

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 Required Professional Behaviors (U-15) and Essential Functions document (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 Assistant Dean of Undergraduate Programs, 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 Assistant Dean of Undergraduate Programs 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 Assistant Dean of Undergraduate Programs 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 Assistant Dean of Undergraduate Programs 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 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 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:

Faculty	2/27/04	4/23/04	4/18/08	8/11/10	4/20/12	6/25/15
Dean	2/27/04	4/27/04	4/18/08	8/11/10	4/20/12	6/25/15

Florida State University
College of Nursing
Attachment #1

**Essential Functions/Technical Standards
Required of Nursing Students**

***Tasks and activities must be completed with or without accommodations that are deemed to be reasonable and appropriate for the specific environment and situation**

ESSENTIAL FUNCTIONS	TECHNICAL STANDARDS	EXAMPLES OF NECESSARY ACTIVITIES (NOT ALL-INCLUSIVE)*
Cognitive Ability and Critical Thinking	Alertness, cognitive ability and critical thinking skills to collect, analyze and integrate information and knowledge to make clinical judgment and management decisions that promote client outcomes	<p>Examples of relevant activities include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Apply the nursing process ▪ Identify cause-effect relationships ▪ Sequence or cluster client findings ▪ Process information thoroughly and quickly to prioritize client care ▪ Demonstrate skills of recall and reasoning
Interpersonal and Communication Abilities	<p>Interpersonal abilities sufficient for interaction with individuals, families and groups from various social, emotional, cultural, spiritual and intellectual backgrounds</p> <p>Communication abilities sufficient for verbal and written interaction with others</p>	<p>Examples of relevant activities include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Communicate effectively and sensitively with clients and other health team members ▪ Speak clearly and effectively in English ▪ Read and understand English in printed documents ▪ Communicate clearly in writing and with computer entry

<p>Strength, Mobility, and Physical Endurance</p>	<p>Ability to perform gross and fine motor movements required to provide comprehensive nursing care</p> <p>Physical strength and stamina to perform satisfactorily in clinical nursing experiences</p> <p>Physical abilities sufficient for movement from room to room and in small spaces</p>	<p>Examples of relevant activities include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Lifting as described below: <ul style="list-style-type: none"> ➤ Turn and position clients as needed to prevent complications due to bed rest or minimal movement ➤ Transfer clients in and out of bed ➤ Transport and exercise clients ▪ Administer cardiopulmonary resuscitation (CPR) ▪ Physical endurance sufficient to complete assigned period of clinical practice (e.g. continuous care for 4-5 hours, as well as shifts on days, evenings, nights, or weekends between 8 and 12 hours) ▪ Ability to respond to an emergency situation ▪ Ability to move around in the client rooms, work spaces and treatment areas ▪ Maneuver in small areas such as client rooms and nursing work stations
<p>Motor skills</p>	<p>Psychomotor ability necessary to perform or assist with procedures, treatments, administration of medications and emergency interventions</p> <p>Sit, walk and stand without an assistive device on a daily basis whether in a classroom, clinical or volunteer setting (on-campus clinical simulation laboratory or off-campus clinical client care areas)</p>	<p>Examples of relevant activities include, but are not limited to, the ability to:</p> <ul style="list-style-type: none"> ▪ Stand and/or sit for long periods of time (e.g. minimum of 3-4 hours) ▪ Stand and maintain balance while transferring clients, reaching below the waist and overhead while providing client care procedures ▪ Walk without the use of a cane, walker, casts, walking boots, or crutches, as well as, arms free of casts or other assistive/restrictive devices in order to ambulate clients and provide bedside or general nursing care ▪ Bend, squat, reach, kneel, balance, and/or move his/her body and all extremities quickly ▪ Carry and lift loads from the floor, lifting loads 12 inches from the floor to shoulder height and

		<p>overhead</p> <ul style="list-style-type: none"> ▪ Occasionally lifting 50 pounds, frequently lifting 25 pounds, and regularly lifting 10 pounds ▪ Document client care by writing and/or typing on an electronic medical record for long periods of time (e.g. more than 15 minutes at one time) ▪ Calibrate and manipulate equipment and supplies
<p>Auditory, Olfactory, Visual and Tactile Senses</p>	<p>Auditory, olfactory, visual and tactile acuity skills sufficient to monitor, assess, and respond to the clients health care needs</p>	<p>Examples of relevant and necessary sensory skills include, but are not limited to, sufficient:</p> <ul style="list-style-type: none"> ▪ Tactile sensation to heat, cold, pain, pressure, etc. ▪ Use of auditory senses to detect sounds related to bodily functions using a stethoscope ▪ Hear and interpret correctly i.e. verbal orders and alarms ▪ Use of auditory senses to communicate clearly during telephone conversations and respond effectively with clients and/or with other members of the healthcare team ▪ Visual skills necessary to make accurate visual observations and complete client assessments ▪ Use of olfactory senses to make accurate assessments and respond appropriately

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Florida State University
College of Nursing
Form

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
Signature

Date

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