

POLICY TITLE: STANDARDS OF PROFESSIONAL BEHAVIOR

Date of Origin (if available): May 11, 2015 Date(s) of Revision: January 10, 2023

Faculty Sponsor(s): Lori Holt, Evonne Young, Chad Sekutera

Nursing Department Approval Date(s): January 10, 2023

Policy: All nursing students are expected to conduct themselves in a legal, ethical, and appropriate manner during all phases of their education. It is encouraged that the Dean of Students be consulted for any questionable behavior.

Students must possess, attest and apply a working knowledge of the following established policies and resources:

- [UCCS Student Code of Conduct](#)
- [American Nurses Association \(ANA\) Code of Ethics for Nurses \(2015\)](#)
- [ANA Scope and Standards of Practice](#)
- [AACN The Essentials: Core Competencies for Professional Nursing Education \(2021\)](#)
- Policies contained in the Undergraduate Student Nursing Handbook
- Community clinical agency policies

Additional Professional Behaviors Required by Nursing Students

- a. Provide care to patients/clients without discriminating, based race, creed, color, sex, age, national origin, sexual orientation or disability. [UCCS Discrimination and Harassment Policy](#)
- b. Punctuality for clinicals and simulation labs. Tardiness is defined as any time past the scheduled clinical/lab start time.
- c. Regularly reviews and responds to email and other communications from faculty and college staff.
- d. Completion of assignments as reflected in course syllabus.

Unprofessional Behaviors of Nursing Students

Performance Improvement Contracts-Professional Behavior (PIC-PB) will be tracked by the respective option coordinators and will remain a part of the student's record throughout the nursing program. An accumulation of three (3) PICs, or a particularly severe breach of clinical expectations will result in a full review of the student's record and presented to the Option Coordinator.

The following represent examples of but not limited to, unethical or inappropriate professional behavior:

Note: Clinical and Academic headers are removed.

- a) Breach of patient or facility confidentiality (to include but not limited to photos, video, digital, verbal discourse. Refer to facility orientation documents.
- b) Failure to comply with clinical partner site requirements.
- c) Failure to comply with policies in the Undergraduate Student Nursing Handbook.
- d) Conduct that violates the [UCCS Student Code of Conduct](#) policy.
- e) Dress code violations
- f) Lack of clinical preparedness including completion of clinical assignments

- g) Leaving the clinical site without permission
- h) Tardy or unexcused absence
- i) Failure to maintain clinical agencies IT network policies
- j) Intoxication or being under the influence of drugs or alcohol in a classroom (link to UCCS Code of Conduct policy) or clinical setting (follow community partner policies).
- k) Any violation of UCCS Academic Ethics Policy.
- l) Any violation of JBE undergraduate nursing academic ethics policy. [UCCS Academic Ethics Code](#)
- m) Failure to meet standards of the Professional Program Requirements policy. (Link professional program requirements)

Consequences of such behavior range from removal or excusal from the clinical site/classroom, implementing a PIC-PB or up to dismissal from the program.

Performance Improvement Contract-Professional Behavior (PIC-PB) [\(Link to form\)](#)

- Implemented by Faculty or Coordinators with the support of clinical lecturers.
 - Faculty will utilize the PIC-PB for failure to maintain professional behaviors.
 - Coordinators will fill out PIC-PB for failure to comply with myClinicalExchange deadlines/delinquencies.
 - If expected date of completion of the PIC-PB is beyond the duration of the course, the management of the PIC-PB will be accomplished by the option coordinator.
1. Procedure for placing a student on a Performance Improvement Contract-PB:
 - a. Concerns about a student's behavior identified above may be raised by, faculty, clinical faculty, clinical site staff, or student peers and brought to the course lead faculty.
 - b. Lead faculty initiates investigation:
 - i. Gathers objective/supportive documentation
 - ii. Meets with and documents student's perspective
 - iii. Informs Option Coordinator when PIC-PB is initiated
 - iv. Dean of Students will be consulted for any potential violation of Code of Conduct/Ethics policies
 - c. Lead Faculty decides to implement or not implement a Performance Improvement Contract [\(link to form\)](#)
 - d. PIC-PB will be forwarded to Option Coordinator upon completion and placed in student's file.
 2. Lead faculty will consult with the Option Coordinator, to determine the need for a formal review. Concerns for a formal review may include:
 - a. The extent to which continued enrollment places unreasonable or excessive demands upon other students, faculty, and clinical sites
 - b. Any student action that placed the client, self or others in immediate danger
 3. The Formal Review Process:
 - a. The Option Coordinator will present documentation to the A&P Committee.
 - b. The student will be informed of the A&P committee decision in writing within 10 business days. Notifications will be sent to: Lead/Course faculty, the Option Coordinator, Nursing Chair, Associate Dean and Dean of the College.

- c. Appeals: The decision by the Admissions and Progressions Committee may be appealed by the student within 10 business days to the Department Chair according to the Dismissal from the Undergraduate Nursing Program policy.

Rationale: The Johnson/Beth-El Standards of Professional Behavior Policy reflects the philosophy of the Department of Nursing and the profession of nursing which require ethical, legal and professional behaviors that affect integrity in the field of practice.