

Salisbury University  
College of Health and Human Services  
School of Health Sciences

Student Behavior in a Professional Academic Program Policy



A. This Policy is a means to formally address unmet professional behaviors. All respiratory therapy students are expected to demonstrate high standards of ethical and professional behavior in all educational and clinical settings including, but not limited to:

- 1.





In such cases, the faculty member or program chair will contact the student directly to discuss the issue, provide feedback, and make suggestions for how the behavioral issue can be mitigated. If the faculty member or program chair believes an effective resolution resulted from meeting with the student, no further action is required (i.e., Informal Resolution).

However, the incident shall be documented in the student's file and may be reviewed in the future, where applicable, to

In the event that a student fails on multiple occasions to meet the expected standards of ethical and professional conduct as documented by multiple PCRs in the student's file, the program chair may exercise the option to institute an interim program dismissal of the student within two University business days.

If the decision for interim dismissal from the program is made, the program chair will notify the student in writing of the decision. If the student remains dissatisfied with the Program level, discussions, and interventions (e.g., a corrective action plan or other remediation is required by the PCR), the student may appeal to the CHHS Professional Behavior Committee by completing the Professional Behavior Violation Appeal Request Form.

Any accusation of egregious, unethical, or unprofessional behavior should be reported in writing to the program chair within three University business days. If in the absence of a specific written complaint, individuals within the University, school, or program become aware of conduct of an egregious or serious nature, an investigation in lieu of a formal complaint and will take all appropriate actions in compliance with the procedure outlined in this document. Accusations of egregious, unethical, or unprofessional behavior will be considered serious and necessitate that the program director take immediate action to prevent any continuation of the behavior and potential harm to self, patients, or members of the community. If the program chair is not available or the circumstances of the complaint prevent notification of the program chair, the Dean of the College of Health and Human Services should be notified promptly.

Following notification and with the purpose of understanding the circumstances of the accusation, the program chair will urgently (i.e., within 24 business hours of the complaint) conduct an interview of the accused student and any witnesses to the event that led up to the complaint and review any pertinent documents and any other action deemed necessary to make an interim decision.

The reported behavior can result in the student's immediate interim suspension or dismissal from the program. Examples of egregious misconduct include, but are not limited to, patient endangerment, unacceptable patient management, inappropriate alteration of patient records, behavior posing a danger to persons or property, an ongoing threat of or disruption of the academic process, or certain acts of sexual misconduct. The program chair has the authority to take the immediate interim action of suspending or dismissing a student from a clinical session, didactic class, and/or from the program.

If the decision for dismissal is made, the program chair will notify the student in writing of the decision. If the student remains dissatisfied with the Program level decision, the student may appeal to the CHHS Professional Behavior Committee.

Details on the relevant procedures are available at:

[College of Health and Human Services \(CHHS\) Policy and Procedure for Professional Behavior Violations \(salisbury.edu\)](https://www.salisbury.edu/academic-offices/health-and-human-services/files/Professional_Behavior_Violation_Appeal_Request_Form.pdf)

The Appeal form available at:

[https://www.salisbury.edu/academic-offices/health-and-human-services/files/Professional\\_Behavior\\_Violation\\_Appeal\\_Request\\_Form.pdf](https://www.salisbury.edu/academic-offices/health-and-human-services/files/Professional_Behavior_Violation_Appeal_Request_Form.pdf)