage.

Summit Medical Group-Internal Medicine Associates in Powell, TN is available to serve the primary care needs of students located at LMU-CDM. When making an appointment, it is important to let the staff know that you are an LMU student. Most appointments may be accommodated the same day or soon thereafter. Students are required to have health insurance. If your health insurance does not cover the services during your visit, Summit Medical Group will provide 30% discounts for cash payments or set-up a payment plan as needed. For more information and to find new patient registration forms, visit the Summit Medical Group-Internal Medicine Associates website at <https://www.imasummit.com/>, select "For Patients" and then "Patient Forms". Call 865-546-9751 for an appointment and let them know that you are an LMU student.

#### **Summit Medical Group – Internal Medicine Associates**

7744 Conner Road

Powell, TN 37849

<https://www.imasummit.com/>

### **Student Ambassador Program**

Student Ambassadors are selected by the Office of the Dean to represent LMU-CDM. Their primary role will be to assist with recruiting efforts. Students are eligible to apply to become ambassadors beginning midway through their first semester at LMU-CDM. Students can fill out an application available in the Office of the Dean.

On the days when potential students are brought in for their interviews, the student representatives will provide tours, take potential students to lunch, and talk to potential students about student life at LMU-CDM. From time-to-time the representatives will also assist with on-campus and off-campus recruiting events and other similar functions. Student are not allowed to provide tours to family members or friends on the weekends.

### **Student Organizations**

The LMU-CDM Student Government Association (SGA) is the official voice for students. LMU-CDM SGA is open to all students at LMU-CDM and welcomes proposals and participation from the entire student body. SGA is responsible for disbursing funds for student activities, acting as the liaison for the student body, promoting dental medicine and dental hygiene procedures, supporting club and classroom activities; and working to improve the quality of life for all LMU-CDM students. Students serving as SGA officers, club presidents, Student Ambassadors, LMU-CDM representatives at national meetings, or in any similar position must maintain at least a 75% average in their coursework. For the purposes of this requirement, the average will be calculated using the actual percentage grades achieved in each course/system, like the method for calculating class rank.

An officer whose grade average falls below 75% or is placed on academic or professional probation must resign their leadership position. CDM students are encouraged to develop, organize, and participate in student associations and government organizations; however, students may not hold more than one elected position at the same time.

Elections for offices are held each spring for the following year. The LMU-CDM Office of the Dean

is responsible for providing support for these associations or organizations. Every student organization is required to have a faculty advisor. The advisor for SGA is the Associate Dean for Academic Affairs and/or Dean of Clinical Affairs.

### ***Registration of Dental and Dental Hygiene Student Organizations***

To encourage a formal and organized system of student activities, LMU-CDM has adopted processes and policies concerning the registration of student organizations. The registration process is designed to permit students to create a formal organization that is intended to fulfill a common purpose, provide opportunities for student interaction through participation in managing the affairs of the group and implementation of activities/programs, and foster individual student growth and development through responsible involvement in co-curricular activities.

Registration of a student organization results from compliance with the criteria and conditions stated below, and it does not directly or indirectly imply the approval of the organization or its activities by LMU-CDM. Organizations must secure registration forms from the Office of Admissions and Student Services annually as well as the securing of an LMU-CDM advisor.

### ***Annual Registration***

Once student organizations receive official recognition, the organizations must retain LMU-CDM support through the following criteria:

- Completion of a registration form each academic year
- Participation in SGA (*honor societies excluded*)
- Leadership and advisement of a full-time faculty member
- Approval of organizational activities and events through the Office of Admissions and Student Services
- Cooperation with LMU policies and procedures
- Contribution to and support the philosophy and mission of LMU
- Participation in the annual leadership conference
- Completion of successful semester evaluation
- Completion of all necessary forms (available in the Office of the Dean).
- Completion of a service project that benefits the local community

### ***Student Sponsored Events***

Any on-campus or off-campus event conducted by either a student club or the SGA must be approved by the Student Activities Coordinator at their respective location. This includes, but is not limited to, all talks, seminars, exhibits, fundraisers, workshops, and courses. The appropriate forms are available in the Office of Admission and Student Services.

### ***Merchandise and LMU-CDM Logo Policy***

All LMU-CDM student organizations must have approval from the Dean before producing organizational merchandise or distributing information to the campus community and/or the public at large. This is to ensure that all appropriate procedures and style guidelines are followed by student organizations. Approval forms may be obtained from the Office of the Dean. Any LMU-CDM student organization that produces merchandise which violates this policy may have the merchandise confiscated and will have to replace the merchandise at the organization's own expense.

### ***Financial Services***

The LMU Student Financial Services Office provides and communicates information on financial

aid and student accounts. In addition to student billing and collections, this office helps students apply for and receive student loans, grants, scholarships, and other types of financial aid. More information can be found at: <https://www.lmunet.edu/student-financial-services/financial-aid/> including the Knoxville and Harrogate Cost of Attendance.

### ***Repeating Semesters***

In some instances, as approved by the Student Progress Committee (SPC) and Dean, DMD students may have to repeat one or more semesters of coursework. For each semester that must be repeated, students will be charged \$10,000/semester. When a student fails to complete their fourth year graduation requirements and is allowed to extend their time at the LMU-CDM, repeat part of a semester, or require one or more semesters to graduate, as required by the CSPC and Dean, they will be charged as follows: less than four weeks to complete required competencies or required patient care – no charge; more than four, and up to eight weeks - \$5,000; more than eight weeks and up to 18 weeks will be considered a full semester - \$10,000; and any portion of a succeeding semester - \$10,000. All LMU rules and regulations will continue to apply to students extending their time or repeating semesters and financial aid will continue to be available.

### ***Student Withdrawal: Reimbursement of Funds***

According to institutional policy, the LMU Finance Office will calculate a refund of tuition for any student who withdraws within the established refund period. Refunds will be based on the following schedule: If the student withdraws during the first week of the semester, 100% of tuition dollars will be refunded; during the second week 75% will be refunded; during the third week 50% will be refunded; and during the fourth week 25% will be refunded. Students who withdraw after four weeks will not receive any refund.

### ***The Return of Title IV Funds (Federal)***

The Higher Education Amendments of 1998 regulate how colleges and universities handle Title IV funds when a recipient withdraws from school. This policy is separate from the university's refund of institutional charges. The return of Title IV funds includes Pell Grants, Federal Supplemental Educational Opportunity Grants, PLUS/GRAD PLUS Loans, Perkins Loans, and Federal Direct Loans. The policy states that up to the 60% point in each semester a pro-rata schedule will be used to determine how much Title IV aid the student has earned. For example, if the student has attended 31% of the enrollment period, the student has earned 31% of his/her Title IV aid and 69% of the aid must be returned to the federal government. After the 60% point in the semester, the student has earned 100% of the aid for which the student was eligible. Additional information on the return of Title IV funds may be obtained from the Office of Student Financial Services.

The official date of a student's withdrawal is the date that the Office of Admissions receives the student's written notification of withdrawal or request for a leave of absence. The percentage of time completed in the enrollment period is determined by dividing the number of days completed by the number of days in the enrollment period. If 60% of the semester has been completed, there is no return of Title IV funds. The final determination on the 60% point of the semester is determined by the US Department of Education, Federal Student Aid Division.

### ***Financial Commitment Policy***

For value received, the student will be responsible to pay to the order of Lincoln Memorial University, Harrogate, TN the total of all costs incurred for their education while attending LMU, for all times of attendance. Interest (1.5%) will accrue at the end of each month on all outstanding balances, except for balances due from approved third parties. The student will also be responsible for paying attorney fees (if applicable) and all other costs of collection in the event

the account is placed in the hands of an attorney or an outside collection agency. Graduating students must pay any outstanding account balance three weeks prior to graduation if paying by personal check. If paying by cashier's check, cash, money order or VISA/ MASTERCARD/ DISCOVER/ AMERICAN EXPRESS, payment can be made up to the date of graduation rehearsal. Accounts must be paid in full before a student may participate in the graduation ceremony or receive a diploma.

### ***Outstanding Balance/Collection***

If a student account is referred to a third-party collection agency or collection by suit, the student will be charged reasonable collection costs and/or court costs. If this account becomes delinquent, the student agrees to pay to LMU any principal amount as well as collection costs in the amount of 33.3% of the principal balance, including court costs, attorney's fees, interest, and service charges.

### **VETERANS**

Veterans In accordance with the Veterans Benefits and Transition Act of 2018, Section 367(e) of title 38 (Public Law 115-407), a student who is entitled to educational assistance under Chapter 31, Vocational Rehabilitation & Employment, or Chapter 33, Post 9/11 GI Bill® \*benefits shall be permitted to attend or participate in the course of education during the period beginning on the date on which the individual provides to the educational institution a Certificate of Eligibility for entitlement to educational assistance under Chapter 31 or 33 (a Certificate of Eligibility can also include a "Statement of Benefits" obtained from the Department of Veterans Affairs website-eBenefits, or a VAF 28-1905 form for Chapter 31) and ending on the earlier of the following dates:

1. The date on which payment from the VA is made to the institution.
2. 90 days after the date the institution certified tuition and fees following receipt of the Certificate of Eligibility.

The university shall not impose any penalty, including the assessment of late fees, the denial of access to classes, libraries, or other institutional facilities, or require the student to borrow additional funds, in order to meet his or her financial obligations to the institution due to the delayed disbursement funding form VA under Chapter 31 or 33.

Beginning with the terms starting after December 17, 2021, students using their Post 9/11 GI Bill will be required to verify their enrollment at the end of each month.

Students receiving the Montgomery GI Bill will not be impacted by this change. They are already required to verify their enrollment. After December 17, 2021, all impacted students with a US mobile phone number on file with the VA will receive an opt-in text as their next enrollment period approaches.

Students who do not have a mobile phone number on file will not be able to use text verify. They will be automatically enrolled into email verification.

\* GI Bill is a registered trademark of the US Department of Veteran Affairs.

### **TUITION AND FEES**

For the full cost of attendance for DMD students, please visit the LMU cost of attendance website: <https://www.lmunet.edu/student-financial-services/tuition-and-fees/graduate-and-professional>



## **ACADEMIC POLICIES**

### **Official Academic Records**

The LMU Office of the Registrar houses official academic records. Permanent academic records may contain the following:

- Name
- Social Security number or numeric identifier
- Chronological summary of LMU coursework and grades
- Transfer credits, special credits (SC), and credits by examination (CE)
- Degree earned
- Date(s) degree requirements completed, and degree conferred

Students receive their grades electronically through Web Advisor. Any student wishing to receive a printed copy of his/her grades must submit a written request to the LMU Registrar's Office. Any challenge regarding the accuracy of a student's academic record must be submitted in writing by that student to the Registrar within one year of the term in question.

The student may obtain or have forwarded to designated parties' copies of his/her academic transcript by submitting a request using the following link: <https://www.lmunet.edu/registrar/transcript-requests.php>. The student may choose to request an electronic transcript or printed transcript. The cost of an electronic transcript is \$6.75; the cost of a printed transcript is \$10.00. The University cannot transmit any transcripts electronically (FAX). The student's account with the Finance Office must be paid in full, and Perkins student loans must be in a current non-defaulted status prior to the release of any official grades or academic transcripts.

### **Student Records**

Student grades are recorded, stored, and secured with the Lincoln Memorial University Registrar. All other student records will be maintained in the Office of Admissions and Student Services. The privacy of student records is noted under the Family Education Rights and Privacy Act (FERPA), 1974, as amended. Requests from students to have their records released must be made in writing. Verification of enrollment will only be made for educational reasons. For instance, verifications will not be made to employers, landlords, or family members. In these cases, the students should use letters of acceptance, transcripts, or receipts of payment. LMU- CDM students wishing to review their records must call the Office of Admissions and Student Services and make an appointment with the Associate Dean for Faculty and Students or the Director of Admissions.

### **Right to Privacy Under FERPA**

The University complies with the provisions of the Family Education Rights and Privacy Act (FERPA), 1974, as amended. This law maintains that the institution will provide for the confidentiality of CDM student education records. No one outside the institution shall have access to, nor will LMU disclose any information from, CDM students' education records without the written consent of CDM students except to personnel within the institution, to officials of other institutions in which CDM students seek enrollment, to persons or organizations providing CDM students financial aid, to accrediting agencies carrying out their accreditation function, to persons in compliance with a judicial order, and to persons in an emergency in order to protect the health and safety of CDM students or other persons.

Additionally, according to 1998 Higher Education Amendments, the University is authorized by

law to contact parents or guardians when CDM students under the age of 21 commit serious or repeated violations directly or indirectly involving our drug and alcohol policies. All the exceptions are permitted under the Act.

CDM students may not inspect and review financial information submitted by their parents, confidential letters and recommendations associated with admissions, employment or job placement, or honors to which they have waived their rights of inspection and review, or education records containing information about more than one CDM student, in which case LMU-CDM will permit access only to that part of the record which pertains to the inquiring CDM student.

CDM students can access their "student information" by using the Web Advisor account. Each student is given a secure personal identification number to access the following information: schedule, transcript, financial records, and financial aid. Lincoln Memorial University maintains a list of all persons, except other college officials, who have received a copy of the CDM student's education record.

### **Annual Notification of Rights under FERPA**

The Family Educational Rights and Privacy Act (FERPA) affords eligible students certain rights with respect to their education records. (An "eligible student" under FERPA is a student who is 18 years of age or older or a student of any age who attends a postsecondary institution.) These rights include:

1. The right to inspect and review the student's education records within 45 days after the day LMU-CDM receives a request for access. A student should submit to the Registrar a Request to Inspect and Review Education Records that identifies the record(s) the student wishes to inspect. The Registrar will make arrangements for access and notify the student via LMU email of time and place where the records may be inspected. If the records are not maintained by the Registrar, the student will be advised of the official to whom the request has been directed.
2. The right to request the amendment of the student's education records which the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

A student who wishes to ask LMU-CDM to amend a record should submit to the Registrar a Request to Amend Education Records. This request should clearly identify the part of the record the student wants changed and specify why it should be changed. If LMU-CDM decides not to amend the record as requested, LMU-CDM will notify the student in writing of the decision, the student's right to appeal the decision denying the request for amendment, and information regarding the appeal process. A student seeking to appeal the decision must submit a Request for FERPA Hearing to the Registrar.

3. The right to provide written consent before LMU-CDM discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by LMU-CDM to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202

### **Public Notice Designating Directory Information**

LMU designates the following information contained in students' education records as "directory information." Directory information may be disclosed by the university without the student's prior consent pursuant to the provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA). However, the university is not required to disclose directory information and, therefore, carefully evaluates requests for information. At LMU, directory information includes the student's name, address, telephone number, email address, date and place of birth, photographs, major and minor field(s) of study, dates of attendance, class (freshman, sophomore, etc.), enrollment status (undergraduate or graduate; full or part-time), participation in officially recognized activities or sports, height and weight of student-athletes, degrees, honors (including Dean's List) and awards received, and the most recent educational agency or institution attended.

Currently enrolled students may withhold disclosure of directory information under FERPA. To withhold disclosure, students must submit a Request to Restrict Release of Directory Information to the Registrar. Former students may not submit a request to restrict the disclosure of directory information on their education records, but they may request the removal of a previous request for nondisclosure.

### **Below is a list of disclosures that LMU may make without student consent, in accordance with FERPA:**

FERPA permits the disclosure of PII from students' education records, without consent of the student, if the disclosure meets certain conditions. A postsecondary institution may disclose PII from the education records without obtaining prior written consent of the student -

1. To other university officials, including professors, within LMU whom the university has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the university has outsourced institutional services or functions.
2. To officials of another school where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer
3. To authorized representatives of the U. S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as a State postsecondary authority that is responsible for supervising the university's State-supported education programs. Disclosures under this provision may be made in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf.
4. In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine

- the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid.
5. To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction.
  6. To accrediting organizations to carry out their accrediting functions.
  7. To parents of an eligible student if the student is a dependent for IRS tax purposes.
  8. To comply with a judicial order or lawfully issued subpoena.
  9. To appropriate officials in connection with a health or safety emergency
  10. Information the school has designated as "directory information"
  11. To a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense. The disclosure may only include the final results of the disciplinary proceeding with respect to that alleged crime or offense, regardless of the finding.
  12. To the general public, the final results of a disciplinary proceeding, if the school determines the student is an alleged perpetrator of a crime of violence or non-forcible sex offense and the student has committed a violation of the school's rules or policies with respect to the allegation made against him or her.
  13. To parents of a student regarding the student's violation of any Federal, State, or local law, or of any rule or policy of the school, governing the use or possession of alcohol or a controlled substance if the school determines the student committed a disciplinary violation and the student is under the age of 21.

The University is required to record disclosures, except for disclosures made to the student or disclosures made under sections a, h, and j listed above. Eligible students have a right to inspect and review the record of disclosures. To request to such review, contact the Registrar's office.

Any questions regarding FERPA or this annual notification of rights should be directed to the Registrar.

### **Matriculation and Promotion**

Dental and dental hygiene students will advance only after having met the academic, financial, and professional requirements of LMU-CDM for each academic year. Students taking nine or more credits are considered full-time students. Each year the Faculty Assembly will vote on the promotion of the class.

### **Attendance and Absence Policy**

It is the student's professional responsibility to attend and to be on time for all scheduled lectures and required at all clinics, laboratories, seminars, case presentations, small-group sessions, rotations, and scheduled faculty appointments. Attendance is considered a measure of a student's professional conduct.

Any make up quizzes, exam, clinical cases, and lab assignments, etc., are only granted with excused absences by the Associate Dean for Faculty and Students.

Excused absences **may** be granted by the Associate Dean for Faculty and Students for the following reasons:

- Medical necessity: illness of the student or a member of their immediate family (Mild symptoms including but not limited to headache, migraine and dysmenorrhea are not considered excused absences unless a document from a medical professional is provided).
- Death in the family: the passing of an immediate family member (Parents, siblings, grandparents and significant other)
- Professional meetings and research conferences upon approval from the Associate Dean for Faculty and Students and the office of academic affairs.
- Externships for D3 and D4 must be preauthorized by the Associate Dean for Faculty and Students and the Office of Academic Affairs.
- Special circumstances/other: including vehicle accidents, court appearances, participation in immediate family weddings (Parents, siblings and grandparents), approved religious observances, and other qualifying absences as approved by the Associate Dean for Faculty and Students.
- Students with prior knowledge of the excused absence are required to fill out the leave of absence form. For more information see the LMU University Leave of Absence Policy. <https://www.lmunet.edu/registrar/documents/ApplicationforLeaveofAbsence.pdf>
- Any other excuse not listed above is considered an unexcused absence.

The student will be required to present with documentation supporting the request for excused absences. Examples for such documentation include but are not limited to: Physician's note or medical certificate, death certificate or obituary or funeral program or notice, counselor or therapist note, police report, documentation from a social worker, letter from religious leader or religious event schedule or notice, official letter or email from university staff or faculty, conference program, schedule, or conference registration confirmation, jury duty summons, court subpoena or notice, quarantine or isolation order from health authorities or doctor's note indicating required isolation, flight cancellation notice, documentation from public transportation services indicating disruptions, weather advisories or notices or proof of vehicle breakdown or accident report.

All student requests for an excused absence must be made in writing to the Associate Dean for Faculty and Students. When possible, students should make sure to complete the absence request form in advance of their absence. If this is not possible, the form **MUST** be filled out and submitted within 24 hours of the student's return to campus. Failure to follow the 24-hour protocol will result in the absence being considered unexcused.

Upon written approval from the Associate Dean for Faculty and Students, it is the student's responsibility, unexcused and excused absence, to communicate and coordinate a make-up session with the instructor of the course. Students with excused absences will not be penalized. Some activities and points, for example, team-based learning activities and quizzes may not be able to be made up even with an excused absence. It is at the instructor's discretion whether assignments can be made up as stated in their syllabus

**TECHNICAL STANDARDS FOR ADMISSION, RETENTION, & GRADUATION**

**Lincoln Memorial University College of Dental Medicine (LMU-CDM)**

LMU-CDM admits qualified applicants in full compliance with the **Americans with Disabilities Act (ADA)** and is committed to ensuring equal access to education. As a **CODA-accredited institution**, the College maintains full authority over admissions, curriculum design, student evaluation, and the awarding of degrees. Candidates must demonstrate the ability to meet essential program requirements, with or without reasonable accommodation, to be admitted, retained, and graduate.

To earn the **Doctor of Dental Medicine (DMD)** degree, students must possess the following core competencies:

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#	Core Competency	Description
I	<b>Observation</b>	Accurately assess demonstrations, patients, and diagnostic materials (e.g., radiographs, tissues, nonverbal cues) using visual, auditory, and tactile senses—or functionally equivalent alternatives.
II	<b>Communication, Professional, and Social Skills</b>	Communicate clearly and respectfully in spoken and written English. Demonstrate emotional stability, professionalism, integrity, and cultural sensitivity. Function effectively under stress, adapt to change, accept feedback, and maintain respectful relationships with patients, peers, and colleagues. Comply with LMU’s Code of Conduct and all legal and ethical standards.
III	<b>Integrated Motor and Cognitive Abilities</b>	Perform clinical procedures using precise motor control and physical endurance. Apply critical thinking, spatial reasoning, and quantitative analysis to diagnose, plan, and deliver care. Learn through multiple modalities and make informed decisions efficiently in clinical settings.

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**Examinations**

Students must follow the examination instructions outlined in their course syllabi on Canvas. Examination accommodation is available for students with documented disabilities or special needs. See “Request for Accommodation” for more information. Make-up examinations for students with excused absences must be scheduled with the Examination Coordinator within 24 hours of returning and will be administered, on a day the university is open, during school hours and within ten calendar days of the student’s return.

If the final course grades must be submitted to the registrar prior to the date of the make-up exam, the student will receive a grade of “Incomplete” (I). Once the student takes the make-up exam, the final course grade will be calculated and submitted to the registrar. At that point, the “Incomplete” grade will be changed to the grade the student achieved in the course.

Due to the amount of material presented within each examination block, students may only make up one block exam per semester, unless approved by the Associate Dean for Faculty and Students based on extenuating circumstances. If a student must miss two or more exams per semester, the student will be advised to pursue a different course of action, such as a leave of absence or withdrawal.

Students will not receive credit for any unexcused absences. See "Attendance" section for more information on unexcused absences. Unexcused absences may also result in a student meeting with the Associate Dean for Faculty and Students and/or the Student Progress Committee. An unexcused absence from a clinical rotation may result in the immediate end to that rotation, possible failure, and/or a directive to meet with the Associate Dean for Academic Affairs and/or the Dean of Clinical Affairs and/or the Student Progress Committee. LMU-CDM reserves the right to require students to attend a meeting or activity on campus, in-person as needed.

**Cumulative final exam dates are prescheduled and cannot be administered early. If you have an excused absence you will be required to make up the cumulative final exam within 2 working days in order to fulfill registrar grade submission deadlines. Failure to complete the make up cumulative final exam within the 2 working days will result in a score of zero.**

#### **Canvas, ExamSoft and Lockdown Browser**

LMU-CMD courses use Canvas as an online learning platform. Students should keep notification settings active to stay current on course updates. LMU-CDM uses Canvas/Lockdown Browser and ExamSoft testing software to administer examinations using student laptops. One way that an Objective, Structured, Clinical Evaluations (OSCEs) can be administered physically is by having students move from station to station and responding to all questions in writing. OSCEs can also be delivered 'virtually' using ExamSoft. It is important for students to have an updated laptop that meets college guidelines to avoid difficulties during testing. Students must have a working laptop with an internal or external webcam for test taking compliance. D4 Students will continue to use Canvas/Lockdown Browser for their exams and will continue to follow all examination protocols that they have used in the past. D1, D2, and D3 Students will be using ExamSoft and must follow the protocol described below for all examinations.

#### **ExamSoft Examination Protocol for D1, D2, and D3 Students:**

1. ExamSoft will be used in the 2025-2026 Academic Year for all D1, D2, and D3 Block, Final, and CDM Written Mock Board Examinations.
2. Students are responsible for downloading their exams between 8:00pm the night before an exam and 7:00 am the morning of an exam. [Note: When difficulties arise with student downloads, staff will be able to assist students between 7:30am and 8:15am. Please arrive early under such circumstances.]
3. Students are expected to be seated with only their computer, charger, phone, and privacy screen before 8:00am, or whenever the exam is scheduled to begin. In an emergency, students will have until 8:15 to start their exam but will need to request an excused or unexcused absence from the Associate Dean for Faculty and Students before or immediately after the exam. Students who arrive more than 15 minutes after the exam has started will not be allowed to be seated. All late-arriving student will need to request an excused or unexcused absence from the Associate Dean for Faculty and Students. Students with excused absences will be allowed to retake the examination. Students with unexcused absences will receive a zero score for missed exams.

4. Make-up exam or quiz will be determined as previously described.
5. No student backpacks, books, notes or other belongings are allowed in the exam room. The school is not responsible for any lost or stolen items.
6. D1 Exams will be organized by discipline with no breaks between discipline exams. D2 and D3 exams will mix all questions across all disciplines as is the case on all written Mock Board examinations and National Board examinations. As a test security measure, ExamSoft randomizes the order of all questions and all distractors.
7. Students may take restroom breaks upon permission from a proctor.

### **eMedley Assessment Software**

When participating in external Community-Based Dental Education (CBDE) rotations, D4 students will use a software product called eMedley to receive formative assessments from their clinical preceptors and to assess their overall rotation experiences. Students will also use eMedley to record the services they have delivered to their CBDE patients on a daily basis.

### **Computer Requirements**

Incoming students are required to have a laptop computer to access electronic information, submit assignments, and communicate with peers and faculty electronically. The choice of platform (Apple or PC) is up to the students. Students are required to use a privacy screen for their personal laptops during testing. **iPads are not permitted for testing purposes.** Cell phones must be placed on the table in front of the student with the screen facing down. Cell phone use during the exam is strictly prohibited; cell phones are allowed only for the purpose of account authorization when logging into the exam. For more detailed information about computer requirements go to: <https://www.lmunet.edu/information-services/i-need-help-with/bring-your-own-device-byod>.

### **Panopto Policy**

Class recordings are distributed for the exclusive use of students in the LMU-CDM class. Student access to and use of class recordings are conditioned on agreement with the terms and conditions set out below.

Any student who does not agree to the terms and conditions of Panopto will be prohibited from accessing or making any use of such recordings. Any student accessing class recordings (1) acknowledges the faculty members' intellectual property rights in recorded lectures and class materials and that distribution of the recordings violates the LMU-CDM Copyright Policy; (2) recognizes the privacy rights of fellow students who speak in class; (3) accepts that distributing, posting, or uploading class recordings to students or any other third party not authorized to receive them or to those outside LMU-CDM is a professionalism violation; and (4) agrees that recordings are to be accessed and used only as directed by the faculty member(s) teaching the course.

It is expressly forbidden to make audio or video recordings of any lectures by either the in-house or adjunct faculty members without prior written permission. Likewise, it is forbidden to distribute such material.



## **Grades**

The academic status or grading of student performance is determined at the end of each course and/or semester. Grades are determined based on scores collected throughout the course, including assignments, quizzes, practical exam results, course exams, daily clinic grades, skill assessments, and clinical competency evaluations. Each course has a syllabus that explains in detail how the grades are calculated. It is the student's responsibility to read the course syllabi to ensure an understanding of course grading policy.

For both pre-clinical and clinical courses, within five working days after the final course/system/rotation exam and receipt of preceptor evaluation (as applicable), the course/system/rotation director submits a final grade report. The grade report includes the percentage grade achieved in the class and a letter grade – either A, B, C or F. At the end of every semester, students will receive an unofficial copy of their transcript.

According to the LMU-CDM policy, the GPA on the transcript is calculated based on the letter grades (A, B, C, or F) for each course. A- 90-100% (4.00 Pts), B+ - 86-89%, (3.33 Pts), B- 80-85% (3.00 Pts), C+ 76-79% (2.33 Pts), C- 70-75% (2.00 Pts), and F< 70% (0.00 Pts). A student who attains a B on the transcript would have a 3.00 used as a multiplier to calculate the GPA. Class rank or the student's overall GPA will be determined by the Office of Academic Affairs

## **Class Rank**

Class rank is determined at the end of each academic year. Class rankings will be reported in the fall semester for the previous year's coursework. To treat all students fairly, the rank order will be based on students who went through a similar program. The class ranking will be determined by the Office of Academic Affairs.

## **Remediation Policy**

Any dental student who fails a course will automatically be placed on Academic Probation and will be referred to the Student Progress Committee. If the student is granted permission to remediate the course, then it is the student's responsibility to meet with the Course Director alongside the Department Chair to create a remediation plan. The student is required to meet with the Associate Dean for Academic Affairs and/or Dean of Clinical Affairs to ensure that a plan of action has been developed. Successful remediation consists of achieving a final score of 70% or greater on each course component of an exam. Unless instructed otherwise by the course director, the remediation schedule will be as follows:

If a student fails one of the remediation course components, they will fail the remediation. If a dental student fails a course in the fall, they must successfully remediate by the end of the spring semester. If a student fails a course in the spring, they must successfully remediate by the end of the summer semester. If a student fails a course in the summer, they will remediate it during the week after the end of the summer semester. Remediation involves a final cumulative exam. Remediation of a simulated competency evaluation will be determined based on the course syllabus.

If remediation of didactic and/or preclinical is successful, the student will be assigned a letter grade of "C" and a numeric grade of 70%. Remediation grading is completely independent of grades achieved during the course. A failure with subsequent successful remediation of the course will be reported on the student's transcript as "F/C." Under no circumstances will any other grade than F/C with a numeric score of 70% being reported. Failure of remediation is considered a failure of another course and will result in a referral to the Student Progress Committee and may result in repeating the year in its entirety or dismissal from the program. Students in the DMD program will be allowed to retake the failed course once. Remediation grades and repeated

courses will all be noted on the student's transcript.

Dental Hygiene students will not have the option to remediate a failed course due to the pace and limited course offerings. Successful completion of all dental hygiene courses (grade of 70 or above) is required to move forward in the dental hygiene program. Failure to complete any course requirements may result in a final grade of "F." Extenuating circumstances will be managed on a case-by-case basis by the Course Director and the Dental Hygiene Program Director.

### **Student Grievances Regarding Grades**

Academic Due Process – Exam Grade or Final Grade Reconsideration: if a student has a grievance about an exam or a final course grade, the student should immediately (within one working day) submit the grievance to the course/system director and Chairman/Head of the Department. The student must write a detailed email with the Chairman/Head of the Department in Cc for smoother communications. If not solved, then further questions or disputes may also be addressed to the Associate Dean for Academic Affairs and/or Dean of Clinical Affairs and/or the Associate Dean for Faculty and Students within one working day of the grade being posted.

A student desiring to appeal a grade must send a letter explaining the facts along with the decision letter they received from SPC to the Associate Dean for Academic Affairs, Dean of Clinical Affairs and the Associate Dean for Faculty and Students who will arrange a meeting with the student, the appropriate Dean, and the course director. Within five (5) working days, the student will be notified in writing of the decision.

Students should note that Grade Reconsiderations should not be based on disagreements with the course requirements, or the grading standards established by the professor. Good faith on the professor's part shall be presumed unless the student can offer convincing arguments to the contrary. The student's desire or "need" for a particular grade, while compelling to the individual on a personal level, shall not be considered "good cause" for purposes of appeal.

### **Course and Faculty Evaluation**

The primary purpose of the course and faculty evaluation process is to provide feedback to help each course director and instructor improve the quality of their instruction. Written comments are particularly valuable in this regard. Therefore, students are encouraged to complete the evaluation form. These responses are available to the Department Heads but are primarily used by course directors to enhance their classes in future semesters. All comments must be professional and constructive. They should provide insights as to how a Course Director or individual instructor could improve their courses or their one-one-one teaching skills. Unprofessional comments will not be considered.

The second purpose is to assist LMU-CDM in making informed decisions about courses and faculty. results can be used to improve the structure, format, and delivery of courses. Numerical ratings from each class are aggregated to produce averages at the class, course, subject, department, college, and university levels, which are then made available to the associate deans, department heads, and course directors.

Course evaluations are open to students three weeks before the last day of classes. During this period, students can access the evaluations through Canvas, Qualtrics or via links sent to their email. Faculty can access the results shortly after final semester grades are submitted.

### **Graduation Requirements**

An LMU-CDM student who has fulfilled all the academic requirements may be granted the degree

Doctor of Medicine in Dentistry or Associate of Science in Dental Hygiene provided the student has:

1. Complied with all the curricular, legal, and financial requirements of LMU-CDM;
2. Successfully completed all coursework requirements in no more than two years for Associate of Science in Dental Hygiene, and four years for the Doctor of Medicine in Dentistry program unless an extension is approved by the Office of Academic Affairs.
3. Successfully complete any CBDE Clinical Practice rotations prescribed by clinical affairs, as described in the CBDE Student Manual, and also complete any other Fall or Spring rotation(s) that they commit to pursue after selection or match and confirmed by signature during the first twelve weeks of their D4 year.
4. Attended, in person, the ceremony at which time the degree is conferred unless an exception is approved by the Dean of the CDM;
5. Taken and passed the INBDE or NBDHE;
6. Demonstrated the ethical, personal, and professional qualities deemed necessary for the successful and continued study and practice of dental medicine and dental hygiene.
7. Successfully completed and submitted the ADEA Senior Survey for the respective year of graduation.
8. An exit interview to discuss feedback and program assessment.
9. Forwarding address and contact information
10. Key Office signature required include: Financial Aid, Students Accounts, Office of Clinical Affairs, Registrar's office, Student Services, and any other necessary signatures.

Students whose graduation date is delayed will be allowed to participate in commencement with the incoming class if they have passed the INBDE or the NBDHE and will complete their rotations and all other graduation requirements before the end of the following semester.

### **ADEA Senior Survey**

All fourth-year dental students are required to complete the ADEA Senior Survey as part of their graduation requirements. Administered annually by the American Dental Education Association (ADEA), this national survey gathers critical data from graduating predoctoral dental students across the United States. The survey is designed to provide insight into a wide range of topics, including students' motivations for choosing dentistry as a career, their academic and clinical educational experiences, financial obligations such as educational debt, and their immediate post-graduation plans, including private practice, advanced education programs (such as AEGD or GPR), military service, public health, or other career paths.

Each student will receive an individualized email from ADEA containing a secure link to the survey. Students must complete the survey in full by the stated deadline and provide proof of completion to the Office of Academic Affairs, as instructed.

### **Student Consultation**

LMU-CDM maintains an open-door policy regarding CDM students. All faculty, advisors, and administrators are available for advice and student support. The input and opinions of the dental and dental hygiene students are important. As stated previously, there will be regular meetings with the faculty advisor; however, the student may meet with his/her advisor on an ad hoc basis. Appointments are recommended but not required.

Appointments should be scheduled via email to the faculty member or the faculty's administrative assistant. Any student who feels that they have a question or request that has not been addressed should see the Dean or Associate Dean for Academic Affairs and/or Dean of Clinical Affairs

### **Posthumous Degree**

Upon the recommendation of the faculty, the LMU Board of Trustees may confer a posthumous degree the student was pursuing if all requirements were likely to have been completed during the final year for which the student was registered had it not been for the intervention of death.

## **ACADEMIC AND PROFESSIONALISM DEFICIENCIES Student Progress Committee (SPC)**

### ***Role of SPC***

The purpose of the Student Progress Committee (SPC) at LMU-CDM is to ensure that every graduate possesses the necessary skills, knowledge, and judgment to responsibly perform as a dentist or dental hygienist. The SPC monitors student progress, ensuring all students meet the academic and professional standards required for curriculum advancement and graduation. This includes oversight of promotion, remediation, probation, leave of absence, expansion, reprimand, suspension, dismissal, licensing exam performance, compliance, and graduation. Additionally, the SPC recommends students for honors and graduation awards.

Each student case is reviewed individually, adhering to LMU-CDM's Standards, with flexibility allowed when circumstances justify it. The SPC assesses a student's record for concerns regarding academic performance or conduct. If a student's overall record reflects unsatisfactory progress or reports of unacceptable conduct, the SPC decides the appropriate action through voting.

Evaluator concerns about a student's performance or conduct can lead to failure to meet graduation requirements, even if all curricular elements and exams are passed.

Grades and evaluations from course, block, thread, and clerkship directors form the basis of SPC decisions. The SPC does not handle grade appeals, as this responsibility lies with the Curriculum Committee.

The SPC does not investigate allegations of unacceptable conduct. The Ethics and Honor Code Committee handles such inquiries. Once their investigation is complete, the SPC reviews confirmed violations and determines the necessary actions.

### ***Composition of SPC and Voting Process***

The SPC consists of 8-10 voting members from the LMU-CDM faculty, appointed by the Dean of LMU-CDM. One member serves as the Chair. A quorum is achieved when 51% of the voting members are present. Decisions are made by most of those present. The Chair votes only when needed to achieve quorum, break a tie, or create a tie to allow for further discussion.

Ex-officio (non-voting) members may attend meetings to provide relevant information about individual students or insights into LMU-CDM's curriculum, after which they are excused from Committee deliberations to avoid potential conflicts of interest. Current ex-officio members include but are not limited to:

- Associate Dean for Faculty and Students
- Associate Dean for Academic Affairs

- Associate Dean of Clinical Affairs
- Registrar
- Student Advisor
- Chair of Student Ethics and Honor Code Committee
- Faculty and Staff

### ***Decisions Made on Behalf of SPC***

The SPC Chair can convene a subcommittee consisting of the Chair and at least three SPC members to urgently review cases. If a scheduled SPC meeting does not reach a quorum, it can also function as a subcommittee.

If a student accepts a decision made by the subcommittee, the decision is presented to the full SPC at the next scheduled meeting for informational purposes only. However, if a student does not accept the decision, they can request a full review by the SPC at the next meeting. In such cases, the student maintains their current status and does not proceed with the recommended program or remediation until their case is reviewed by the full SPC.

Only the full SPC can recommend suspension or dismissal; these actions cannot be decided by the subcommittee.

### ***Confidentiality***

The SPC maintains strict confidentiality regarding students' academic performance and progress in the dental school program. The following individuals are aware of a student's status or are informed as necessary to support the student's successful progress:

- SPC chair and SPC
- Faculty and staff who serve as ex-officio members
- The student's mentor. Academic advisors are informed of any action taken by SPC regarding one of their students.
- Relevant staff members who schedule appointments with deans, schedule students in courses and clerkships, write letters of good standing, and/or maintain academic files.
- Block, thread, course, and clerkship directors (or designees) who present or provide information to SPC about students having difficulty in their curricular component, and who need to manage remediation.
- Anyone with a legitimate need to know as defined by the federal Family Educational Rights and Privacy Act (FERPA).

All SPC members and students appearing before the SPC must sign a confidentiality agreement form. Failure to sign this form will result in the member being removed from the committee and the student facing punitive actions determined by the SPC which may lead to direct dismissal from the program. This form must be signed within 24 hours of receipt of email. Failure to sign this form will result in the students losing their right to be interviewed by the SPC.

### ***Conflict of Interest***

Voting and ex-officio members of the SPC may have relationships with students under review. To prevent conflicts of interest, SPC members are required to disclose any conflicts and recuse themselves from student reviews, interviews, discussions, and voting when the student in question is:

- A friend or family member
- Related to a colleague or friend (child, spouse, etc.)
- A current or former patient of the SPC member

- In any other relationship with the SPC member, past or present, that creates a conflict of interest.

A faculty member recusing themselves will physically leave the meeting room during the review, interview, discussion, and vote portions of the SPC process for the student with whom the faculty member has a conflict of interest.

Course, preclinical, and clinical directors may serve on SPC. When a student is under discussion because of a deficiency of a given SPC member's course, the SPC member is required to recuse themselves from the interview, discussion, and vote. However, that faculty member should inform SPC about that student's performance in their course before leaving the meeting. This faculty member does not need to recuse themselves from future meetings if the same student is reviewed for different deficiencies.

Students whose case will be reviewed by the SPC or who will be interviewed by SPC, are given a list of SPC members in advance to report any conflict of interest. If no conflict of interest is reported by the student within 24 hours of receiving the list, no recusals will be considered. If students identify any conflicts of interest, they can report them to the SPC chair, who will assess and determine if recusal is necessary.

### ***Events that Result in Review by SPC***

SPC Review means that the student's entire record, including academic performance, evaluator concerns, and findings from any LMU-CDM misconduct processes are presented to SPC for discussion and determination of actions.

- **Failing Grades.** Students receiving failing grades in course exams are reviewed by SPC.
- **Failure to Achieve Competency.** Students receiving this designation in a course, or preclinical lab are reviewed by SPC.
- **Failure to Complete Clinical Competency Evaluation (CCE).** Students who fail to successfully complete a CCE in the appropriate timeline will be reviewed by SPC.
- **Evaluator Concerns.** Evaluator concerns are internal notes and do not appear in the Dental Student Performance records. Faculty members can submit these concerns through written statements describing specific performance issues. These concerns are then reviewed by the Associate Dean for Faculty and Students. If a student has multiple evaluator concerns or additional academic or conduct issues, the Associate Dean for Faculty and Students will refer the student to the SPC for further review.
- **Incomplete.** A student who must leave a course, a preclinical lab or clinic rotation or miss an assignment, quiz or exam or make-up quiz or make-up exam due to illness or a personal emergency may be granted an "incomplete" by the Dean for Faculty and Students. If the student does not complete the work by the deadline set up by the SPC and/or course director, the incomplete will convert to a Fail and will be reviewed by SPC. Students assigned "I" in a course(s) cannot be promoted to the next semester unless they complete the course. An incomplete should be completed within the first 5 business days of the following semester.
- **Registrar Drop.** Students who must leave a course, preclinical lab or clinic rotation due to illness, personal emergency, or because they have been placed on a leave of absence, will receive a grade designation of "Registrar Drop, when permitted by the appropriate course director in consultation with an Associate Dean of Academic Affairs. Students are not allowed to take a Registrar Drop to avoid failing a course, or preclinical labs. A student who does not complete a course and does not have permission to take a Registrar Drop

will be assigned a grade of fail. All Registrar Drops are reported to SPC.

- **Failure to Complete LMU-CDM Compliance Requirements.** Non-compliance with essential requirements will be reviewed by the SPC at the discretion of the Associate Dean for Faculty and Students.
- **Violations of LMU-CDM's Academic or Professionalism Standards.** SPC defines academic and professionalism standards of conduct by referring to LMU/LMU-CDM Policy on Professional Conduct, LMU/LMU-CDM Standards of Conduct and Professional Behavior Policy, and LMU/LMU-CDM Student Conduct Code. These standards together are referred to as "LMU/LMU-CDM's academic and professionalism standards." When an alleged violation of LMU/LMU-CDM's academic and professionalism standards occurs, The Ethics and Honor Committee manages the process. When a formal or informal hearing occurs, the Chair of SPC will receive the report and the SPC will determine actions. The SPC may or may not interview the student. Even if no interviews take place with SPC, the student (under investigation) is still required to sign the conflict of interest and the confidentiality forms. For students attending any meetings, the following are prohibited unless otherwise authorized in writing by the Associate Dean for Faculty and Students: (1) electronic recording of the meeting (2) invitation of legal counsel or uninvited individuals.

### ***Actions and Sanctions for Managing Students***

When conducting a review, the SPC examines a student's deficiencies and entire school record, including academic performance, conduct, and evaluator concerns, to decide on an appropriate course of action. Various actions or alternatives will be applied as needed for individual cases. The SPC can also establish timelines for completing these actions and criteria for future performance. The student will be notified of the plan in writing and will collaborate with the Associate Dean of Academic Affairs to implement it.

SPC Actions include but are not limited to:

- Allow Remediation and academic probation
- Disciplinary Warning/Letter of Reprimand
- Requirement for Work to be Redone
- Disciplinary Probation
- Dismissal

Each action is described in further detail below.

#### **1. Allow Remediation and Academic Probation**

The SPC determines whether a student will pursue remediation. Directors of courses or clinic rotations cannot initiate remediation for a student's deficiency until the SPC has convened and decided on the appropriate action based on the student's overall performance. This approach ensures that a coordinated plan is developed if the student faces challenges in multiple areas.

For students failing one course or rotation in a given academic year, the SPC will recommend one of the following:

- The student must take a remediation exam as stated in the remediation policy.
- The student must repeat all or a portion of the entire academic year.

Remediations will be reflected in the student's official transcript.

If a student does not complete remediation within the timeline set by the SPC, or fails the remediation, they will be automatically dismissed from the program. Students that need

remediation are put automatically on academic probation. Academic probation serves as a formal notification to a student that further deficiencies will lead to dismissal. The SPC exercises discretion to ensure that probation serves as a clear warning that dismissal is the next step. Any unsatisfactory progress within the SPC's purview will lead to academic probation. Violation of LMU-CDM's guidelines or policies related to personal or professional conduct while under probation may lead to dismissal.

While on academic probation, students are restricted from participating in non-clinical electives, serving in leadership roles in student activities, pursuing paid employment during school operating hours, or engaging in any activity that might interfere with their dental school performance without prior permission from the Associate Dean of Academic Affairs.

All students who fail a course will automatically be placed on academic probation for the remainder of the academic year and may appear before the Student Progress Committee at an officially convened meeting. Once placed on academic probation, a student will be required to attend all lectures and labs and will be required to follow all "at-risk" student policies as outlined by the Associate Dean for Academic Affairs and/or the Associate Dean for Clinical Affairs and it will be the **student's responsibility** to set up a meeting with the Associate Dean for Academic Affairs and/or Associate Dean of Clinical Affairs within 2 working days after receiving notice from SPC. Upon successful remediation of the course(s) and satisfactory academic progress, the student will be removed from probation at the end of the academic year unless specified otherwise,

Students on probation should not hold any offices within student organizations

#### 2. Disciplinary Warning

A disciplinary warning addresses minor breaches in conduct, especially when it is evident that the student did not intend to deceive or misuse a right or privilege. The goal is to help the student recognize and rectify their behavior. The warning may include specific assignments or activities for the student to complete. A disciplinary warning is documented with a Letter of Reprimand and is included in the student's Performance Evaluation at the discretion of the Associate Dean of Academic Affairs.

#### 3. Requirement for Remediation Work

SPC will require remediation of coursework or other graduation requirements but not egregious breaches in conduct. The intent is to have the student understand the consequences of behavior that the student knowingly violated LMU's Academic and Professionalism Standards.

#### 4. Disciplinary Probation

Students will be placed on disciplinary probation following a breach of LMU's academic and professional standards. If further conduct issues arise during this probationary period, the student may be dismissed from the program at SPC discretion. The duration of disciplinary probation is determined at the time it is imposed. The SPC conducts a vote to authorize the removal of students from disciplinary probation, which is a prerequisite for graduation. The disciplinary probation must include specific assignments or activities for the student to complete.

Once placed on disciplinary probation, a student will be required to attend all lectures and labs and will be required to follow all "at-risk" student policies as outlined by the Associate Dean for Academic Affairs and/or Associate Dean of Clinical Affairs and it will be the students responsibility to set up a meeting with the Associate Dean for Academic Affairs and/or Associate Dean of Clinical Affairs within two working days after receiving the SPC letter. Unless specified otherwise, removal from disciplinary probation is determined by the SPC.



Students on probation should not hold any offices within student organizations.

#### 5. Dismissal

A student will face dismissal if they fail to meet the academic and/or conduct standards required for graduation as established by LMU-CDM. Even if a student achieves passing grades in individual courses, if their overall record does not align with LMU-CDM's performance expectations, the SPC will propose dismissal. This recommendation for dismissal can occur at any point during a student's enrollment in dental school and does not require prior placement on probation. Additionally, the SPC will impose a dismissal in cases where there is unmistakable evidence of a significant violation of LMU-CDM's guidelines or policies related to personal or professional conduct including but not limited to:

- Documented cheating in any coursework, clinical or preclinical sessions, or examinations
- Intentional misrepresentation of patient information
- Endangering patient care or safety
- Unacceptable behavior in the community
- Breach of the University's student conduct code
- Violation of local, state, or federal laws

For students who fail two or more courses or rotations in the same year, the SPC will recommend one of the following:

- The student must repeat all or a portion of the entire academic year.
- The student will be dismissed from LMU-CDM.

In addition, once a student starts treating patients, each student is responsible for adhering to the Professional Decorum Standards of the College of Dental Medicine as outlined in the clinical manual. These standards apply in all classrooms, laboratories, and clinical settings, including examinations. Breaches of these standards should be reported to the Office of Clinical Affairs by the Group Leader faculty, staff, or other students via email, detailing the involved parties, infractions, and time of occurrence. The Office of Clinical Affairs will inform the student of the number of identified breaches in Professional Decorum that have been awarded. If the student contests the decision, they may discuss the matter with the Associate Dean of Clinical Affairs to seek a resolution. If resolution cannot be achieved by the Office of Clinical Affairs, the case will be referred to SPC.

#### 6. Class Promotion

At the end of each grading period, the SPC reviews the academic progress of all the students. For students assigned an "F" in a course(s), the committee will recommend one of the following: (a) to allow the student to take a remediation exam, (b) to dismiss the student, or (c) to require the student to repeat all or a portion of the entire year of dental school. If remediation is granted (only one course), the student can move to the next semester. Students assigned "I" in a course(s) cannot be promoted to the next semester unless they complete the course. An incomplete should be completed within the first 5 business days of the following semester. During this time, the student will not be permitted to register for the following semester.

#### 7. Alcohol and Drug Charges or Convictions

Students charged by law enforcement with alcohol or drug violations must contact the Associate Dean for Faculty and Students as soon as possible. The Associate Dean for Faculty and Students will ensure that the student's health and welfare are prioritized. Throughout the legal process, the Associate Dean for Faculty and Students will keep the Student Progress Committee (SPC) informed of any developments. After the court's decision, the student will meet with the SPC, which will then recommend an appropriate course of action to the Dean of LMU-CDM, considering the unique circumstances of each case. Students must understand that those with untreated alcohol or substance abuse issues are unfit for patient care. During legal proceedings related to drug or alcohol violations, the student will be placed on leave until the case is resolved.

Following the court's decision, and after meeting with the student, the Student Progress Committee may recommend that the student be dismissed from CDM school or that the student enter into substance abuse counseling for later re-evaluation by the committee. Following a prescribed course of treatment, the Student Progress Committee will meet again with the student and recommend to the LMU-CDM Dean whether the student can continue as a dental hygiene and dental student.

### ***The SPC Actions***

The SPC's chair, or whoever is acting on his/her behalf, will notify the LMU-CDM Dean in writing of the decision for any action or sanction. For either academic or discipline issues, the Dean of LMU-CDM will review the Student Progress Committee's recommendation and affirm, amend, or the recommendation and notify the student and the Student Progress Committee Chair in writing of the decision.

### ***Appeal Process***

A student wishing to appeal against the decision of the SPC must submit their letter to the Appeals Board along with the decision letter they received from SPC within 5 working days of receiving notification of that decision. The student's status will remain unchanged until the appeal process is finalized. Appeals may only be made in reference to the Student Progress Committee or specific actions of the Dean for failing to follow LMU-CDM policies and procedures; no other grounds for appeal will be accepted.

### ***Appeals Board***

The Appeals Board will be composed of the Executive Vice-President for Academic Affairs, the Dean of the College of Dental Medicine, the LMU-CDM Associate Dean for Academic Affairs, and the LMU-CDM Associate Dean for Faculty and Students. The Appeals Board will review all written information pertaining to the case. **The job of the Appeals Board is to determine if LMU-CDM policies and procedures relating to the case were followed and that no gross misapplication of fact occurred.** They will meet with the student but not with witnesses or other complainants. The Appeals Board's decision will be forwarded to the student in writing by email, by certified mail to his or her last official address or hand delivered with a receipt. All decisions of the Appeals Board will be final and binding. **No further option for appeal will be considered. The Chair of the Appeals Board will notify the SPC and Dean of their decision by email.**

### ***Dismissal and Withdrawal***

**LMU-CDM reserves the right to dismiss any CDM student at any time before graduation.**

Circumstances warranting such action may be of an academic, legal, or professional nature. Any student who leaves LMU-CDM for any reason must follow the approved check-out procedure

before their dismissal, withdrawal, or Leave of Absence is final. Failure to complete this exit procedure will cause LMU-CDM to withhold all records pertaining to student attendance. The check-out procedure is as follows:

1. If the student withdraws, they must supply the Associate Dean for Faculty and Students with a letter of resignation. The student's transcript will note the date of the withdrawal.
2. If the student is being dismissed, the Dean of LMU-CDM should inform the Associate Dean for Faculty and Students of the dismissal as soon as possible. The Associate Dean for Faculty and Students communicates with the student being dismissed that a check-out procedure is required.
3. As soon as the Office of Admissions and Student Services is formally notified of the student leaving school, it will produce a memorandum stating the change in the student's status to all LMU-CDM offices and faculty. Before leaving campus, the student must undergo an exit interview with the Admissions and Student Services Office.
4. When the student completes all these obligations, LMU- CDM will then release student records upon the proper request. Dismissal and check-out forms are available in the LMU-CDM Associate Dean for Faculty and Students. The student's transcript will note the date of the dismissal.

## **STUDENT POLICIES**

### **LMU Code of Student Conduct**

The principle guiding the university regulation of student conduct will be that of responsible student freedoms. Students will be given the greatest possible degree of self-determination commensurate with their conduct and the consequences of their actions, in accordance with the stated purpose of Lincoln Memorial University.

Students are required at all times to maintain high standards of private and public conduct on campus and at university-sponsored events. To lie, cheat, steal or break one's honor under any circumstances is recognized as intolerable conduct. Violation of other accepted behavior rules, whether covered by specific regulations, subjects a student to disciplinary actions. Claims of ignorance of commonly accepted rules or specific regulations will not be accepted as an excuse for violations.

Routine administrative regulations are enforceable by responsible university administrative units, i.e., LMU Finance Office, Office of Security, Director of Housing, Associate Dean for Faculty and Students, Resident Directors, and Resident Assistants. University officials reserve the right to bring a charge against any student through the Associate Dean for Faculty and Students with due process observed. Any student who presents a clear and present danger to other members of the university community or who impedes the academic process will be subject to appropriate administrative action up to and including suspension on an interim basis pending a hearing by the appropriate judicial system, which may result in a permanent suspension. Parents and/or legal guardians financially responsible for their LMU student will not necessarily be notified of any violations of the Code of Student Conduct unless the student has given written permission.

Students have certain guaranteed rights and responsibilities as enrolled students at LMU. The guarantee of these to all students depends upon all students' understanding and participation, and promotion of these rights. The following list of rights and responsibilities of the typical full-time student constitutes the Code of Student Rights and Conduct. The rights of a student may vary according to the student's circumstances, individual status, residential, nonresidential, etc.). Each university student will have the following rights and responsibilities:

- to enjoy and promote the freedom of an open and unprejudiced, full campus life experience without regard to race, national origin, creed, culture, gender, age, sexual orientation, or religion.
- to attend classes and receive proper instruction in courses while completing assignments to the best of one's abilities and resources.
- to use facilities, buildings and grounds as designated for student use while being cognizant of and abiding by the policies of LMU and the laws of Claiborne and Knox County, the State of Tennessee, and the United States of America.
- to have access to one's financial, academic, and/or disciplinary files while being cognizant of one's financial, academic, and disciplinary status with the university.
- to register early for the next academic term by meeting one's financial obligations to the university by paying tuition, fees and assessed fines in a timely manner.
- to receive a student handbook/catalog at the beginning of one's enrollment to better one's understanding of the university and of academic programs.
- to participate in the structured evaluation of instructors each year by honestly completing evaluations during the designated times.
- to interact with faculty and administrators by seeking their advice when needed and responding to them when called upon to do so.
- to expect the campus and its facilities to be maintained to promote cleanliness and safety while using the campus in such a way to promote cleanliness and safety.
- to receive and review a LMU-CDM Student Handbook and the LMU Railsplitter Community Standards Guide each academic year to better one's understanding of the rules and regulations of LMU.
- to drive and park on the campus by registering one's vehicle and understand and abide by traffic policies.
- to receive proper notice and due process in judicial situations as designated in the judicial procedures by checking one's mail and answering all summonses.
- to expect an environment free from any form of harassment by following the appropriate channels to report any such harassment.
- to be represented in Student Government Association by voicing opinions and ideas to SGA members and voting in campus wide elections.
- to join and participate in any or all student organizations for which one qualifies for membership by joining and participating in those student organizations which correspond with one's interests and abilities.
- to participate in intramural and other student activities and cultural events according to the policies regarding each event by watching and listening for information concerning programmed activities and attending those that correspond with one's interests and abilities.
- to benefit from all services provided by LMU to students at no charge or at a reasonable user fee by becoming aware of and making use of services available to students as desired or needed.
- to reside in a campus residence hall, if abiding by the policies of the hall and campus, upon availability by living on-campus if unmarried, under 21 years of age and not residing with a parent or legal guardian within a 65-mile radius of LMU.
- to maintain and expect from all others a mature and professional bearing of citizenship in all social and academic environments on or off campus.
- to maintain and expect from all peers a constant high aiming standard of personal academic and social integrity.

## **STUDENT HONOR CODE OF LMU-CDM**

### **Preamble**

“We, as students at Lincoln Memorial University–College of Dental Medicine, believe there is a need to support and cultivate the high ethical standards of honor associated with the dental hygiene and dental community.

This Honor Code intends to make explicit minimum standards to which we, as a community, will hold our colleagues and ourselves accountable. Personal and academic integrity are the foundation of the Code, with particular focus on respectful communication among peers.

We are aware that integrity, accountability, mutual respect, and trust are essential to the dental hygiene and dental profession, and we will actively support and work to achieve these ideals throughout our professional career. The environment that we create is critical to this endeavor.

As members of our community, we realize that our actions affect those around us and the quality of the community.

This Code should supplement, but not supplant, our personal, religious, moral, and ethical beliefs, nor is this Code meant to supersede any policies, regulations, codes, statutes, or laws that exist within the Lincoln Memorial University, Tennessee state, or federal jurisdiction.”

### **Professional Conduct**

Establishing and maintaining the highest concepts of honor and personal integrity during dental hygiene and dental school are critical to our training as physicians. It is our responsibility to actively support these standards and it is reasonable to expect that our colleagues will do the same.

#### *A. Respect for Patients*

We will take the utmost care to ensure patient respect and confidentiality. As CDM students, we will demonstrate respect for patients through appropriate language and behavior, including that which is non-threatening and non-judgmental. Patient privacy and modesty should be respected as much as possible during history taking, physical examinations, and any other contact, to maintain professional relationships with the patients and their families. It is also important that we be truthful and not intentionally mislead or give false information. With this in mind, we should avoid disclosing information to a patient that only the patient’s physician should reveal. As students, we should always consult more experienced members of the dental team regarding patient care, or at the request of the patient. As CDM students we understand that patients we see are not under our care, so we will not initiate orders until after graduation and in appropriate post-graduate training. We will also never introduce ourselves or allow patients to carry the mistaken impression that we are dental hygienists or dentists rather than dental hygiene or dental students.

#### *B. Respect for Faculty, Staff, Colleagues, Hospital Personnel, and Community*

We will exhibit respect for faculty, staff, colleagues, and others, including hospital personnel, guests, and members of the general public. This respect should be demonstrated by punctuality and proper professional courtesy in relationships with patients and peers, prompt execution of reasonable instructions, and deference to those with superior knowledge, experience, or capabilities. In addition, we should make every effort to maintain an even disposition, display a judicious use of others' time, and handle

private information maturely. We should express views in a calm, respectful and mature manner when in disagreement with another individual, understanding that a mutual agreement will not always be reached. Confrontations of such nature will be carried out in a private location as soon as time permits.

*C. Respect for Self*

We realize that a diversity of personal beliefs serves to enrich dental hygiene and the dental profession. Therefore, we encourage the upholding of personal ethics, beliefs, and morals in both daily conduct and our practice of this Code. Understanding conflicts may exist that interfere with our personal beliefs, we are encouraged to be proactive in communicating these situations.

*D. Respect for Proper Documentation*

The written dental record is vital for communication between healthcare providers and for effective patient care. It is also a legal document and accessible for patient review. Therefore, it is crucial to maintain the integrity of patient care by accurately reporting all pertinent information within our direct knowledge. Written medical documents, including electronic correspondence related to patients and their care, must be legible, truthful, complete, and accurate to the best of our abilities. To avoid accidentally breaching confidentiality, patient care discussions should not occur in communal areas. Relevant medical or personal information about patients should only be shared with healthcare professionals directly involved in their care or for educational purposes. Any communication of patient information during educational presentations must exclude identifying details and have the attending physician's permission.

*E. Respect for Laws, Policies and Regulations*

Laws, policies and regulations at the university, local, state, and federal levels benefit the community and are not to be disregarded or violated. Any matters under the jurisdiction of local, state, or federal laws are explicitly deemed "outside the scope" of this Code.

**Academic Standards**

We are responsible for proper conduct and integrity in all scholastic and clinical work. As students, we are obligated to develop our medical knowledge and skills to the best of our ability, realizing that the health and lives of the persons committed to our charge could depend on our competence. Due to the teamwork inherent in the dental profession, we will work together and utilize all available resources.

*F. Examinations*

1. As students, we must demonstrate honor and integrity during examinations.
2. We understand that examinations are meant to reflect individual achievements. Cheating during examinations is unethical and is defined as doing any of the following without authorization:
  - a. Looking at the answers written by another student during an examination.
  - b. Communicating with another student about topics that might help to answer a question during an examination.
  - c. Referring to notes or textual matter during an examination.
  - d. Violating any other policy of examinations, including possession of a cell phone during an examination.

3. During examinations, students have an obligation to maintain a non-disruptive atmosphere.
4. We will take care not to communicate specific information regarding an examination to a classmate who has not yet completed that examination during that academic year.

*G. Other Academic Work*

1. We have a responsibility to not intentionally misrepresent the work of others nor claim it as our own.
2. During dental hygiene and dental training, we will be provided with communal instructional material that will aid our learning. We will therefore make every effort to protect and preserve these resources for future peers and classmates.

**Social Behavior**

Our behavior and speech should demonstrate our respect for the diversity of our colleagues. We should avoid disparaging remarks or actions regarding a person's race, age, gender, disability, national origin, position, religion, or sexual orientation. We will strive to create an environment that fosters mutual learning, dialogue, and respect while avoiding verbal, written or physical contact that could create a hostile or intimidating environment. Since our actions reflect upon us, our chosen profession, and our College, we must adhere to our standards of Professional Conduct when within, representing, or in any way impacting our community.

**Honor Code Violations and Accountability**

Our honor as community members and professionals is maintained through accountability. We will act in accordance with this code, and we expect our peers to do the same. We will act with honor to avoid burdening our peers with responsibility for our integrity. Actions not in accordance with the aforementioned standards constitute a violation of this Code.

*Self-Reflection*

If there is concern that our academic or social conduct represents a violation of the Honor Code, we are obligated to report our behavior by contacting an Ethics and Honor Code Committee member.

*Interactions with Others*

If there is concern that a peer's academic or social conduct is in violation of the Honor Code, we must privately confront that individual. It is sometimes difficult to challenge the behavior of a fellow community member. However, it is our responsibility to confront offending parties; failure to do so is a violation of the Code.

As confrontation is often a matter between two individuals or parties, we will exercise discretion and respect privacy when initiating a dialogue to address our concerns. It is essential that these steps of confrontation involve respectful communication and interchange. During the initial confrontation, each party will attempt to achieve mutual understanding. If the parties realize that there has been no violation, the matter is dropped. If the parties realize there has been a violation of the Code, the offending party is obligated to report his/her behavior by contacting an Ethics and Honor Code Committee member within an agreed-upon time frame.

*Inability to Resolve*

In the event a mutual understanding is not reached during the initial confrontation, the offending

party is obligated to report his/her behavior, and the matter will be brought before the committee. If the offending party has neglected to report his/her actions, the confronting party must contact a member of the Ethics and Honor Code Committee, and the matter will be brought before the committee.

In rare cases where the confronting party believes that his/her personal safety may be threatened, he/she may ask a member of the Ethics and Honor Code Committee to initiate or assist in the dialogue.

#### *Role of the Faculty*

In cases of suspected code violations, members of the faculty will follow the same procedures as outlined above; privately resolved matters do not repair the breach of trust inflicted upon the greater community.

#### **The Ethics and Honor Code Committee**

The Ethics and Honor Code committee consists of 8-10 voting members from the LMU-CDM faculty, appointed by the Dean of LMU-CDM. One member serves as the Chair. A quorum is achieved when 51% of the voting members are present. Decisions are made by most of those present. The Ethics and Honor Code Committee's student meetings are private and confidential, including the names of participants, proceedings, discussions, minutes, and recommendations. For students attending any Ethics and Honor Code meetings, the following are prohibited unless otherwise authorized in writing by the Dean for Faculty and Students: (1) electronic recording of the meeting (2) invitation of legal counsel or uninvited individuals.

#### ***Responsibilities of the Committee Members***

The Ethics and Honor Code Committee is responsible to the community, including educating students about the Code, providing information and literature about the Code, and assisting in maintaining awareness of the Code.

The Ethics and Honor Code Committee is responsible for interpreting the Code. The Committee will consider each case individually and should be sensitive to both the community and the individual involved when making decisions.

#### ***Reporting Procedure***

A case of a suspected violation or an unresolved situation may be brought to the Ethics and Honor Code Committee through self-reporting or by the confronting student, faculty, or staff, at which point the case proceeds to a hearing for resolution. Once reported and the complaint is presented to the committee by the chair, the case proceeds to a hearing for resolution. Reporting violations should be accomplished by submitting the appropriate ethics and honor code violation form which may be obtained from the Associate Dean for Faculty and Students. After submission to the Chair of the Ethics and Honor Code Committee, the involved parties will be informed of a hearing date, time, and location promptly.

#### ***Hearing Procedures***

The hearing will be scheduled during school hours when a quorum of committee members is present to meet with the student. The Chairperson will be the facilitator of this meeting and all related meetings after these proceedings. At the beginning of a hearing, the Chairperson will give a brief overview of the purpose of the hearing, answer any procedural questions, and ask members of the Committee to report any conflicts of interest. If a conflict of interest arises, a committee member will recuse themselves from any further proceedings involving the



case. Students whose case will be reviewed by The Ethics and Honor Code Committee or who will be interviewed by The Ethics and Honor Code Committee, are given a list of The Ethics and Honor Code Committee members in advance to report any conflict of interest. If no conflict of interest is reported by the student within 24 hours of receiving the list, no recusals will be considered. If students identify any conflicts of interest, they can report them to The Ethics and Honor Code Committee chair, who will assess and determine if recusal is necessary. All people involved in the hearing, including the parties themselves and Committee members, are expected to maintain the confidentiality of the proceedings. Ethics and Honor Code Committee members and students attending the hearings must sign a confidentiality agreement. Failure to sign this form will result in the committee member being removed from the committee and the students losing their right to be interviewed by The Ethics and Honor Code Committee before a recommendation is made to the SPC. This form must be signed within 24 hours of receipt.

### ***Deliberation***

Once all information has been obtained the student will be excused from the meeting and the Committee will discuss the information acquired. Subjects to be discussed include:

1. What are the relevant circumstances in this case?
2. Is there enough evidence to decide?
3. What is an appropriate resolution in this case?

At the end of the meeting, committee will vote to take appropriate action. If a committee member needs more time or more information to reach a consensus the committee will adjourn and take appropriate action to resolve the situation.

### ***Presentation of the Resolution***

The recommendations by the Student Ethics and Honor Code Committee will be forwarded to the chair of Student Progress Committee and Students when appropriate.

### ***Recommendation to the Student Progress Committee***

The recommendation will be reported in writing to the parties and to the SPC of LMU-CDM within ten (10) business days and when the school calendar allows. A student will be informed if circumstances do not allow reporting within the timeframe. Once recommendations are made, the case moves to the SPC for consideration of action. See section on Student Progress Committee.

### ***Repairing Breaches of Trust***

With any violation of the Code, the offending party is obligated to repair breaches of trust to the community at large. This will be accomplished by compliance with the final decision in the case and an acceptable reaffirmation of the party's commitment to the community's standards.

If a student breaks the rules, the university can take one or more of the following recommendations:

1. **Warning Letter:** The student might get a written warning.
2. **Failing grade:** The student may receive a zero or failing grade for the exercise or exam in question.
3. **Probation:** The student might have to meet certain conditions to stay in the program. If they do not meet these conditions, the probation period could be extended, and more actions might be taken.

4. **Pay for Damages:** If the student caused damage or loss of property, or caused injury physical or mental, there may be financial repercussions. If financial damages are requested and not paid, the university may put a hold on a student's record.
5. **Loss of Privileges:** The student might lose certain privileges, like participating in activities, rotations or accessing certain areas of the university, for a set time.
6. **Suspension:** The student might be temporarily removed from the CDM. They must meet certain conditions before they can return. If they do not meet these conditions, their suspension might be extended, and more actions might be taken. The university can put a hold on their record during suspension.
7. **Dismissal:** The student might be permanently removed from the university.
8. **Hazing Penalties:** If the student is involved in hazing, they will lose any state-funded grants, scholarships, or awards for a set period.

### ***Factors for Deciding Penalties***

When deciding on a penalty, the university might consider:

- How serious and ongoing the misconduct was
- Whether violence was involved
- The impact on the victim and the university community
- The student's past disciplinary record
- Whether the student has accepted responsibility
- The need to maintain a safe and respectful learning environment
- Any other pertinent factors

### **The Pledge**

Membership in the Lincoln Memorial University–College of Dental Medicine community is dependent on our commitment to the Honor Code and confirmed by our signing the Honor Pledge card, which states: "I hereby accept the Lincoln Memorial University–College of Dental Medicine Honor Code, realizing that it is my duty to uphold the Code and the concepts of personal and collective responsibility upon which it is based."

## **CONDUCT AND PROFESSIONALISM**

### **General Conduct Policy Guidelines**

As an enrolled student at Lincoln Memorial University, all students must abide by the University Code of Conduct found in the Railsplitter Community Standards Guide:

<https://handbook.lmunet.edu/scope-of-the-code-of-conduct>

- Students are not permitted to provide dental treatment to any patients, family, or friends without direct supervision from a Tennessee Licensed LMU faculty member.

### **Professional Appearance**

All students of LMU-CDM must maintain appropriate attire, personal hygiene, and cleanliness, reflecting a professional demeanor. It is imperative that students exercise sound judgment in selecting their attire for various educational activities. Ensuring patients' comfort is paramount; therefore, students must avoid any behavior or appearance that may cause discomfort to patients.

### ***Dress Code Enforcement***

Students who come to school dressed unprofessionally will be asked to leave, change into appropriate attire, and return. Absence from classes or exams due to inappropriate attire will be considered an unexcused absence. The dress code is enforced when in the LMU-Tower. If a school sanctioned event requires different attire (i.e. yoga), students may wear appropriate clothing that is not revealing. The following attire guidelines are to be adhered to by all students while on campus and any LMU CDM associated sites:

1. **Clean, Wrinkle-Free Scrubs:** All students must wear clean, wrinkle-free scrubs while on campus. Maintaining scrubs professionally is essential to uphold the standards of cleanliness and hygiene expected in a healthcare environment. Clean scrubs should also be worn by D4 Student Doctors while treating patients during their external CBDE rotations. Some practices may provide Student Doctors with other 'office-conforming' attire which should be worn instead of scrubs.
2. **Scrub Jacket or White Coat:** In addition to scrubs, students are required to wear a scrub jacket or white coat when needed. This enhances professionalism and clearly distinguishes healthcare team members within the campus environment.
3. **Optional T-shirt Under Scrub Top:** A short or long-sleeved T-shirt may be worn underneath the scrub top for additional comfort. However, it should be plain and devoid of any logos or graphics that may detract from the professional appearance.
4. **Footwear:** Waterproof closed-toe shoes, with low/no heels, must be clean, well-maintained, and free from scuffs or visible wear and tear. Crocs with holes and Uggs are not acceptable.
5. **Campus-Wide Requirement:** The above-listed attire shall be worn by all individuals on campus, including during the day, evenings, and weekends. Consistency in attire contributes to the overall professionalism and cohesion of the campus community. This includes all offsite clinic locations.
6. **Prohibited Attire:** logo t-shirts with inappropriate or political messages/graphics are prohibited on campus.
7. **Headphones or earbuds are prohibited during lectures.**

These attire guidelines are implemented to maintain a professional environment conducive to learning, patient care, and collaboration within the campus community.

When representing LMU-CDM in any type of public forum, such as a conference or certain on-campus events, the dress code is, at the very least, business casual. At some public forums a higher standard is expected. Again, the student must display correct judgment and match the appropriate clothing with the event.

Courses with a laboratory component will require that students dress as directed for these courses. The syllabus for each course will explain in more detail the appropriate attire. Students on clinical services are required to wear clean scrubs. Refer to the clinic manual for specific attire. Outside of clinic activities, such as conferences, students are expected to wear professional business attire.

In addition, the use of jewelry and accessories must be minimal and cannot interfere with clinical procedures or patient care. Hair must be neatly styled and secured away from the face and clinical workspaces to maintain hygiene and prevent contamination. Facial hair must be well-groomed and trimmed to comply with infection control guidelines. If wearing a beard or mustache, students must ensure that it is neatly trimmed and maintained.

### ***Inappropriate Attire***

The following items are examples of inappropriate dress code during normal school hours.

- Tube tops
- Tank tops
- Flip-flops
- Excessive body piercing
- Cutoff shorts
- Jeans with holes

### **Academic Integrity**

The faculty of LMU-CDM are committed to upholding a high standard of integrity. Any attempt by a CDM student to present work as their own when it has not been honestly performed is considered a profoundly serious offense by the faculty and administration. Such actions may result in severe consequences, including possible dismissal.

### **Cheating**

Dishonesty of any kind on examinations or written assignments, unauthorized possession of examination questions (including but not limited to, taking pictures, screenshot or recording of the exam, etc), the use of unauthorized notes (either written or electronic) during an examination, obtaining information during an examination from another dental hygiene and dental student, assisting others to cheat, altering grade records, or illegally entering an office are instances of cheating. Cell phones, smartphones, and smartwatches are not permitted during examinations. A student found to have a cell phone or smart device on their person during an examination will receive a zero for that examination and will be subject to dismissal.

### **Plagiarism**

Offering the work of another as one's own without proper acknowledgment is plagiarism; therefore, any dental hygiene and dental student who fails to give credit for quotations or essentially identical material taken from books, magazines, encyclopedias, or other reference works, or from the themes, reports, or other writings of a fellow dental hygiene and dental student has committed plagiarism. CDM students should become familiar with any standing policies differing from these general expectations as per their academic department and/or school.

### **Professionalism Standards in Social Media**

Social media encompasses web-based networking sites used for communication and connection, with popular examples including but not limited to Facebook, Instagram, Snapchat, TikTok, and X. Blogs, which provide commentary or serve as online diaries, are also a form of social media.

Social media has become integral to communication and networking across all fields, including dentistry. While these platforms offer numerous benefits for connecting with colleagues, patients, and the broader community, maintaining a high standard of professionalism is essential. As future dental professionals, understanding how to navigate social media responsibly is crucial for upholding the profession's reputation and fostering patient trust.

Unprofessional postings include profanity, discriminatory statements, alcohol abuse, sexually suggestive material, and violations of patient confidentiality. Maintaining professionalism on social media is vital for protecting patient privacy, upholding LMU-CDM's reputation, and fostering trust in the dental profession. By adhering to these guidelines, you contribute to a respectful and ethical

online community, reflecting the high standards expected of dental professionals.

Students recording in the lab or clinic should avoid recording other students and faculty/staff without prior consent.

**General Guidelines:**

- 1. Confidentiality and HIPAA Compliance:** Healthcare providers have a professional obligation to maintain the confidentiality of patient information. The Health Insurance Portability and Accountability Act (HIPAA) imposes additional obligations of non-disclosure. Posting information about nameless patients is a violation of the confidentiality obligation and is a HIPAA violation. Therefore, when using social networking sites, do not post any information regarding a patient; do not post photos of surgical cases; do not discuss personal characteristics; do not discuss hospital/clinic procedures. Maintain clear boundaries between personal and professional interactions. Avoid "friending" or following patients on social media to preserve a professional patient-provider relationship.
- 2. Representing LMU-CDM**  
When representing LMU-CDM, students should ensure their posts uphold the institution's reputation and values, avoiding content that could harm its image. Statements made publicly should clarify that opinions are personal and not necessarily reflective of LMU-CDM. Additionally, appropriate permissions must be obtained before engaging in promotional activities or endorsements involving the school's name, logo, or branding.
- 3. Anatomy Lab:** The dissection lab is made possible through the generosity of individuals who have donated their bodies to further dental studies. Out of respect for body donors and their families, students are not to discuss or disclose any information pertaining to the donor, or to describe dissection stages, outside of the anatomy lab. The honor of learning the art of anatomy from donated bodies calls for the highest levels of respect both inside and outside the lab. Anatomy faculty members provide appropriate training on standards of behavior during the lab sessions. It is the student's responsibility to carry this training forward and demonstrate appropriate respect for donors in all aspects of academic and professional life. Pictures and video recordings are strictly prohibited in the anatomy lab. The LMU anatomy lab is off-limits to non-CDM personnel, including family and friends of LMU-CDM students. Making any inappropriate comments, behavior or mishandling the donors is strictly prohibited by LMU-CDM and after review and findings of fact may lead to dismissal from the CDM program.
- 4. Digital Footprint:** Students should always conduct in ways that reflect the dental profession's values and standards. Remember that your online behavior can influence how others perceive your professionalism and competency. Share relevant, educational, and professional content, avoiding offensive or inappropriate material. Engage in respectful and constructive dialogue, avoiding negative comments or arguments on sensitive topics. Ensure all shared information is accurate and evidence-based, avoiding misinformation. Give proper credit to original sources to prevent plagiarism.

- 5. Impact:** Prospective employers, residency directors and future patients surf social networking sites to check out your background, interests, and professional standards.

### **Consequences of Unprofessional Conduct**

Allegation of any violations of these guidelines may result in disciplinary action by LMU-CDM, including warnings, suspension, or dismissal from the program. Unprofessional conduct on social media may also have long-term implications for your career, including damage to your reputation and future employment opportunities.

### **College of Dental Medicine Student/Patient Relationships**

The relationship between the CDM student and patient should always remain at a professional level. The student is not to engage in relationships with patients that are construed as unethical or illegal. Dating and intimate relationships with patients is never a consideration. Allegations of unprofessional conduct may be considered improper behavior and may be grounds for disciplinary action, including dismissal from LMU-CDM.

### **College of Dental Medicine Student/Clinician Faculty Members**

A health professional providing health services, via a therapeutic relationship, to an LMU-CDM student must recuse him/herself from the academic assessment or promotion of the student receiving those services.

### **Harassment, Discrimination, and Sexual Misconduct**

LMU prohibits discrimination on the basis of race, color, ethnicity, religion, sex, national origin, age, ancestry, disability, veteran status, sexual orientation, marital status, parental status, gender, gender identity, gender expression, and genetic information in all University programs and activities. LMU prohibits retaliation against any individual for 1) filing, or encouraging someone to file, a complaint of discrimination; 2) participating in an investigation of discrimination; or 3) opposing discrimination. "Retaliation" includes an adverse action or act of revenge against an individual for filing or encouraging someone to file a complaint of discrimination, participating in an investigation of discrimination, or opposing discrimination.

LMU is committed to providing an environment free of all forms of discrimination, including gender or sex-based discrimination. With the exception of guidance counselors in session, all LMU employees are Mandatory Reporters; this means that if you inform any LMU employee of a situation that may involve sexual misconduct, including sexual harassment, sexual assault, stalking, domestic violence, dating violence, or any other form of prohibited gender or sex-based discrimination, the employee is required to report the information to the Title IX Coordinator. If you would like to speak with an individual who does not have this obligation, confidential counseling is available to students free of charge through the LMU Office of Mental Health Counseling, Duke Hall 202. For more information, call (423) 869-6277, or schedule an appointment online at <https://www.lmunet.edu/student-life/counseling/schedule-an-appointment>.

If you have experienced discrimination and would like to make a report to the University, contact: Rebekah Webb, Title IX Coordinator/Institutional Compliance Officer, by email at [titleix@lmunet.edu](mailto:titleix@lmunet.edu). The Title IX Coordinator/Institutional Compliance Officer's office is located in Cumberland Gap Offices #3 at 609 Colwyn Ave., Cumberland Gap, TN. The Harassment, Discrimination, and Sexual Misconduct Policies are available on the Office of Institutional Compliance website.

### **Identification Badges**

A picture identification card (ID) will be made for all students free of charge. A \$10.00 fee will be charged for replacing lost ID's. The card should be retained over all semesters that the student is enrolled at LMU-CDM. All registered students must carry their ID and surrender their ID card if asked by a staff member of the institution (including Resident Assistants, Resident Directors, and Security). All valid IDs are used for identification, to check out library books, to obtain admission to most campus activities, entrance into LMU-CDM facilities, and are useful as a form of identification in the surrounding community as well. It is the student's responsibility to have the ID validated each semester with the Office of Admissions and Student Services. A possible fine of \$25.00 will be assessed to any student not in possession of his/her LMU-CDM student I.D. upon request by LMU personnel.

### **All LMU-CDM students must have their University ID badge visibly above the waist when on campus or in any LMU facility.**

Any student on campus after-hours or on weekends requesting facility access must have an LMU ID badge to verify identity. Campus Police & Security will need to see your LMU ID badge before you gain access to the facility. If you have forgotten your LMU ID badge you may be asked to show a picture ID, such as a driver's license. If you can't provide an LMU ID Badge or valid Driver's License/State approved ID, access may be denied.

### **Holidays**

Official LMU Holidays (Offices closed/no classes): In addition to the mid-semester break which varies from year to year; CDM is closed on the following days: Labor Day, Thanksgiving Day and the Day following Thanksgiving, December week of administrative closing; January 1 observed holiday; Martin Luther King Day, Good Friday, Memorial Day, Fourth of July.

### **Breaks Between Semesters**

Breaks between semesters dates for dental hygiene and CDM students, can be found in their respective Academic Calendar. Student should check their calendar before making any arrangement for time off including but limited to Booking flights, doctor appointments etc. failure to uphold this recommendation may result in the students receiving a zero on any prescheduled exam or assignment.

### **Inclement Weather**

Campus closure due to incremental weather is announced on local radio and TV stations and posted on the LMU website. LMU-CDM will also make official announcements via university email. It is the student's responsibility to stay abreast of weather conditions and notifications.

### **Parking**

The University provides parking facilities for faculty, staff, students, and patients. Students can park in any student labeled lot. The LMU tower is reserved for faculty, staff and patients affiliated with LMU. Current student lots can be found on the CDM-LMU website: <https://www.lmunet.edu/college-of-dental-medicine/about/student-health-and-wellness>.

All CDM students, faculty, and staff vehicles must be registered with the University Office of Student Services during academic registration. Vehicle registration covers one academic year, ending on the last day of the summer session. A registration fee of \$30.00 is assessed per dental hygiene or dental student. Parking tags are issued upon registration and indicate status as student or faculty/staff. Tags must be visible on the rear windshield. Parking tags are transferable to other vehicles.

Students are required to park in designated student parking spaces and lots. Any unauthorized vehicle parked in Visitors or Staff/Faculty spaces will be issued a ticket by Campus Police and Security. LMU parking is not designed for long term storage of vehicles. If a vehicle is left on-campus during a break or vacation the student does so at their own risk. LMU employees are not responsible for monitoring the status of the car during the break.

### **Building Hours**

All CDM students can access the LMU Tower building with their LMU ID Badge.

- Except holidays and other administrative closings, students can access the CDM 24/7 with the exception of laboratory, preclinical or clinical spaces which are closed between 11 p.m. -6 a.m.
- . When entering the building , students must use their ID Badge to enter and remain in the building. If the students are at the Tower after hours, they must sign in with security at LL1.
- ID Badge must be worn and visible at all times. If a student forgets their badge, they must present ID such as a valid Driver's license and sign in with security in Knoxville.

### **CAMPUS POLICE AND SECURITY**

The LMU Tower campus has an on-campus police force that supervises the entire campus along with LMU standards and policies and State of Tennessee certification requirements. The LMU Campus Police and Security Team is professionally trained and licensed by the State of Tennessee. Security is administered and monitored through the LMU Office of Student Services. At least one police officer is on duty seven days per week, 24 hours per day to secure campus facilities, protect and assist campus students, personnel, visitors and to monitor traffic regulations. All CDM students, faculty, staff, and visitors are encouraged to report criminal activity and any other safety concerns as soon as safely possible. Upon request, reports can be submitted through a "voluntary confidential reporting process."

At the **LMU Tower**, security is provided by Lincoln Memorial Security. The Security team is professionally trained and licensed by the State of Tennessee.

Campus Police and Security provides numerous services to the LMU community, including but not limited to vehicle patrols, foot patrols, door locks and unlocks, escort service after hours, camera monitoring, and dispatching for both emergency and non-emergency situations.

LMU uses the LiveSafe emergency notification system to alert university members in an emergency. To download the LiveSafe App: 1) visit the Google Play or App Store and search for "LiveSafe" 2) Download the app, register with your LMU email, and complete your profile 3) Search for "Lincoln Memorial University" as your school.

In an emergency or other security need, look for an officer or phone the Security Office at (423) 526-6911 or the Associate Dean for Faculty and Students at (865) 370-2121.

### **LMU ANNUAL SECURITY & FIRE SAFETY REPORT**

The LMU Annual Security & Fire Safety Report (ASFSR) will be published online by October 1<sup>st</sup> of each year and can be found at: <https://www.lmunet.edu/campus-police-and-security/documents/ASR21.pdf> .

The LMU ASFSR contains three previous years of crime statistics, campus policies and procedures, including alcohol, drugs, weapons, sexual violence, etc., and law enforcement



authority. This publication is required to be in compliance with the Clery Act and the Higher Education Opportunity Act (HEOA)

To request a paper copy, contact the Clery Act Compliance Coordinator at 423-869-6301 or in person at: Tex Turner Arena, 330 Mars/DeBusk Parkway, Harrogate, TN 37752.

### **CONFLICT OF INTEREST POLICY FOR FACULTY AND STUDENTS**

LMU-CDM faculty and students are prohibited from accepting personal gifts worth more than ten dollars from Industry Representatives.

As representatives of LMU-CDM, faculty and students shall not accept industry-funded meals except those in conjunction with CDM activities. Industry sales representatives are not permitted to interact with LMU-CDM students except under the direct supervision of LMU-CDM Faculty in a structured learning environment.

Honorary or guest authorship on a paper written by a pharmaceutical company is unacceptable.

### **LMU OFFICE OF ACCESSIBLE EDUCATION SERVICES**

LMU does not discriminate based on disability for admission or access to its facilities, programs, and services. LMU is committed to providing accessible educational support services that enable students with disabilities to fully participate in and benefit from all University programs and activities. Every effort is made to accommodate the needs of students with disabilities. As LMU campus buildings are remodeled, care is taken to ensure sufficient access for persons with disabilities. In addition to longstanding accommodations, students in need of temporary accommodations can also contact accessible services. Policies and procedures for requesting accommodations are outlined on the LMU website. For more information about requesting accommodations or LMU's policy on accessible education services, please visit [LMU Accessible Education Services](<https://www.lmunet.edu/student-life/accessible-education-services.php>).

LMU-CDM is committed to ensuring that otherwise qualified disabled students equally enjoy the benefits of a dental and dental hygiene professional education. Upon written request by a student with a disability, the University will make every reasonable accommodation to enable the student to meet the standards if such accommodation does not unreasonably interfere with or substantially alter the LMU-CDM curriculum or interfere with the rights of other students or with the student's ability to adequately care for the patient. Occasional quizzes are administered in class, extra time will not be granted for these quizzes for students with disabilities.

The affiliate organizations, such as hospitals, that administer the clinical and practical portion of the LMU-CDM curriculum, expect our students to perform their duties in a timely manner as such ability is a critical and essential part of the LMU-CDM curriculum and of the practice of dentistry and dental hygiene in general. Therefore, extra time will not be granted to students in clinical scenarios, including rotations and the clinical performance exam. Similarly, the use of trained intermediaries will not be approved in clinical situations. LMU will determine whether or not to grant accommodation based on individual circumstances.

### **Request for Accommodations**

The following procedure must be followed in order for any student with a disability to receive accommodations:

1. For each semester accommodation is requested, the student must submit a request for accommodation to the LMU Office of Accessible Education Services and the required

- documentation (see Documentation Guidelines below).
2. The ADA Director will discuss with the student arrangements for reasonable accommodations the student should be prepared to discuss specific accommodations needs. The ADA Director, in consultation with General Counsel as needed, will determine the request.
  3. If accommodations are approved, a Student Accommodation Form will be prepared by the ADA Director listing the accommodations. The student will take the form to CDM Student Services Attn: The Director of Academic Support for signature. The Director of Academic Support will maintain the Student Accommodation Form and notify appropriate faculty, staff, and exam monitors.
  4. If a student is not satisfied with the decision of the Office Accessible Education Services, the student may file an appeal with the Accommodations Grievance Committee (see Grievance Procedure below).

### **Grievance Procedure for Students with Disabilities**

If a student is not satisfied with the accommodations granted by the Associate Dean for Faculty and Students, they have 30 days to file an appeal in writing. If the student remains unsatisfied with the accommodations, they will appeal to the Office of Accessible Education Services of LMU. All grievances concerning any aspect of the services or accommodations provided to a student with a disability or related to any issue related to Section 504 or the ADA, should be taken to the Grievance Committee.

The standing members of the LMU-CDM Accommodations Grievance Committee will be appointed by the Dean of LMU-CDM. If there is a conflict between a standing member and the student filing the appeal, the standing member may be replaced by another faculty member appointed by the Dean. If the student has new or additional documentation relating to the candidate's disability, the candidate may submit this material to the Grievance Committee. The appeal's purpose is to look at the material originally presented to the Office of Accessible Education Services. If the student has material or documentation that elaborates on the original request, they may present this material to the Grievance Committee. The Committee will conduct a thorough review of the appeal. The Grievance Committee will make their recommendation to the Dean of LMU-CDM within ten working days after meeting with the student. The decision of the Grievance Committee is final.

**Effective Date: August 18, 2025**

**This 2025-2026 CDM Student Handbook is subject to change at any time with written notification to CDM students.**