

Policy S-14  
FLORIDA STATE UNIVERSITY  
COLLEGE OF NURSING

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**TITLE: DISMISSAL OF STUDENTS FROM NURSING MAJOR FOR REASONS OTHER THAN POOR GRADES**

**POLICY:** The student is expected to exhibit behavior that conforms with the Nurse Practice Act of the State of Florida. The College of Nursing reserves the right to refuse or discontinue enrollment of any student if the student violates the Nurse Practice Act of the State of Florida or in the judgment of the faculty, the student does not meet the school's standards.

**RATIONALE:** Since each nursing student represents the College of Nursing, the university and the nursing profession, the faculty believes adherence to the Florida Nurse Practice Act and Professional Critical Behaviors (see Attachment #1) are necessary for all nursing students in each learning environment throughout the program of study to assure patient comfort and safety.

**PROCEDURE**

A student may be dismissed from the nursing major for reasons that may include a pattern of unsafe or unethical conduct and/or a particular serious incident of unethical or unsafe conduct in a clinical or non-clinical setting. Except for emergencies, the student is told of specific deficiencies and given written guidance and opportunity to remediate the situation prior to the dismissal.

When a faculty member, in consultation with the Associate Dean of Academic Affairs, determines that a student may need to be removed from the nursing major because of a pattern of unsafe or unethical conduct and/or a particularly serious incident or unethical or unsafe conduct in a clinical setting, the following procedures apply

- A. The faculty member reviews recorded documentation of relevant incident(s), including any guidance or remediation that has been offered.
- B. The faculty member discusses with the Associate Dean of Academic Affairs the observed behaviors, the problems identified, the guidance/teaching strategies employed, including remediation and outcome, and the rationale for a recommendation to remove the student from all clinical settings.

- C. The Associate Dean of Academic Affairs examines the situation and makes a determination of whether or not the faculty member's rationale for a recommendation to remove the student from the clinical setting is soundly based and documented.
- D. The Associate Dean of Academic Affairs and faculty meet with the student and informs him/her of the decision, rationale and suggestions for assistance. The student receives a copy of the Removal from the Nursing Major for Reason Other than Poor Grades form (See Attachment #2) and is requested to sign the original.
- E. The Associate Dean of Academic Affairs notifies the student in writing of the College of Nursing's intent to dismiss the student from the program. The notification will include what acts of commission or omission by the student warranted the dismissal, what laws, rules, or policies these acts have violated, and how the student was previously informed of these laws, rules, or policies
- F. The student can request an opportunity to appear before the College of Nursing Committee on Admission, Retention, and Progression to make a case against such dismissal. The student will be notified in writing of the decision of the College of Nursing Committee on Admission, Retention, and Progression regarding the appeal.
- G. 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.

Approved by:	Management Team	2/11/04		
	Faculty	2/27/04	4/23/04	4/18/08
	Dean	2/27/04	4/27/04	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 Nursing Major for Reason Other than Poor Grades

STUDENT'S NAME: \_\_\_\_\_

INSTRUCTOR'S NAME: \_\_\_\_\_

DATE OF REMOVAL: \_\_\_\_\_

COURSE NUMBER AND NAME: \_\_\_\_\_

Reason for recommended removal: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Decision and Rationale: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Suggestions for Assistance: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

I UNDERSTAND THAT I WILL NOT BE PERMITTED TO CONTINUE IN THE NURSING MAJOR. I HAVE BEEN COUNSELED REGARDING THE OPTION OF WITHDRAWAL FROM THE UNIVERSITY.

\_\_\_\_\_  
Student's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Instructor's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Associate Dean of Academic Affairs

\_\_\_\_\_  
Date

Signature

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