

Montcalm Community College (MCC)
Nursing Department

Policy: Unsatisfactory Performance

Purpose: It is expected that all students follow the code of ethics for nursing practice in providing safe, evidence-based care to all patients.

Below are examples of unsatisfactory performance that may lead to probation, suspension, or dismissal . This list is non-inclusive of all scenarios. Grading criteria and a clinical evaluation tool will be used to determine the level of disciplinary action.

1. Failure to establish effective therapeutic relationships with patients
 - a. Willfully or unintentionally do physical and/or mental harm to a patient
 - b. Exhibiting careless or negligent behavior in connection with the care of a patient.
 - c. Refusing to assume assigned care of a patient
 - d. Inability to establish effective communication with a patient , patient's family, patient

- c. Discussing confidential information about your nursing educational experience (including, but not limited to: patients, clinical settings, practitioners) with third parties who do not have a legitimate need to know.
 - d. Seeking information on patients when it is not necessary in your role as a student.
 - e. Leaving the clinical setting with any records or documents related to a patient including paperwork which contains identifying information about a patient.
5. Dishonesty
- a. Falsifying patient records or fabricating client experiences or nursing actions.
 - b. Failing to report omission of/or error in treatments or medications .
 - c. Dishonesty in any setting with faculty and/or staff.
 - d. Violations of established Nursing Codes of Ethics.
 - The Code of Ethics for Nurses
 - American Nurses Association Standard of Professional Performance
6. Failure to assume the student responsibilities in the nursing program.
- a. Repeat tardiness or absence.
 - b. Inappropriate personal appearance.
 - c. Inappropriate behavior.
 - d. Unethical or immoral behavior.
 - e. Failure to submit required written work or repeated lateness in submitting work.
 - f. The use of vulgar language.
 - g. Behaviors that jeopardize the program and clinical partner's affiliation.
 - h. Any illegal activity or behaviors which would result in professional discipline/sanctions for licenses nurses.
 - i. Any display of disrespect for any group including race, culture, sexual orientation, gender, or other characteristics.

Student misconduct can result in probation, suspension, or permanent dismissal from the nursing program.

Probation and suspension will be based on unsafe and/or unprofessional conduct toward students, faculty, patients, agency personnel, or staff. These components are instituted, when necessary, by the faculty member with the approval of the Dean of Health and Human Services or their designee.

Consistent with agency affiliation agreements, the clinical agency has the right to request the College to terminate and withdraw any student whose work or conduct may be unsatisfactory to the clinical agency.

Written Warning:

Defined as a documented formal conversation between an instructor and a student about not meeting a clinical objective.

1. Student's ability to meet course clinical objectives and to demonstrate

5. The faculty and student will meet as determined in the probation form to evaluate progress and determine if the terms of probation have been met.
 - a. If the terms of probation have been met, the student is able to continue onto the next course.
 - b. If the terms of probation have not been met, the student is suspended from the nursing program.

A student must meet the probationary terms to be taken off the probation status. Probation may carry over from one semester to the next if deemed appropriate with the approval of the Dean of Health and Human Services. The amount of time the student is on probation is to be determined by the faculty and the Dean of Health and Human Services

Suspension:

Suspension is defined as a temporary interruption in progression within the nursing program.

Nursing students may be suspended for unsatisfactory achievement of any nursing program objectives. This includes but is not limited to the following:

1. Inability to achieve minimum 78% average on theory tests.
2. Inability to achieve minimum 78% average in lab components of theory courses.
3. Unsatisfactory probation.
4. Academic dishonesty.

A student is permitted one suspension with a correspond

- a. Falsifying patient records or fabricating patient experiences or nursing actions.
 - b. Failing to report omission of or an error in treatments.
5. Any other action or behavior that would put our partnership with a clinical setting at risk.

Steps for dismissal process:

1. The faculty will meet with the Dean of Health and Human Services and the Vice President for Academic Affairs.
2. Student will meet with appropriate MCC staff to discuss dismissal.
3. The student will have the opportunity to defend actions through a face -to-face meeting or written communication.
4. MCC staff will evaluate the student's defense and facts related to the dismissal and return a decision.
5. Final decision will be sent via MCC student email.
6. If a student is dismissed, the student is ineligible to return to the nursing program.