

MSU COLLEGE OF NURSING STUDENT PERFORMANCE POLICY

Professional Development Guidelines

Preparation for the professional practice of nursing requires more than the acquisition and application of knowledge. Therefore, in addition to the academic criteria listed in the progression in the major guidelines, the student must demonstrate:

- 1) appropriate interpersonal relations and communication with clients, peers, faculty and other health care personnel;
- 2) responsible fulfillment of class and practicum obligations, including provision of safe nursing care in the practicum setting; and
- 3) honesty and integrity in all academic and professional matters.

These expectations are reflected in the Undergraduate Professional Development Objectives and Graduate (MSN) Clinical Performance Criteria for each clinical nursing course. Failure to meet each Professional Development Objective will result in the student earning a grade of 0.0 for the course.

Faculty reserve the right to dismiss a student from clinical areas if the student is too ill, unprepared, or deemed to be a risk to patient safety. Dismissal from clinical for any reason, excluding student illness, is deemed unexcused, thus carrying the requisite grade consequence as described in the course syllabus.

Nurse Practice Act/Michigan Criminal Code

Students enrolled in the College of Nursing must conduct themselves so as to conform with the with the Nurse Practice Act of the State of Michigan. Students must also demonstrate maturity of judgment. In assessing the quality of a student's academic and clinical performance, the faculty takes account of the student's maturity of judgment, as well as the professional development guidelines noted above. The College of Nursing may refuse enrollment, discontinue enrollment, or refuse re-enrollment of any student who violates the Nurse Practice Act, or who, in the professional judgment of the faculty, exhibits a serious deficiency with respect to her or his maturity of judgment or conformity with the professional development guidelines.

Academic/Professional Development Warning Status

The Academic/Professional Development Warning Status serves as an intermediate step prior to dismissal from the major. The purpose of this status is to notify a student of the College's concern with his or her record of academic/professional performance. This status is designed as an intervention step to decrease the likelihood of ultimate dismissal from the major. Students will be sent a letter notifying them of their placement on academic warning status. The following events

- 4) Any student who experiences repeated physical or behavioral difficulty which interferes with his or her ability to meet professional objectives for an extended period of time.

Students deemed ineligible to continue in the nursing major due to academic or professional dismissal will be notified in writing by the Office of the Dean. Undergraduate students will be provided a copy of the Office of Student Affairs Education/Career Options Packets which includes information on health related undergraduate majors and curricula at MSU. Students will also be referred to the Director of the Office of Student Affairs for major/career advising and counseling referral as appropriate. Graduate (MSN) students will be referred to their program advisor (major professor) for clarification of professional options.

Any student who is unable to progress in the major because he or she did not meet the progression standards as described in this policy and who believes that the outcomes of a formal grievance could change the situation is advised to submit a written grievance to the Dean. Grievances must be initiated no later than mid-semester of the term following the one wherein the alleged violation occurred. The College of Nursing Hearing Board, in keeping with the University Academic Freedom Report, is responsible for assuring due process for students. Students should refer to the Hearing Board section of the College of Nursing Graduate and Undergraduate Student Handbooks, the Academic Freedom for Students at Michigan State University Report, and the Graduate Student Rights and Responsibilities document for specific information on handling allegations of violations and for the Code of Operations for the Hearing Board.