

SCHOOL OF NURSING
1101 Camden Avenue

Table of Contents

PART I: COMMON STUDENT HANDBOOK

PREFACE.....7

SECTION A: MISSION STATEMENTS.....7

SALISBURY UNIVERSITY MISSION.....7

Values.....45.91.Tf.-0.006.Tc.-3.....-0.76n.<<45.9.-3.....

SCHOOL OF NURSING MISSION.11.04.:0.0.11.04.213.96.545.64.Tm.(.11.04.:0.0.....)Tj37.8.45.91 I

Dress Code for Graduate Nursing Program.....	15....
Academic Advising Graduate.....	15....
Student Evaluation of Nursing Program.....	15....
Writing Formal Papers.....	16.....
Requirements and Application for Graduation.....	16...
SECTION D: HEALTH REQUIREMENTS AND RELATED POLICIES.....	17
HEALTH EXAMINATION POLICY.....	17
Initial Health Physical Examination.....	17..If.0.Tc.5.Tw

~~SECTION B: THE POST BACCALAUREATE CERTIFICATE IN HEALTH CARE MANAGEMENT..... 27~~
 Admission Requirements..... 27.....

~~SECTION C: THE MASTER OF SCIENCE PROGRAM..... 28~~
 Standards and Documents relevant to the Master of Science Program..... 28
 Master’s Program Outcomes (approved 12/2015)..... 28...
 Admission Standards for the Master’s Program..... 28...
 Admission Requisites Diagram

Graduate Progression Policies.....	39.....
Summary of Progression Policy for Graduate Students.....	40..
Summary of Course Grade Requirements.....	40....
Dismissal Policies.....	41.....

PREFACE

Part I of tpai [(34B0.72 re f..88905 (pa84.2)-11.cB0.792.2 (pa84.m)1g)0.6 ()0.n (pa84.t (F)9)-5 ()Tj -0.001 T

Vision

Section B: SCHOOL GOVERNANCE

The School of Nursing believes that students have the right as well as the responsibility to participate in the governance of the School of Nursing. Students are encouraged to familiarize themselves with their rights and to voice their opinions in matters pertaining to academic affairs. The interest and participation of students is considered vital to the development and maintenance of the academic environment.

Student Representation on School and Nursing Program Committees

The Bylaws of the School of Nursing Organization (SNO) states that there shall be student representation on the following standing committees:

SNO	Includes all faculty members and staff of the Nursing School and carries out School business. Student members: Undergraduate representative who is the President of the Student Nurses' Association (SNA), the absence of the SNA President, a designated officer who shall have voting privileges and a graduate representative with voting privileges.
School Standing Committees	Student members are invited to join committees as noted below with voting privileges limited to the following: general policies; curricular issues and revisions; resources and utilization issues; and programmatic effectiveness. However, students shall not attend those committee meetings nor shall they have voting privileges regarding individual admission and progression decisions, scholarship selection, and other situations in which individuals are considered for employment.
Undergraduate Curriculum	Oversees the undergraduate curriculum Student members: Two undergraduate students with voting privileges
Graduate Program	Oversees the graduate program curriculum and admissions Student members: Two students, preferably one representing the Master's program and one representing the DNP Program with voting privileges
Resources	Oversees the resources (equipment, space, SU library) of the School Student members: Two students with voting privileges
Student Policies	Oversees the admission, progression, and other related policies pertaining to undergraduate students Student members: One first degree BSN junior student, one first degree BSN senior student, and one second degree BSN student with voting privileges.
Program Effectiveness	Oversees program satisfaction evaluation methods Student members: Two students with voting privileges

Section C: COMMON POLICIES FOR UNDERGRADUATE & GRADUATE STUDENTS

Official email

Students must use their SU email accounts provided to them by the University. Students will be held responsible for information communicated to them via SU email.

Expected Student Behavior

Integrity

This principle permeates all the activities of the University and guides the behavior of faculty, students, and staff. The spirit of academic integrity denotes adherence to the precept that “one’s work is one’s own.” To learn about Salisbury University’s Academic Misconduct Policy and information about plagiarism, refer to the following resource:

- x [Academic Misconduct Policy](#)

Plagiarism

Civility

According to the American Association of Colleges of Nursing, professional values and their associated behaviors are foundational to the practice of nursing. Inherent in professional practice is an understanding of the historical, legal, and contemporary context of nursing practice. Professionalism is defined as the consistent demonstration of core values evidenced by nurses working with other professionals to achieve optimal health and wellness outcomes in patients, families, and communities by wisely applying principles of altruism, excellence, caring, ethics, respect, communication, and accountability (Interprofessional Professionalism Measurement Group, 2008). Professionalism also involves accountability for oneself and nursing practice, including continuous professional engagement and lifelong learning. As discussed in the American Nurses Association Code of Ethics Interpretive Statement (2015, p.16), "The nurse is responsible for individual nursing practice (i)5.1 7 (ra)-3.e5.1 7 (ra)-C2 (s)(he)9 (a)2.1p(pr)4.6 (o)

Code of Community Standards/Academic Misconduct

The University expects all students to conduct themselves in accordance with the highest standards of personal integrity and academic honesty. The School of Nursing expects all students to adhere strictly to the code of community standards and the principle and spirit of academic integrity as described in the Salisbury University "Code of Community Standards" <https://www.salisbury.edu/administration/studentaffairs/office-of-studentconduct/>

Accountability in Clinical Experiences

The faculty in the School of Nursing places a high value on student accountability, honesty, and safety in clinical and practicum experiences. These experiences include learning activities that take place in person or virtually in affiliating community organizations or at Salisbury University. Accordingly, students are held to the standards of accountability, honesty, and safety in clinical performance. Accountability means that students are answerable or responsible for their actions. Personal accountability is the responsibility that students have to themselves and to the patients entrusted to their care including maintaining confidentiality related to health care under HIPAA.

Public accountability is the responsibility that students have to the University, the nursing profession, and society in general. The primary goals of accountability in nursing are to maintain high standards of care and to protect clients from harm. Honesty is defined as demonstrating truthfulness in all one's words and integrity in one's actions. Safety is defined as protecting self, other health care providers, and clients from physical and psychosocial harm.

A student who is not responsible in a manner that the clinical instructor evaluates as serious, may be disciplined as appropriate, including, but not limited to the assignment of a grade of "F" in the course. Examples of misconduct warranting discipline include, but are not limited to, 1) fraudulent or dishonest behavior, 2) behavior or judgment that compromises the safety of a client, 3) behavior that demonstrates continuing disregard for the rights of other members of the university community or public, 4

and provides quality control. It provides a sound basis for making decisions regarding modification and changes, resulting in the continuing improvement of the educational program. Purposes of the evaluation of the program are to:

- 1.

Initial Requirements Table of Immunizations

Tetanus, diphtheria and pertussis (Tdap) Measles/Mumps, Rubellum (t)8.M(ps)58.M	Onetime Tdap booster in the past 10 years. Td booster if Tdap booster was given more than 10 years ago.
---	---

Program Requirements for Graduate Courses

Admission

After acceptance into the nursing program and prior to beginning any courses, students must

- x Meet all School of Nursing health and technical requirements.
- x Provide evidence of current CPR certification and evidence of unencumbered RN license in Maryland or compact state.
- x Provide a 2x2" passport photo for their permanent School file
- x Maintain RN license, health requirements and CPR certification throughout the program. Students who do not maintain RN license may be dismissed from the program. Students who do not maintain CPR certification or updated immunizations, including an annual Tb skin test (TST/PPD), influenza (flu) vaccine, may not be allowed to participate in clinical activities.

Students enrolled in any graduate course who do not maintain current CPR and health requirements will receive a Professional Concerns Report that could impact their ability to complete coursework and progress in the program. During their program of study, if a student receives multiple Professional Concerns Reports due to a lack of documentation of required CPR or immunizations, the Graduate Program Director has the option of instituting an interim program dismissal

It is the student's responsibility to read notices sent via email by the CastleBranch tracker system, as well as reminders sent via email from the School of Nursing Clinical Coordinator regarding upcoming requirements that are due and to submit documentation of updated requirements by the due date.

Uploading Relevant Information to Tracker Service

Students are supplied with detailed instructions on how to submit the completed documents to the online service known as Castlebranch.com where student health records will be confidentially maintained. Submitted materials are reviewed to verify that the student is eligible for participation in the clinical courses. Students are responsible

Health Maintenance by Students

Significant Change in Health Status

Students must report any significant change in their health status that impacts their ability to meet the SU Nursing Program technical standards ~~be~~ in compliance with the health requirements outlined on the Technical Standards Verification form. By definition, any situation that curtails clinical performance activities for more than one clinical absence or creates a pattern of absences (e.g. every other week), and/or involves a hospitalization/medical observation will be considered a “Significant Change in Health Status”.

The following are common examples (not an exhaustive list) of changes in health status: diagnosis of mononucleosis or other infectious/communicable illnesses/diseases, disabling headache lasting more than one clinical week, fractures, or other injuries ~~affecting~~ affecting physical ability, hospitalizations, behavioral health issues, or other emergency events.

A variety of factors, including length of time (more than one clinical absence or a pattern of absences), hospitalization/medical observation, clinical agency policies, and adherence to the usual standard of medical care, will enter into the determination of what kind of documentation is required before a student can return to clinical experiences.

1. The Length of Absence from Clinical ~~if~~ the resolution of the health problem requires more than one clinical absence, the Change of Health status will be deemed significant, and will require documentation and signature by a provider stating that the student meets technical standards
2. Hospitalization/medical observation will be considered a significant change in health status and will require documentation and signature by a provider stating ~~that~~ the student meets technical standards
3. Compliance with Clinical Agency Policies ~~SU~~ Nursing students and faculty must meet the health requirements of our clinical affiliates. If a student has had a significant change in health status as determined above, documentation and signature by a provider stating that the student meets technical standards ~~will~~ be required.
4. Adherence to the usual Standard of Care ~~if~~ medical, psychological, and other types of interventions are ordinarily part of care, [e.g., rest, limitation of weight ~~bearing~~, use of casts/boots, crutches, restrictions on lifting, medications that alter cognition, etc.], students may not return ~~to~~ clinical until they provide documentation and signature from a provider stating that the s

Clinical faculty ~~will~~ assess the situation regarding student participation ~~in~~ practica courses. The faculty, in consultation with the FNE ~~Coordinator~~ and the Graduate Program ~~Director~~ of the School of Nursing, will make the decision as to whether the student has had a Significant Change in Health Status ~~and~~ the kind of documentation needed prior to returning to practica

Student Responsibilities for Significant Change in Health Status

The student must be aware that:

1. Suspected changes in health status must be reported to clinical instructors.
2. Clinical agency policies regarding health requirements may vary widely from location to location and by the population served e.g. policies for working with pregnant women, infants, and children are generally stricter.

3. After a "Significant Change in Health Status" new, updated Technical Standards Verification form and/or note completed and signed by a licensed health care provider indicating that the student is safe to return to clinical experiences.
4. Clearance to return to clinical experiences will not be granted until all medical documents have been uploaded and accepted by the Immunization Tracker system.

Standard Precautions

Due to the nature of the practice of nursing, students may encounter patients or specimens capable of causing disease. Thus, it is critical that infection control techniques and precautions be followed. Appropriate standard precautions and needle and sharps precautions, as defined by the Centers for Disease Control, are followed by the School. Each year, every nursing student must complete training on "Standard Precautions" to prevent the transmission of blood borne diseases.

In order to limit transmission of blood borne diseases, students are not permitted to perform invasive procedures on themselves or other students in the Nursing Resource Lab. Invasive procedures includes, but is not limited to, any form of injection or vein puncture. In addition, students may not practice invasive procedures on themselves, other students, or agency staff in the clinical setting. However, students are permitted to perform invasive procedures in clinical care settings on clients with direct supervision of appropriately licensed personnel. During such procedure, students could potentially be exposed to blood or body fluids. There is also potential for exposure during university flu clinics that are staffed by nursing students under the supervision of nursing faculty.

Standard precac8-2.1 (ar)14.7 ter3 (c)-2.7 ((i)-3.6 (i)2.4 (e)3-2.1 e.)-50 Tc 0 Tw ()Tj 0.2 -384

up, and prompt postexposure prophylaxis can occur. Post

This testing is managed through the PreCheck system. Instructions for completion are provided by the School of Nursing. The cost of testing is the responsibility of the student.

Additional testing may be required and frequency of testing is determined by the clinical site(s) where the student

impairment, will be questioned by faculty. If, in the faculty member's judgment, it is reasonable to believe that impairment exists, then students will be asked to leave the clinical setting immediately. Family, friends, or Public Safety officers are expected to provide safe transportation for the student away from the clinical site. Students will

Located in Room 270 of the Guerrieri Academic Commons (GAC), the center's mission is to enhance student learning, academic success, and personal growth through engagement in the Salisbury University academic community. For more information, visit the [webpage](#).

Counseling Center

Located in Room 263 of the Guerrieri Student Union (GSU), the [Counseling Center](#) provides high quality, confidential, professional mental health services including prevention, advocacy, education, and short-term treatment of mental health concerns. Our goals are to promote student welfare and psychological well-being, a safe and healthy campus community, and academic success. Virtual sessions are available for distance students.

The center specializes in short-term, generalist treatment options. If long-term or specialized treatment is recommended, staff help support students in the process of connecting with resources that best fit their needs. Through a graduate internship training program, the center provides quality education and supervision for master's degree level students in social work and other counseling programs. The Center also maintains accreditation by the

Part II: OVERVIEW OF GRADUATE NURSING PROGRAMS

Section A. GRADUATE NURSING PROGRAMS

The graduate nursing programs' purposes are consistent with the philosophy and mission of the School and the University. The programs are designed to:

- x Enrich students' scientific foundation as a basis for advanced practice
- x Prepare students for roles in advanced practice, administration, and nursing education
- x Prepare students for leadership in health care
- x Prepare students to continue professional development, including doctoral study

Current programs provided by the School of Nursing include:

- x Post-Baccalaureate Certificate in Healthcare Management
 - o For nursing and non-nursing professionals
- x Master's degree (Master of Science in Nursing)
 - o Healthcare Leadership

B	3.0	Good
C+	2.5	Below Standard
C	2.0	Unsatisfactory
D	1.0	Poor, no credit toward degree
F	0.0	Failure
AU	0.0	Audit noncredit

Electronic Student Portfolio (eportfolio)

All graduate students will develop an electronic portfolio to demonstrate achievement of advanced level essentials, standards, and competencies. The electronic portfolio feature of Canvas@Typhon is used for this purpose.

The MSN portfolio includes:

1. Curriculum vitae (CV) or resume

2. Evidence of Core Competencies

program. Admission to the School of Nursing is competitive and will be based on evaluation of the applicant's overall academic qualifications.

[Admission Requirements for the Master's Program:](#)

Applicants for the Master of Science in Nursing must have a minimum cumulative GPA of 3.0 in all coursework completed at the University of North Carolina at Chapel Hill. Applicants must also have completed the following prerequisite courses with a grade of C or better:

National Certification

The concentrations of the Master's program can lead to eligibility for national certification. Students are encouraged to go to the website and consult with the Graduate Program Director

Certifications are as follows:

- x Certified Nurse Educator, credentialed by the NLN, called Certified Nurse Educator, (CNE)
- x Health Care Leadership credentialed by AONL (American Organization for Nursing Leadership) called Certified in Executive Nursing Practice, (CENP)

Curriculum Plans

An overview of the courses and program requirements for the master's degree is provided on the University Academic Catalog website. For all master's degree programs, students complete the following four "Core Courses":

- x NURS 515 Epidemiology, 3 Hour(s) Credit

- x NURS 562 Health Care Management Practicum, 3 Hour(s) Credit
- x NURS 574 Health Care Leadership Seminar, 3 Hour(s) Credit
- x NURS 572 Health Care Leadership Practicum 3 Hour(s) Credit
- x XXXX XXXX Non-Nursing Graduate Level Elective 3 Hour(s) Credit

Thesis/Capstone/Internship: Complete 1 of the Following 3 Options (3 Credits)

- x NURS 590 Thesis 3 Hour(s) Credit OR
- x NURS 592 Internship 3 Hour(s) Credit OR
- x NURS 593 Capstone I: Proposal 1 Hour(s) Credit & NURS 594 Capstone II: Implementation 1 Hour(s) Credit & NURS 595 Capstone III: Dissemination 1 Hour(s) Credit

RN to MSN

RN to MSN students are required to complete the following undergraduate nursing courses

NURS 319 Health Assessment	3
NURS 329 Research Methods	3
NURS 430 Community Health Nursing	3
NURS 431 Community Health Practicum	3

NURS 440 Senior Seminar (5.6 49ET) 2.8 n ET 10ihng Nur59.6 49nt7 (.6 (hng))TJ v 156

- American Association of Colleges of Nursing (AACN) (2006). The Essentials of Doctoral Education for Advanced Nursing Practice.
- American Nurses Association (ANA) (2016). Nursing: Standards and Scope of Practice (3rd ed.). Washington, D.C.: Nursebooks.org.
- AONE, AONL. (2015). AONL Nurse Executive Competencies. Chicago, IL: AONE, AONL. (American Organization for Nursing Leadership, Formerly American Organization of Nurse Executives)
- Commission on Collegiate Nursing Education (CCNE) (2013). Standards for Accreditation of Baccalaureate and Graduate Nursing Programs
- Maryland Board of Nursing (MBON). (2011) Nurse Practice Act. Annotated Code of Maryland, Health Occupations Article, Title 8; Code of Maryland Regulations Title 10, Subtitle 27.

develop and implement new policies designed to improve the health care outcomes of individuals, groups and communities. They will be adept at navigating healthcare systems, working with other disciplines toward quality improvement and better patient outcomes. DNP graduates will also be able to move into clinical faculty roles, helping to ease the shortage of RN's in the area, or serving as faculty for the local institutions of higher education in the area

The School of Nursing at Salisbury University offers the following options for DNP completion:

- x Post-BS to DNP FNP focus, an 80-credit program with 1,000 practicum hours (500 hours minimum direct care) post-baccalaureate option leading to a DNP degree and eligibility for certification as a Family Nurse Practitioner (FNP).
- x Post-BS to DNP Leadership only, a 46-credit program with 1,000 practicum hours
- x Post-Master's to DNP Leadership focus, a 50-credit option for students with a Master's degree in nursing. This option leads to a DNP degree and eligibility for certification as a Certified in Executive Nursing Practice, (CD9c34 (t)g7.1 (eu))TJ Tc 00f11u

students may then apply to the School of Nursing for admission to the DNP program. Admission to the School of Nursing will be based on evaluation of the applicant's overall academic qualifications.

Admission Requirements Post-Bachelor's to DNP (RN or Leadership)

Admission to the Post-BS to DNP program is a competitive process, and the following required items will be considered individually as the final applicant selections are made.

- x BS in Nursing from a nationally accredited program
 - o Applicants with cumulative undergraduate GPA 3.49 may be considered on an individual basis.
- x Proof of successful completion of basic undergraduate Statistics and undergraduate Research within the last 5 years (minimum grade of "C" required).
- x Current and active United States Registered Nursing (RN) license
- x Official transcripts from all colleges and universities attended
- x Current resume or curriculum vitae
- x Three academic or professional

- x Residency/Domicile Information form (for those students applying for state tuition)
- x Documents required of international students: Please consult the Center for International Education at

- x NURS 716 Family Nursing, 4 Hours Credit, 50 practicum hours
 - x NURS 749 Advanced Health Assessment Practicum, 3 Hours Credit, 50 practicum hours
 - x NURS 750 Adult Health Care Management, 6 Hours Credit, 200 practicum hours
 - x NURS 751 Women's Health Care Management, 3 Hours Credit, 100 practicum hours, and
 - x NURS 752 Children's Health Care Management, 3 Hours Credit, 100 practicum hours
- x Students in the Post BSN Leadership program will meet the 1,000 hours through four NURS 880, two NURS 694, and two courses focusing on leadership competencies
- x NURS 562 Health Care Management Practicum, 3 Hours Credit, 200 practicum hours
 - x NURS 572 Health Care Leadership Practicum, 3 Hours Credit, 200 practicum hours

Section E: Family Nurse Practitioner Certificate of Advanced Study (CAS)

This 30-credit certificate program is designed for students who have completed a DNP degree or enrolled in the SU DNP program and wish to complete coursework for eligibility to take the Family Nurse Practitioner (FNP) national board certification exam. The program is typically completed over a 23-year period.

Note: This certificate is not representative of the FNP credential. The award of this certificate of advanced

Rev

Grade of B or better required	Transfer courses from another educational institution	560***, 562, 572, 577, 578, 716, 749, 750, 751, 752	510, 522, 552	590, 592, 593, 594, 595, 880, 881, 882, 883, 884
Grade of C/C+ must be repeated*		560***, 562, 572, 577, 578, 716, 749, 750, 751, 752	510, 522, 552	

One C/C+ permitted to stand
515, 525, 526, 542, 544, 560***, 561, 570, 571, 575, 576, 580, 742, 744, 755, 815, 858, non-nursing elective