

Probation or Dismissal

Policy

Residents who demonstrate substandard performance didactically or clinically or fail to meet program standards will be informed of this fact by the Academic Progression Committee and may be given the opportunity to demonstrate improvement. Residents who chronically exhibit a lack of aptitude for the intellectual and/or manual skills required to perform independently as a nurse anesthetist, demonstrate a lack of ethical standards or judgment, are not receptive to criticism, are unteachable, or are unwilling to collaborate and work as a member of a team may be formally counseled about these facts or may be dismissed. If counseled and the resident fails to demonstrate satisfactory performance or improvement, dismissal from the program may occur.

The Nurse Anesthesia Program is a lock step, sequenced program. Prerequisite course work must be completed before beginning the next higher level of course work. Nurse anesthesia residents (NAR) may be put on probation during a semester for failure to achieve or maintain a B average (83% or above) in a course, however, by the end of each semester, residents must have successfully achieved B average (83% or above) and meet all course objectives in each course. This applies to all Nurse Anesthesia (ANA) and non-anesthesia (DNP) required courses. Failure to successfully complete a required course will result in dismissal from the program.

Residents may be placed on probation for many reasons, some of which include:

- Investigation of or finding violations of substance abuse policies
- Investigation of or finding medications or property stolen
- Investigation of actions which may lead to a felony conviction
- Investigation of or finding of failure to comply with AANA or ANA Code of Ethics, Clarkson College Code of Conduct SW-18, Council on Accreditation DNP Standard C3, or program policy Professionalism P3
- Failure to maintain a current and unencumbered license as a registered nurse
- Poor judgement in not applying accepted anesthesia care standards, outlined in the AANA Standards of Nurse Anesthesia Practice
- Failure to accept criticism or work as a team member; arguing or not accepting direction from faculty, administration or clinical instructors
- Failure to follow college, program or clinical site policies
- Placement under Academic Contract

Residents may be dismissed from the program for many reasons, some of which include:

- Any of the above
- Failure to comply with the terms of probationary status

- Jeopardizing patient safety
- Unsafe clinical practice
- Failure to demonstrate satisfactory didactic or clinical progress
- Failure to maintain an 83% in every course
- Dismissal from Clarkson College for any reason
- Providing anesthesia services for pay as a resident (See program policy Student Employment S2)
- Clinical site decision to not allow a resident to return to the clinical site
- Unresolved allegations of misconduct, incompetent practice, or unethical behavior
- Failing to disclose as per program policy D2 Disclosure

Clinical assignments are made by the Nurse Anesthesia Program administration and faculty. If probation without clinical privileges results in clinical time lost, time lost during probation must be made up of the resident's time off allowance or by program extension. However, the program is under no obligation and does not guarantee clinical site availability for extensions due to the limited availability of clinical sites for residents.

The college and program establish affiliation agreements with clinical sites. These affiliation agreements give clinical sites the right to terminate clinical privileges for any resident, at any time, within their facility. The college has no authority to require a clinical site to take a resident. Should a resident be asked to leave their clinical site for any reason, the resident will be placed on probation without clinical privileges and dismissed from the Nurse Anesthesia Program and Clarkson College. The Nurse Anesthesia Program does not provide new clinical sites at the request of individual residents.

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