

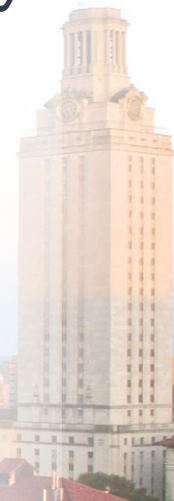
Supporting Faculty through Policy that Addresses Professional Behavior Schoolwide

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Learning Objectives

- To describe components of a schoolwide policy that addresses professional behavior.
- To identify steps needed to develop, approve, and implement policy that addresses professional behavior.
- To explain the benefits of a schoolwide policy that addresses professional behavior.

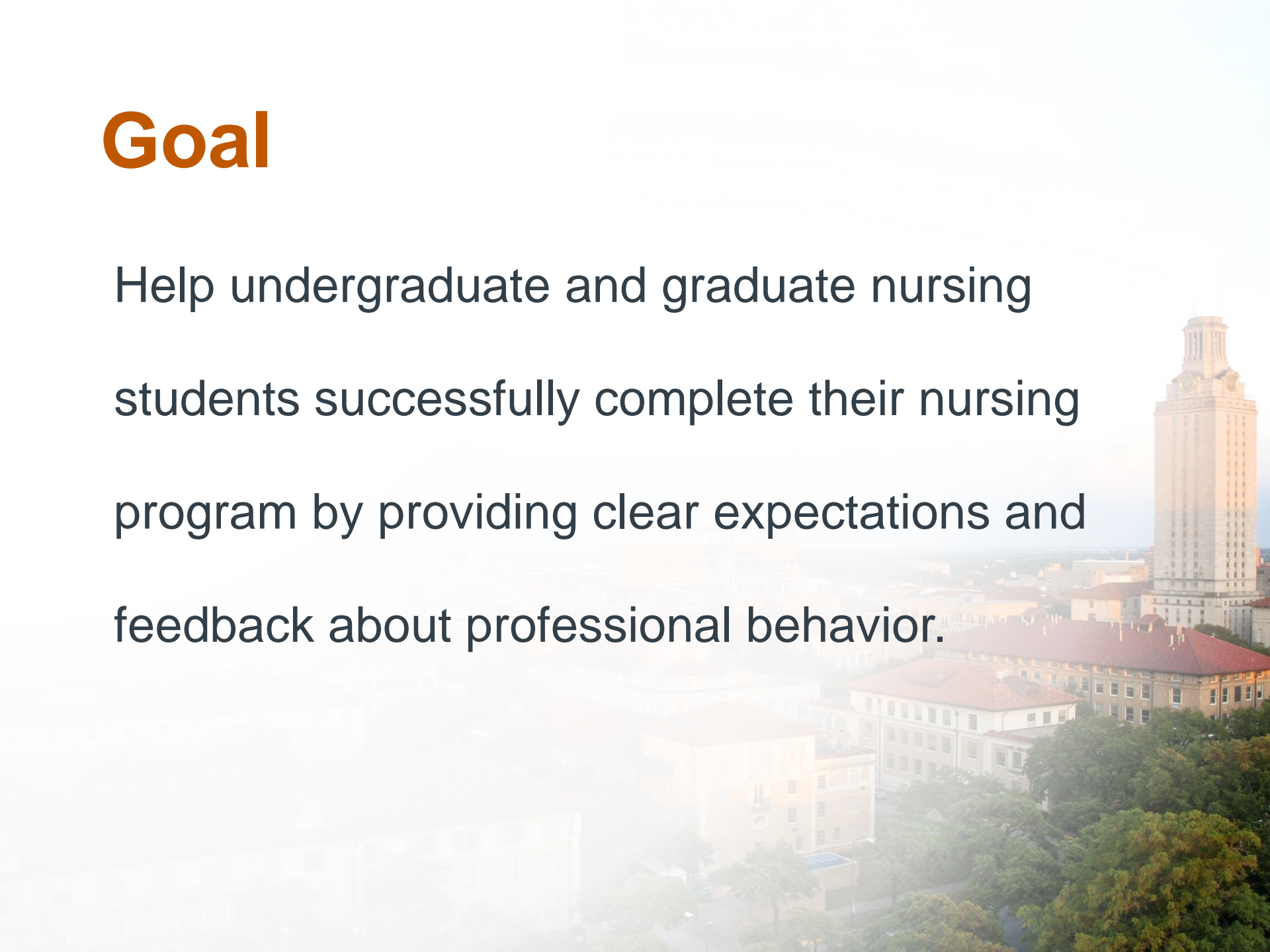


Background

- Increasing number of student issues related to:
 - Incivility;
 - Falsification;
 - Avoidance of accountability;
 - Problems occurring with clinical preceptors;
 - Failure to notify when out of compliance

Goal

Help undergraduate and graduate nursing students successfully complete their nursing program by providing clear expectations and feedback about professional behavior.



Benefits of Policy

- Able to identify behavior trends across courses and semesters.
- Increased consistency in expectations across faculty and courses.
- Clear messaging about the importance of professionalism.

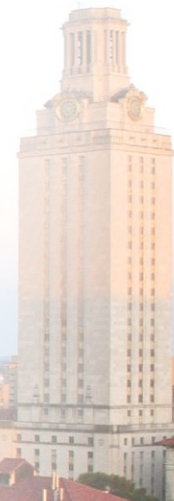


Clear Expectations?



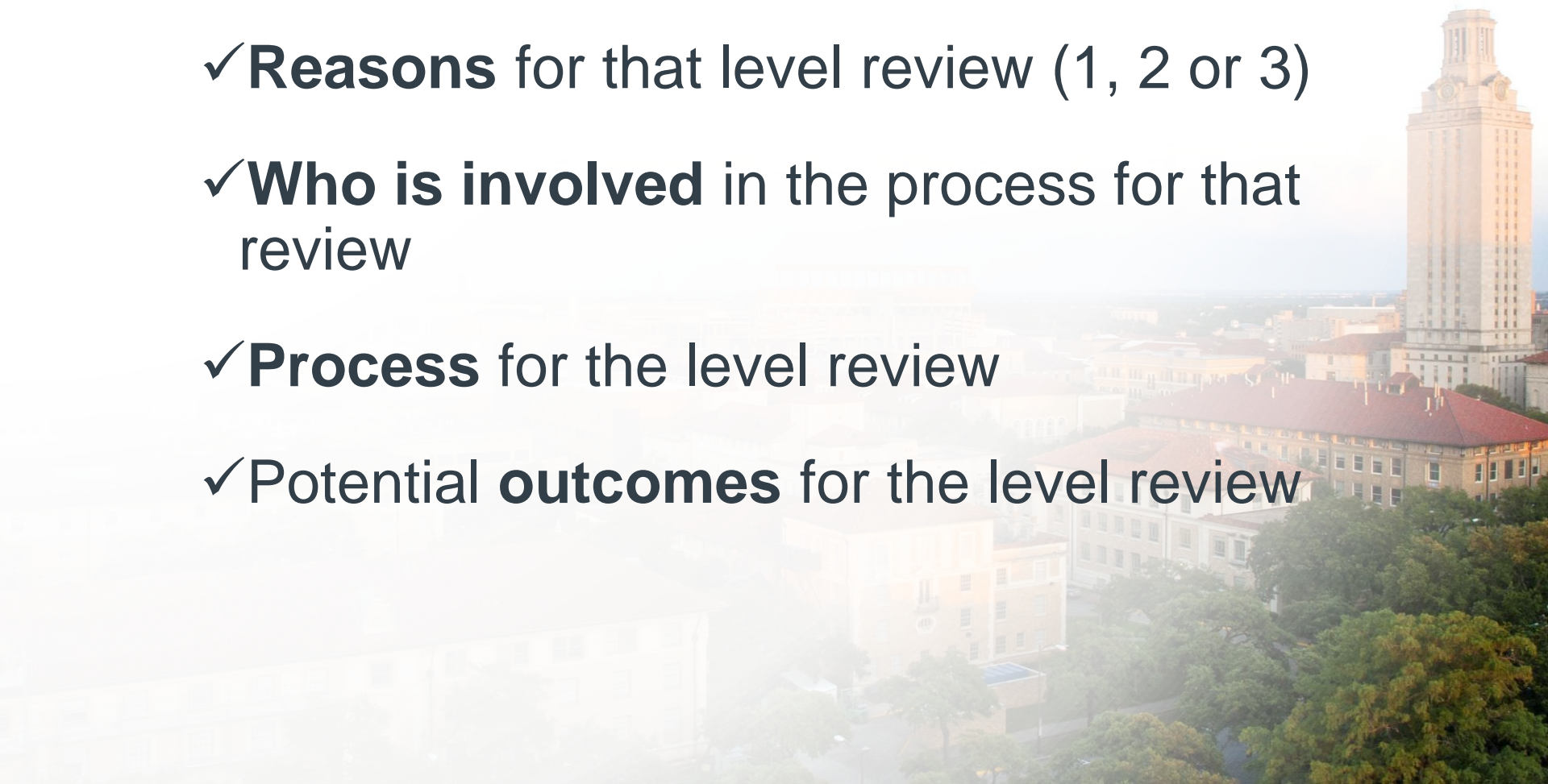
Policy Components

- Introduction: Purpose and rationale
- Criteria for evaluating professional behavior & clinical performance (BSN, MSN, DNP, PhD programs)
 - Communication
 - Knowledge & Cognitive Skills
 - Safety & Psychomotor Skills
 - Professionalism
 - Ethical Obligations
 - Board of Nursing Requirements

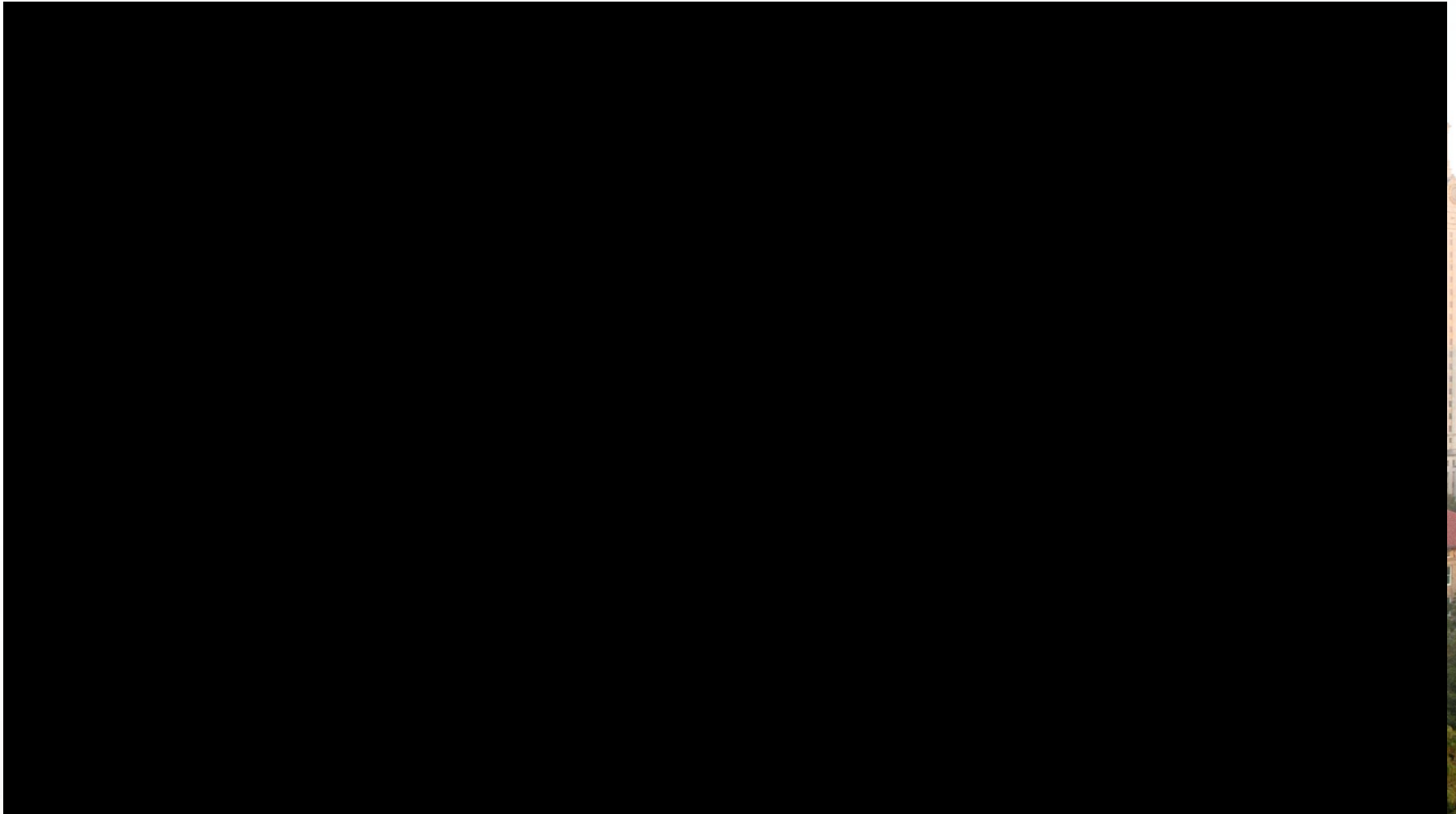


Policy Components

- For all 3 levels, we addressed:
 - ✓ **Reasons** for that level review (1, 2 or 3)
 - ✓ **Who is involved** in the process for that review
 - ✓ **Process** for the level review
 - ✓ **Potential outcomes** for the level review

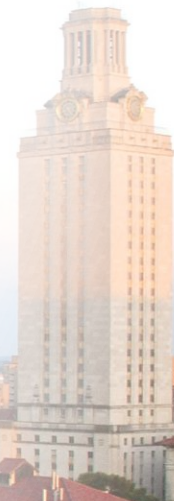


Training Video Level 1



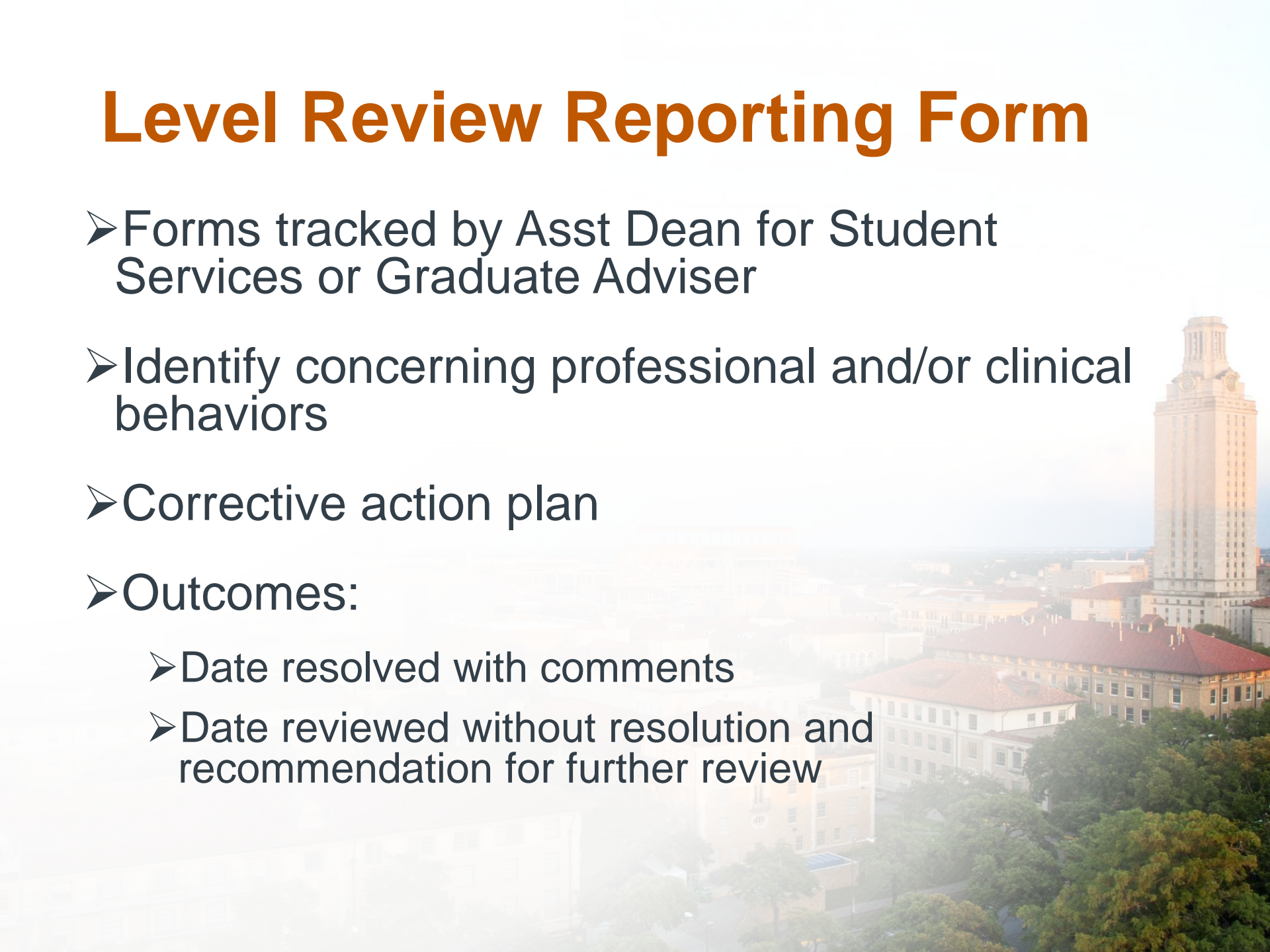
Level 1

- **Reasons:** tardiness, failure to communicate with faculty, disruptive or disrespectful behaviors, etc...
- **Who?** Faculty & Student
- **What?** Meet with student to clearly describe problem and form action plan (documented).
- **Potential Outcomes?**
 - Performance improved – resolved or
 - Continued difficulty progress to level 2 or 3



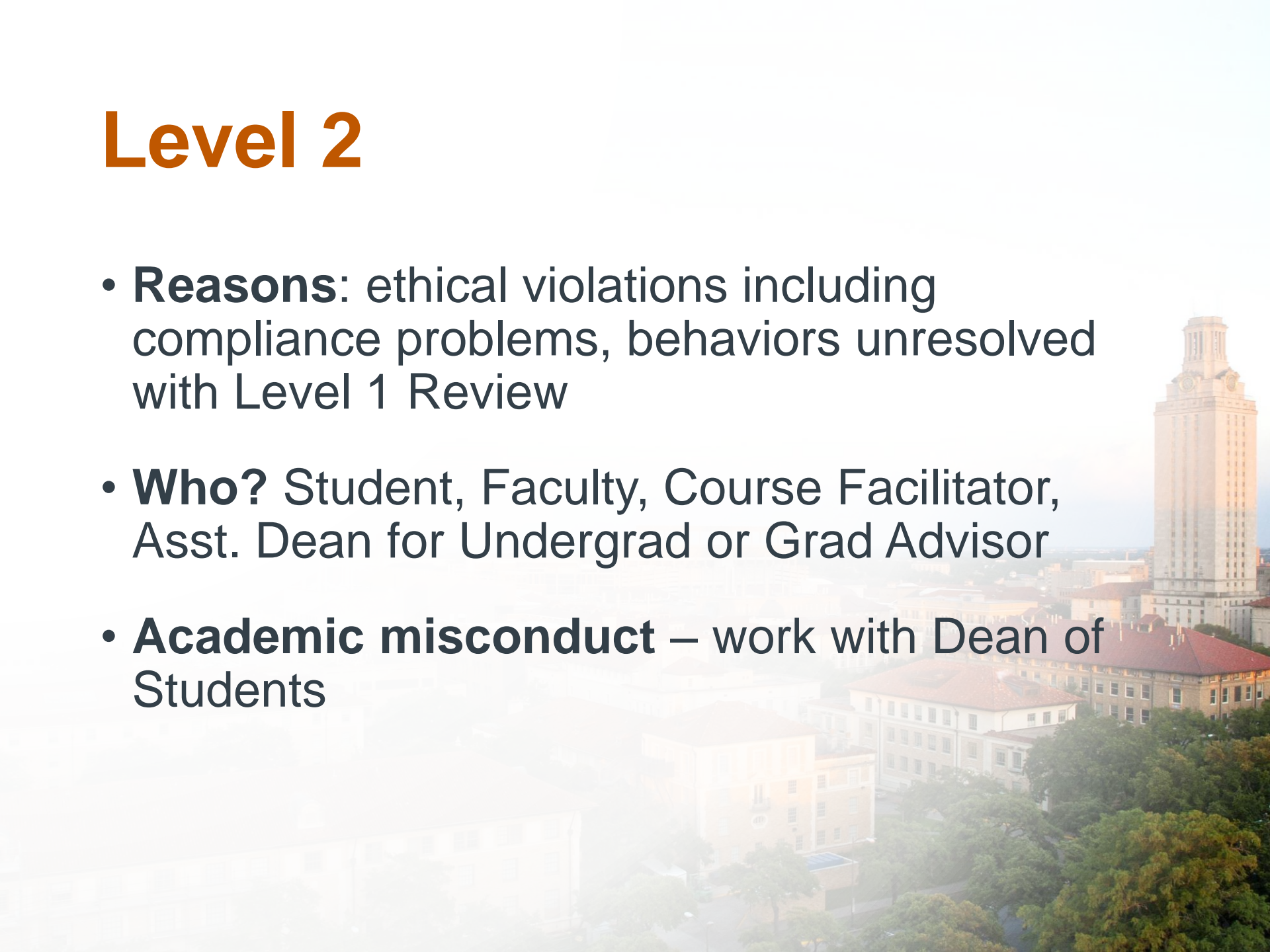
Level Review Reporting Form

- Forms tracked by Asst Dean for Student Services or Graduate Adviser
- Identify concerning professional and/or clinical behaviors
- Corrective action plan
- Outcomes:
 - Date resolved with comments
 - Date reviewed without resolution and recommendation for further review



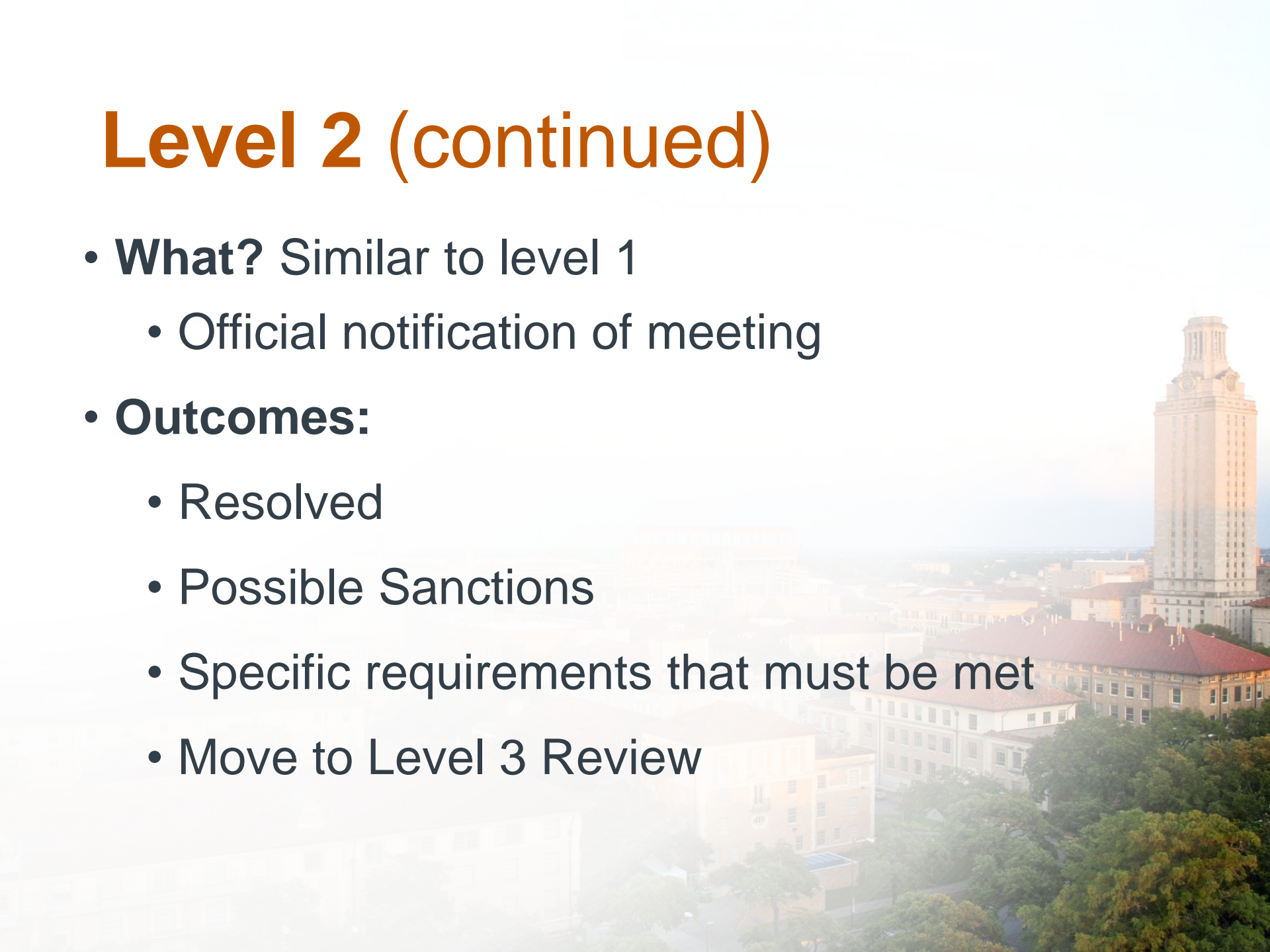
Level 2

- **Reasons:** ethical violations including compliance problems, behaviors unresolved with Level 1 Review
- **Who?** Student, Faculty, Course Facilitator, Asst. Dean for Undergrad or Grad Advisor
- **Academic misconduct** – work with Dean of Students



Level 2 (continued)

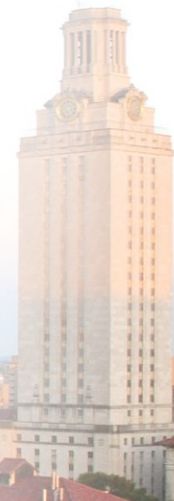
- **What?** Similar to level 1
 - Official notification of meeting
- **Outcomes:**
 - Resolved
 - Possible Sanctions
 - Specific requirements that must be met
 - Move to Level 3 Review



Level 3

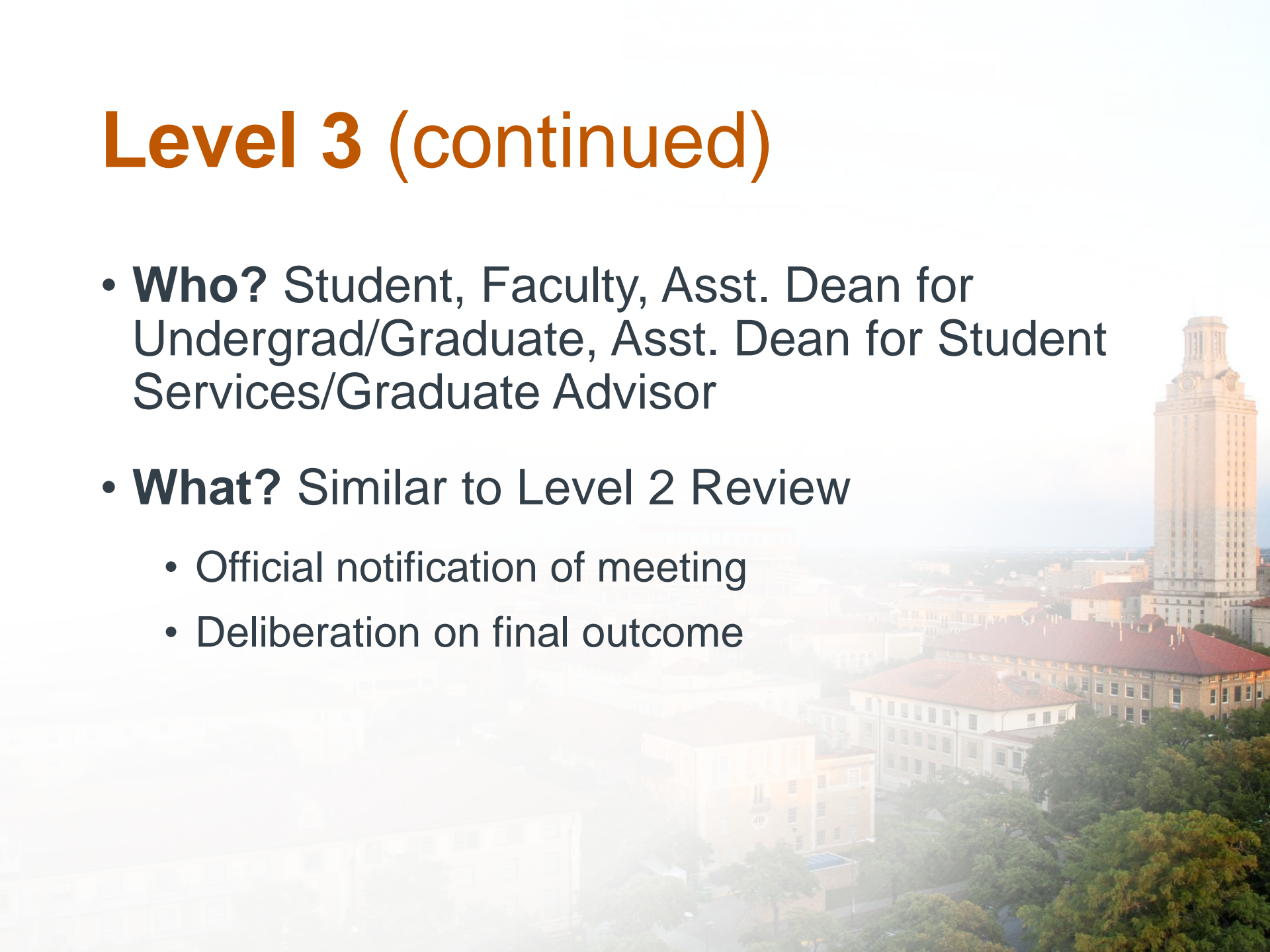
- **Reasons:**

- Consistent patterns of unprofessional behavior or clinical performance problems
- Ethical conduct considered incompatible with professional nursing practice
- Behaviors that threaten or cause harm
- Behaviors that cause dismissal from clinical site



Level 3 (continued)

- **Who?** Student, Faculty, Asst. Dean for Undergrad/Graduate, Asst. Dean for Student Services/Graduate Advisor
- **What?** Similar to Level 2 Review
 - Official notification of meeting
 - Deliberation on final outcome

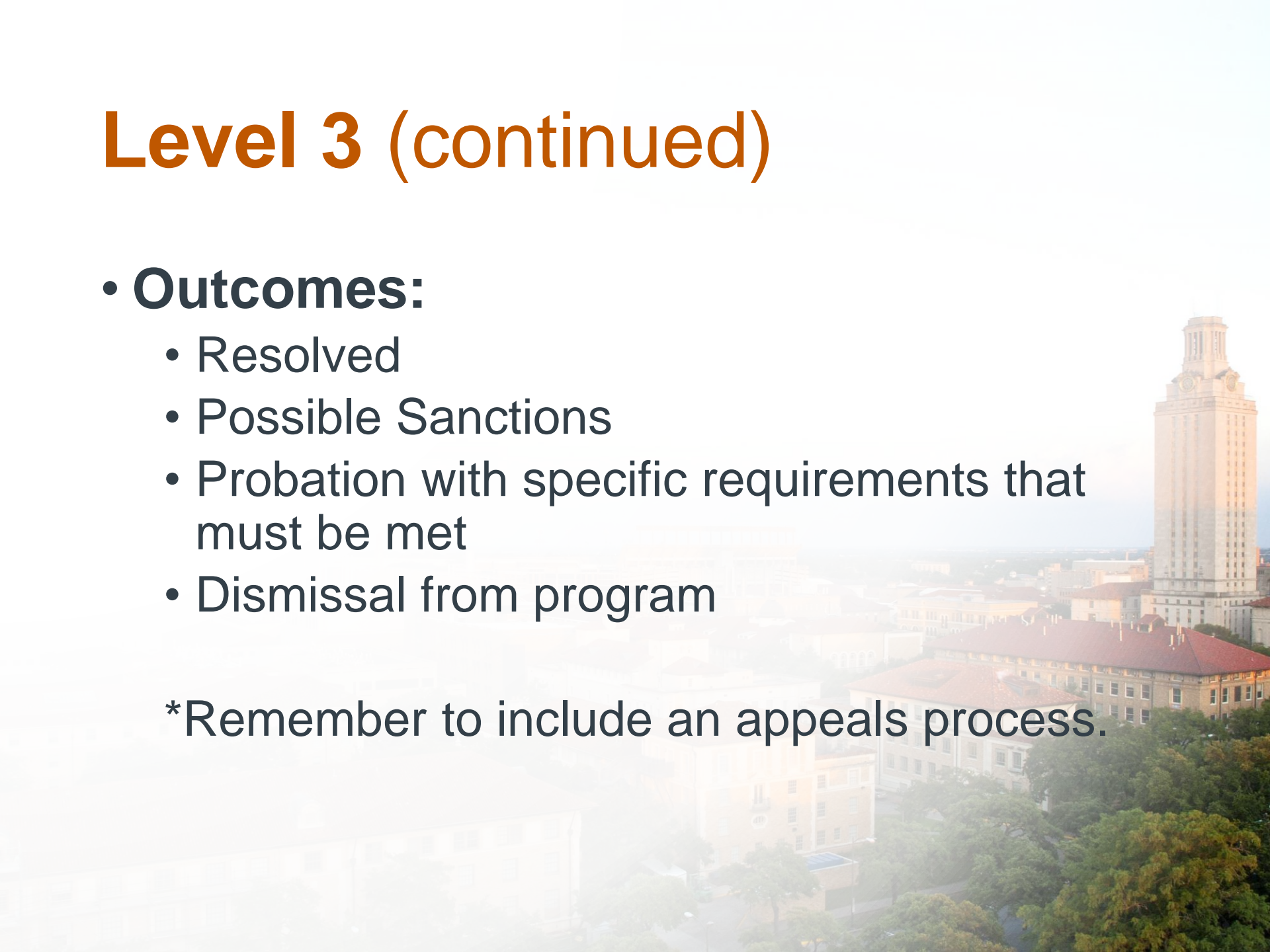


Level 3 (continued)

- **Outcomes:**

- Resolved
- Possible Sanctions
- Probation with specific requirements that must be met
- Dismissal from program

*Remember to include an appeals process.



Approval Process

- ✓ Policy was drafted, based on existing policy used in School of Social Work, by a task force of nursing program administrators.
- ✓ Policy reviewed and revised based on feedback from university's Dean of Student's Office and legal department.



Implementation Plan

- Orient all students to policy by incorporating it into student compliance requirements.
- Use short video format to make it easy.
- Require faculty to review videos.
- Post on web entire policy.
- Host faculty development program with case studies used for policy application.

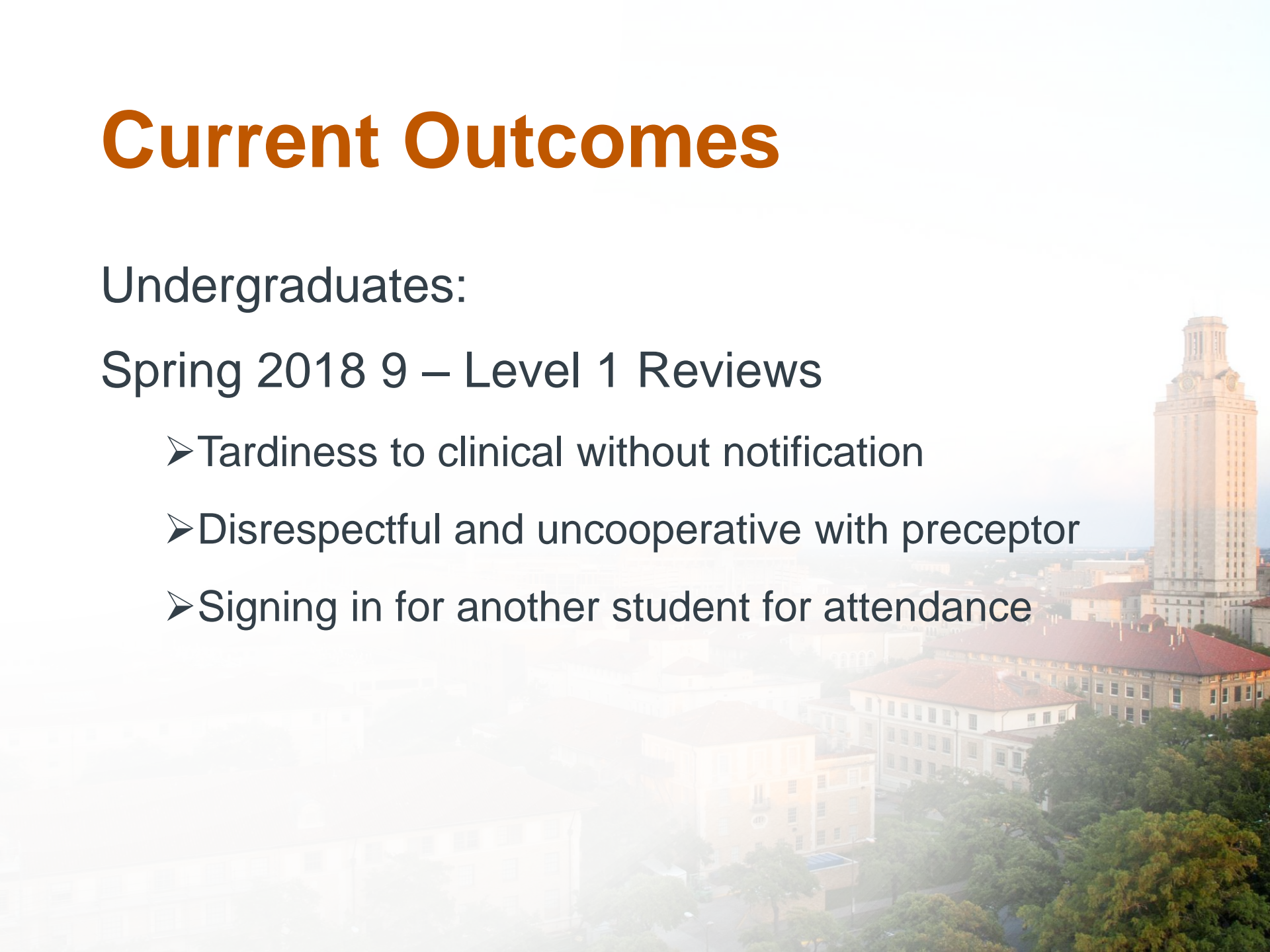


Current Outcomes

Undergraduates:

Spring 2018 9 – Level 1 Reviews

- Tardiness to clinical without notification
- Disrespectful and uncooperative with preceptor
- Signing in for another student for attendance

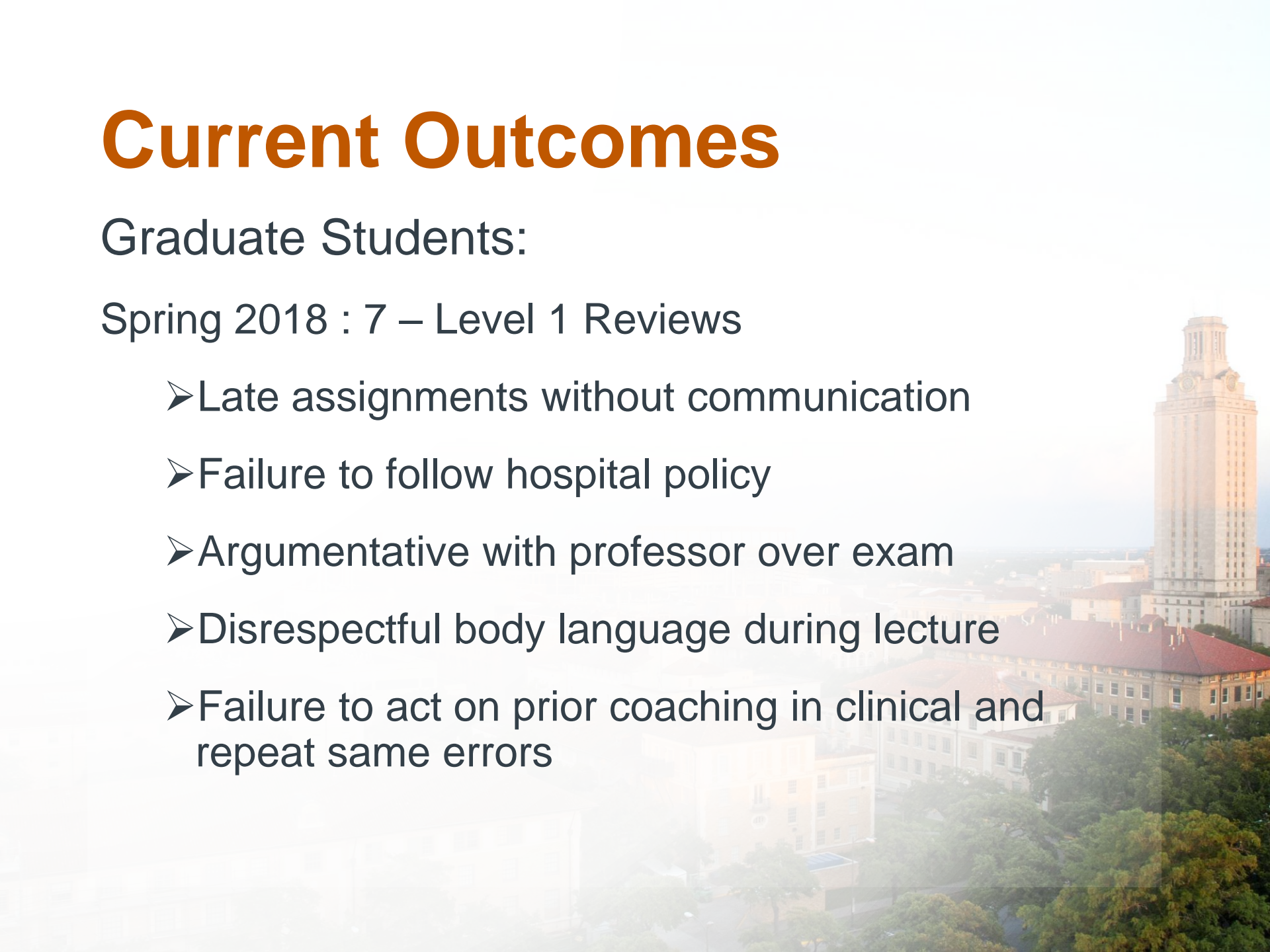


Current Outcomes

Graduate Students:

Spring 2018 : 7 – Level 1 Reviews

- Late assignments without communication
- Failure to follow hospital policy
- Argumentative with professor over exam
- Disrespectful body language during lecture
- Failure to act on prior coaching in clinical and repeat same errors



Recommendations

1. Start the process early to account for out of department approvals.
2. Retain positive focus – helping students to be successful rather than being punitive.
3. Develop plan for rolling out policy to students and faculty.
4. Encourage and support faculty to use the policy.



Comments and Questions

