

Policy S-13
FLORIDA STATE UNIVERSITY
COLLEGE OF NURSING

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- TITLE:** **REMOVAL OF STUDENTS FROM CLINICAL SETTINGS**
- POLICY:** Students who are unable to practice nursing with reasonable skills and safety to clients/patients will be denied access to patients for: 1) a single clinical assignment; or 2) the remainder of the course.
- RATIONALE:** Any student’s participation in clinical experience requires that she/he meet the academic and professional standards of behavior that ensure patient comfort and safety.
- PROCEDURE:** A student may be denied access to patients for: 1) a single clinical assignment period; or 2) the remainder of any course. The procedure differs in each instance. Procedures for each type of removal of students from clinical settings are given below.

I. **Procedure for Removing a Student from the Clinical Setting or Denial of Access to the Clinical Setting for a Single Assignment Period.**

When a faculty member determines that a student cannot proceed safely in the clinical setting during a specific clinical assignment period, the faculty member does the following.

- A. Inform the student of the reason the student must leave and the conditions for return to the clinical area. Reasons the student must leave may include but are not limited to the following:
 - i. Absence of clinical clearance Not prepared to provide safe care
 - ii. Symptoms of an illness that place the client or patient or other care providers at risk
 - iii. Evidence of use of and/or impairment from drugs/alcohol, unethical conduct
 - iv. Student violation of College of Nursing substance abuse policy
 - v. Student Violation of one or more Professional Critical Behaviors (see attachment #1)
 - vi. Agency request for removal of student

- B. Ensures that the student immediately and safely leaves the clinical area.

- C. Provides follow-up guidance in writing to the student on the Removal from Clinical Experience form (See Attachment #2), which outlines the observed behavior and requirements for return to the clinical area and patient care. Student signs this form prior to returning to the clinical area.
- D. Informs the Lead Faculty and Associate Dean of Academic Affairs of Academic Affairs verbally on the day of the decision, and provides a copy of removal from Clinical Experience form (Attachment #1) within five (5) working days.

II. Procedure for Removing a Student from the Clinical Course.

When a faculty member determines, in consultation with the Assistant Dean of Academic Affairs, that the severity and/or pattern of infraction violates the academic and professional standards of behavior that ensure patient comfort and safety, the student may be removed from the clinical setting for the remainder of the course. Reasons the student may be removed from a clinical course include, but are not limited to the following:

- i. Failure to achieve 100% on the third Drug Math test
 - ii. Failure to pass the Clinical Performance test
 - iii. Violations of College of Nursing substance abuse policy (see Policy S-5)
 - iv. Violation of one or more Professional Critical Behaviors (see attachment #1)
 - v. Inability to place student in an appropriate clinical setting
- A. The faculty member reviews recorded documentation of relevant incidents and notes regarding conferences with the student.
 - B. The faculty member discusses with the Assistant Dean of Academic Affairs the observed behaviors and/or learning problems identified, the teaching and remediation strategies employed, and the rationale for a recommendation to remove the student from the clinical setting.
 - C. The Associate Dean of Academic Affairs of Academic Affairs examines the situation and determines if the faculty member's rationale for a recommendation to remove the student from the clinical setting is soundly based and documented.
 - D. The faculty member and Associate Dean of Academic Affairs of Academic Affairs meet with the student to discuss the decisions, the rationale for the decision, conditions for reinstatement and to have the student sign the Removal from Clinical Experience form (Attachment #2).

- E. A letter from the Associate Dean of Academic Affairs of Academic Affairs will be sent to the student following the meeting which provides details of the decision, the rationale for the decision, and conditions for reinstatement, if appropriate.

- F. The student has the right to challenge this academic determination under the grade appeal process and academic grievance procedures set forth in College of Nursing Student Handbook and the Florida State University Annual Bulletin.

- G. It is recommended that the student withdraw from enrollment in the co-requisite course but may continue enrollment in other courses, if applicable.

Approved by:	Management Team	2/11/04	
	Faculty	2/27/04	4/18/08
	Dean	2/27/04	4/18/08

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Attachment #1

Professional Critical Behaviors

Since each nursing student represents the College of Nursing, the university and the nursing profession, the faculty believes the following are the behaviors deemed to be critical for all nursing students in each learning environment throughout the program of study. Exhibit professional nursing behaviors including, but not limited to the following:

- a. Dress in accordance with CON requirements at all times when representing the College of Nursing such as adhering to the dress code for courses and clinical assignments.
- b. Communicate using language and terms that demonstrate respect for others including addressing them by proper name and title.
- c. Demonstrate ethical behavior including maintaining confidentiality.
- d. Resolve conflicts by following defined lines of communication/chain of command.
- e. Deliver safe, effective nursing care using sound judgment according to professional standards of practice.
- f. Adhere to the policies and protocols of the College of Nursing, affiliating agencies, the Florida Nurse Practice Act and the legal mandates of society.

An unsatisfactory in one or more will result in disciplinary action. This can include, but is not limited to the (a) failing the course regardless of grades in other course requirements; and/or (b) expulsion from the nursing program.

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Attachment #2

Removal from Clinical Experience

STUDENT'S NAME: _____

INSTRUCTOR'S NAME: _____

DATE OF REMOVAL: _____

COURSE NUMBER AND NAME: _____

Reason for removal from clinical experience: _____

SPECIFIC Requirements for possible return (remediation plan): IF APPLICABLE

Date by which all remediation requirements Must Be Completed: _____

I understand that if all requirements for remediation and safe practice are not obtained by the date specific above, a grade of F (failing) or a grade of U (unsatisfactory) will be assigned for the course. Completion of remediation requirements does not guarantee a satisfactory grade in the course.

Student's signature

Date

Instructor's signature

Date

Assistant Dean of Academic Affairs

Date

Signature

Distribution – Original to: Student Record ____ Copy sent to: ____ Student ____ Clinical Faculty ____ Associate Dean