



DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT
pursuant to section 55(2)(a.1) of the *Health Professions Act*

BETWEEN:

ANDREA CAMPBELL #76,435
(the “Regulated Member”)

and

The College and Association of Registered Nurses of Alberta
(“CARNA”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Regulated Member and CARNA, dated with effect **November 30, 2020**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, Andrea Campbell, #76,435 (the “Regulated Member”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arises from one (1) complaint to CARNA and includes the following:

- On more than one occasion, the Regulated Member failed to demonstrate reasonable judgment and failed to practice with honesty, integrity and respect when she encouraged and allowed nursing students to cheat while she proctored, in a volunteer capacity, their university exams.
- The Regulated Member failed to be accountable when she was asked whether she had encouraged or allowed nursing students to cheat when she proctored their university exams.
- The Regulated Member failed to treat nursing students in a respectful manner, recognizing the power differentials among formal leaders, colleagues and students. She also failed to demonstrate reasonable judgment and failed to practice with honesty, integrity and respect when she encouraged nursing students to not be forthcoming to their university about cheating on their exams.

The Regulated Member agreed to complete course work on professionalism in nursing, write a 2000-word essay on professionalism in nursing, and pay a fine of \$500.00. Conditions shall appear on the CARNA register and on the Regulated Member’s practice permit.