



**Division of Science, Health Professions, and Nursing**  
**Nursing Education Program**

**Professionalism**

**Purpose:** The objective of this policy is to establish clear expectations for professional behavior, appearance, attendance, and conduct for all nursing students. This includes maintaining punctuality, minimizing unexcused absences, and consistently demonstrating preparedness and reliability in all academic and clinical settings.

**Procedure:**

1. Each nursing course will allocate 5% of total course grade for a professionalism grade. See attached rubrics.
2. Students who wish to appeal their point deduction will be given the opportunity to present their circumstances to a panel of nursing faculty. Students must provide a verbal and written narrative with supporting documentation. The appeal must be received by the nursing office within one week of the last day of the semester. Requests received after that date will not be reviewed. The decision of the panel is binding. The Dean of Nursing will serve as the final arbiter in the event of a tie.

Effective Date: August 1, 2025

Approved by:

A handwritten signature in black ink, appearing to read 'Elizabeth A. Mizerek', with a long horizontal line extending to the right.

Elizabeth A. Mizerek, PhD, RN, FN-CSA, CNE, CEN, CPEN, FAEN

Dean of Science, Health Professions, and Nursing

## Nursing Student Professionalism Evaluation Rubric for Clinical Courses

Component	Exceeds Expectations (20 points)	Above Expectations (15 points)	Below Expectations (10 points)	Needs Improvement (5 points)
Punctuality	Always arrives on time, prepared to start promptly.	One instance and communicated in a timely manner.	Two instances and/or one instance with failure to communicate in a timely manner.	Three or more instances or two or more instances with failure to communicate in a timely manner.
Attendance	No absences.	One absence.	Two absences.	Greater than two absences.
Preparedness for Clinical	Consistently well-prepared with required materials, research, and understanding of assigned tasks. Students consistently wear the approved uniform as outlined in the program handbook, including personal appearance. Uniform is clean, well-fitted, and in good condition.	Occasionally unprepared but makes an effort to catch up. Student generally follows the uniform policy but may have minor infractions (e.g., slightly wrinkled uniform, missing watch, non-compliant nails). Issues are infrequent, not disruptive to professional appearance, and corrected when addressed.	Rarely prepared for clinical with required materials and demonstrates minimal readiness for clinical tasks. Student frequently overlooks policy requirements (e.g., incomplete uniform, excessive jewelry). Repeated reminders needed to correct appearance	Frequently unprepared, lacks required materials, does not demonstrate readiness for clinical tasks. Student consistently disregards uniform policy despite reminders. Major violations include wearing unapproved clothing and jewelry, inappropriate footwear, or consistently failing to meet hygiene and grooming standards.
Professional and Respectful Behavior	Consistently demonstrates respectful, courteous, and professional communication with patients, staff, and peers.	Minor lapses in professionalism but responds positively to feedback.	Continual lapses in professionalism after counseling for previous behaviors.	Displays disrespectful behavior, inappropriate language, or dismissive attitude towards others.
Accountability and Responsibility	Takes full ownership of actions, completes tasks independently, and seeks feedback to improve. Accepts responsibility for mistakes and learns from them.	Generally responsible but may need reminders or occasional guidance. Accepts feedback when given.	Rarely responsible and needs constant reminders. Does not improve after feedback provided.	Avoids responsibility, makes excuses, or fails to follow through on tasks. Resists feedback or fails to act on it.

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**Nursing Student Professionalism Evaluation Rubric for Nonclinical Courses**

<b>Component</b>	<b>Exceeds Expectations (25 points)</b>	<b>Above Expectations (20 points)</b>	<b>Below Expectations (15 points)</b>	<b>Needs Improvement (10 points)</b>
Punctuality	Always arrives on time, prepared to start promptly.	One instance and communicated in a timely manner.	Two instances and/or one instance with failure to communicate in a timely manner.	Three or more instances or two or more instances with failure to communicate in a timely manner.
Attendance	No absences.	One absence.	Two absences.	Greater than two absences.
Professional and Respectful Behavior	Consistently demonstrates respectful, courteous, and professional communication with patients, staff, and peers.	Minor lapses in professionalism but responds positively to feedback.	Continual lapses in professionalism after counseling for previous behaviors.	Displays disrespectful behavior, inappropriate language, or dismissive attitude towards others.
Accountability and Responsibility	Takes full ownership of actions, completes tasks independently, and seeks feedback to improve. Accepts responsibility for mistakes and learns from them.	Generally responsible but may need reminders or occasional guidance. Accepts feedback when given.	Rarely responsible and needs constant reminders. Does not improve after feedback provided.	Avoids responsibility, makes excuses, or fails to follow through on tasks. Resists feedback or fails to act on it.