

**Policy S-13**  
**FLORIDA STATE UNIVERSITY**  
**COLLEGE OF NURSING**

- 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:** 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 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
  - ii. Not prepared to provide safe care
  - iii. Symptoms of an illness that place the client or patient or other care providers at risk
  - iv. Evidence of use of and/or impairment from drugs/alcohol, unethical conduct
  - v. Student violation of College of Nursing substance abuse policy
  - vi. Student Violation of one or more Professional Critical Behaviors (see attachment #1)
  - vii. 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 for Academic Affairs verbally on the day of the decision, and provides a copy of removal from Clinical Experience form (Attachment #2 within five (5) working days.

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

When a faculty member determines, in consultation with the Associate Dean for 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 Skills test
  - iii. Violations of College of Nursing substance abuse policy (see Policy S-5)
  - iv. Violation of one or more Required Professional Behaviors (U 15)
  - 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 Associate Dean for 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 for 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 for 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 for 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:

Faculty:	2/27/04	4/18/08	8/11/10	8/19/15	1/24/2020
Dean:	2/27/04	4/18/08	8/11/10	8/19/15	1/24/2020

Attachment #1

**The Florida State University  
College of Nursing  
Essential Functions/Technical Standards  
Required of Nursing Students**

\*\*All students must read and sign the last page of the essential functions required to complete the nursing program at Florida State University

**Student Name:**

\_\_\_\_\_

(Last name) (First name) (Middle name)

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

<b>ESSENTIAL FUNCTIONS</b>	<b>TECHNICAL STANDARDS</b>	<b>EXAMPLES OF NECESSARY ACTIVITIES (NOT ALL-INCLUSIVE)*</b>
<b>Cognitive Ability and Critical Thinking</b>	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	Examples of relevant activities include, but are not limited to: <ul style="list-style-type: none"><li>▪ Apply the nursing process</li><li>▪ Identify cause-effect relationships</li><li>▪ Sequence or cluster client findings</li><li>▪ Process information thoroughly and quickly to prioritize client care</li><li>▪ Demonstrate skills of recall and reasoning</li></ul>

<p><b>Interpersonal and Communication Abilities</b></p>	<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"> <li>▪ Communicate effectively and sensitively with clients and other health team members</li> <li>▪ Speak clearly and effectively in English</li> <li>▪ Read and understand English in printed documents</li> <li>▪ Communicate clearly in writing and with computer entry</li> </ul>
<p><b>Strength, Mobility, and Physical Endurance</b></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"> <li>▪ Lifting as described below: <ul style="list-style-type: none"> <li>➤ Turn and position clients as needed to prevent complications due to bed rest or minimal movement</li> <li>➤ Transfer clients in and out of bed</li> <li>➤ Transport and exercise clients</li> </ul> </li> <li>▪ Administer cardiopulmonary resuscitation (CPR)</li> <li>▪ 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,</li> </ul>

		<p>nights, or weekends between 8 and 12 hours</p> <ul style="list-style-type: none"> <li>▪ Ability to respond to an emergency situation</li> <li>▪ Ability to move around in the client rooms, work spaces and treatment areas</li> <li>▪ Maneuver in small areas such as client rooms and nursing work stations</li> </ul>
<p><b>Motor skills</b></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"> <li>▪ Stand and/or sit for long periods of time (e.g. minimum of 3-4 hours)</li> <li>▪ Stand and maintain balance while transferring clients, reaching below the waist and overhead while providing client care procedures</li> <li>▪ 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</li> <li>▪ Bend, squat, reach, kneel, balance, and/or move his/her body and all extremities quickly</li> <li>▪ Carry and lift loads from the floor, lifting loads 12 inches from the floor to shoulder height and overhead</li> <li>▪ Occasionally lifting 50 pounds, frequently lifting 25</li> </ul>

		<p>pounds, and regularly lifting 10 pounds</p> <ul style="list-style-type: none"> <li>▪ 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)</li> <li>▪ Calibrate and manipulate equipment and supplies</li> </ul>
<p><b>Auditory, Olfactory, Visual and Tactile Senses</b></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"> <li>▪ Tactile sensation to heat, cold, pain, pressure, etc.</li> <li>▪ Use of auditory senses to detect sounds related to bodily functions using a stethoscope</li> <li>▪ Hear and interpret correctly i.e. verbal orders and alarms</li> <li>▪ Use of auditory senses to communicate clearly during telephone conversations and respond effectively with clients and/or with other members of the healthcare team</li> <li>▪ Visual skills necessary to make accurate visual observations and complete client assessments</li> <li>▪ Use of olfactory senses to make accurate assessments and respond appropriately</li> </ul>

Policy S-13  
Florida State University  
College of Nursing  
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