

KANSAS STATE UNIVERSITY College of Health and Human Sciences Physician Assistant Program POLICIES	Effective Date: January 1, 2020
	ARC-PA Standards Addressed: A3.04, A3.14h
Responsible Party: Program Director	Revised:
Approved by: K-State PA Program Principal Faculty	
Subject: PA Program Student Employment Policy	
PURPOSE: To clearly articulate the program’s expectations regarding student employment while in the program and ensure that the students’ role as a student is maintained in all academic and clinical education environments.	
ARC-PA Associated Standards: <p style="padding-left: 40px;">A3.04 - PA students must not be required to work for the program.</p> <p style="padding-left: 40px;">A3.14 - The program must define, publish and make readily available to enrolled and prospective students general program information to include</p> <p style="padding-left: 80px;">h) policies about student employment while enrolled in the program.</p>	
POLICY STATEMENT: <u>Outside of Program Work/Employment</u> Due to the intense nature and full time attendance requirements in the classroom, laboratory, Supervised Clinical Practice Experiences (SCPEs), and other scheduled activities, it is strongly recommended that students NOT be employed throughout the entire PA program. Employment status while in the program will not be used to excuse absence from scheduled learning activities, justify poor performance, or be considered as a mitigating factor when assessing students’ academic and professional progress: <ul style="list-style-type: none"> • Students who disregard this recommendation and choose to work in a medical setting may not identify themselves as physician assistant students during employment. • Students who choose to ignore this recommendation will not be given any special consideration regarding assignments, deadlines, scheduling, exam times, or clinical placements. • Students may not work for the Program in any capacity (including work study or graduate assistant positions), regardless of the student’s background or level of specialty knowledge. 	

- Students must not serve or substitute as instructional faculty, assistants, or clerical/administrative staff in any setting during which professional instruction is occurring
- Students may not be employed as clinical staff or any capacity for a program preceptor during clinical placements.
- Students who elect to work in a health care capacity outside of a clinical assignment must dress so as not to confuse or misrepresent their work role with their PA student status (i.e., the name badge and program emblem may not be worn).
- If the student undertakes work outside the PA Program, they will not be covered by the liability insurance offered for clinical work associated with the education experience of the program.

Outside of Program Volunteer Work/Activities

Due to the intense nature and full time attendance requirements in the classroom, laboratory, Supervised Clinical Practice Experiences (SCPEs), and other scheduled activities, it is strongly recommended that students do not engage in volunteer work or activities throughout the entire PA program. If the student feels obligated or compelled to engage or participate in volunteer activities, it must be limited, to prevent interference in PA program requirements.

- Students who are involved in or who commence volunteer work or activities during their course of study cannot use their affiliation with the PA program or skills attained as a result of PA student training.
- If the student volunteers in a medical setting, they may not identify themselves as physician assistant students during those activities.
- Students who choose to ignore this recommendation will not be given any special consideration regarding assignments, deadlines, scheduling, exam times, or clinical placements.
- Liability insurance coverage obtained for the PA program does not extend to volunteer activities.

The K-State PA program does not permit students to work (paid or volunteer) for the PA Program.

During supervised clinical practice experiences, students may not substitute for clinical or administrative staff, and must ensure all services provided to patients are directly supervised. Students may not accept compensation for any services provided during supervised clinical practice experiences unless specifically approved by the Clinical Director (e.g. housing stipend).