DISMISSAL PROCESS FOR HUMAN SERVICE STUDENTS

1. Faculty meeting

    a. Alert Student: Faculty will communicate with the student about areas of concern so that student is made aware of, and alerted to, how their work and/or the classroom is being affected. Campus resources can be offered at this time.

    b. Formal Notification: If a) does not result in improvement the faculty will document a plan shared with the student, the department chair, and chair of the Student Support Team that contains the following:

        i. Identification of the problem

        ii. Expected behavioral improvements

        iii. Suggested methods for demonstrating improvements

        iv. A timeline for completion

    c. Faculty can refer students directly to the Dean of Students and/or alert campus authorities if the behavior is judged to be sufficiently urgent.

2. Department Chair

    a. If 1.b. is judged not be working by the faculty or chair, then the Department Chair can meet with the student to ascertain next steps.

    b. The department chair may reassert the steps in the plan given in 1.b., can organize additional steps for improvement, and/or refer the student to the Student Support Team.

    c. In extreme cases of immediate safety concerns the chair can refer the student directly to the Dean of Students and/or alert campus authorities if the behavior is judged to be sufficiently urgent.

3. Student Support Team (SST)

    a. The Student Support Team will consist of three faculty who have not been involved in the process for an individual student to this point (i.e. not the original faculty or dept. chair)

    b. The SST will review the communication and plans regarding the student

CALIFORNIA STATE UNIVERSITY, FULLERTON   P.O. Box 4150, Fullerton, CA 92834-4150
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c. The SST will formulate a plan of action to address the concerns of the faculty, students, and the student in question where applicable.

d. The SST will make any recommendation they deem appropriate which may include dismissal from the department.

e. The SST decisions must be communicated to the student, department chair, and originating faculty.

f. It is not required for the student to be present for the SST stage nor to be notified in person. An email to the student's campus account is considered sufficient communication.

g. The SST decisions are final in the department process.

4. Student Appeal

   a. Students are welcome to utilize the university appeal process if they believe the SST's decisions are unfair of unreasonable. That appeal process may be found here: http://www.fullerton.edu/integrity/student/ResolvingIssues.php

In addition to the process above, the attached document outlines the *behavioral* reasons that may be considered as reasons to initiate the above process. These reasons are generally held under Fitness for Profession standards that are also derived from CSHSE standards. The standards and specifications addressed include, but are not limited to:

- Standard 12: The curriculum shall include knowledge and theory of the interaction of human systems including: individual, interpersonal, group, family, organizational, community, and societal.

- Standard 13: The curriculum shall address the scope of conditions that promote or inhibit human functioning.

- Standard 17: Learning experiences shall be provided for the student to develop his or her interpersonal skills.

- Standard 19: The curriculum shall incorporate human services values and attitudes and promote understanding of human services ethics and their application in practice.

- Standard 20: The program shall provide experiences and support to enable students to develop awareness of their own values, personalities, reaction patterns, interpersonal styles, and limitations.

Additional standards are derived from the *Ethical Standards for Human Services Professionals* adopted in 2015. These behavioral expectations include 44 Standards of behavior as well as the following broad categories:

- Responsibility to Clients
- Responsibility to Colleagues
- Responsibility to the Profession
- Responsibility to the Public & Society
- Responsibility to Employers
- Responsibility to Self
- Responsibility to Students