

STUDENT EMPLOYMENT OUTSIDE THE UNIVERSITY

Subject: Student employment

Effective Date: 5/1986

Scope: All Cizik School of Nursing students

Date Reviewed/Revised: 01/2024

Responsible Office:
Cizik School of Nursing Student Affairs Office

Next Scheduled Review Date: 12/2025

Responsible Executive:
Cizik School of Nursing Student Affairs Office,
Assistant Dean

I. POLICY AND GENERAL STATEMENT

The Cizik School of Nursing assumes no responsibility for the student's activities as an employee of an agency.

- A. School insignias and Cizik School of Nursing identification badge will not be worn by the student when functioning in the role of an employee.
- B. Students are personally responsible and liable for any activity in which they participate while employed.
- C. Professional liability insurance purchased by the student through the Cizik School of Nursing is only valid in their student role, not their employee role.

II. DEFINITIONS

- A. Agency: Any organization or entity not associated with the Cizik School of Nursing

III. PROCEDURE

- A. Guidelines - Non-Licensed
 - a. Individuals who practice in violation of the Texas Nursing Practice Act may be ineligible to write the RN-NCLEX to be licensed.
 - b. Students may be employed as nursing aides or technicians, performing functions for which the employing institution has trained them and for which the institution has a clearly discernible policy either in writing or by precedent, defining the scope of these functions. Any individual not licensed in the State of Texas practicing professional nursing, and who engages in such practice, is doing so illegally and may be prosecuted accordingly. Supervision by a professional, licensed nurse does not provide protection to the student or make the student's actions legal.
 - c. Students employed in an agency have a responsibility, personally and professionally, to engage in only those activities that fall within their job description as non-professional workers. They have a responsibility to refuse to participate in activities which they have not been legally licensed to perform (i.e., giving medications, assuming total responsibility for a division, etc.).
 - d. It is recommended that a student's combined employment and semester-hour load, including clinical laboratory hours, should not exceed 40 hours per week.
- B. Guidelines - Licensed

- a. Individuals who practice in violation of the Texas Nursing Practice Act are subject to discipline as specified by the Texas Nursing Practice Act.
- b. Any individual not licensed in the State of Texas practicing professional nursing, and who engages in such practice, is doing so illegally and may be prosecuted accordingly.
- c. Students employed in an agency have a responsibility, personally and professionally, to engage in only those activities that fall within their job description. They have a responsibility to refuse to participate in activities, which they have not been legally licensed to perform.
- d. It is recommended that student's combined employment and semester-hour load, including clinical laboratory hours, not exceed 40 hours per week.

IV. CONTACTS

Contact	Telephone	Email/Web Address
Cizik School of Nursing Student Affairs Office	713-500-2025	soninfo@uth.tmc.edu