Weber State University
Dumke College of Health Professions
School of Nursing

MSN Student Handbook
Academic Year 2017-2018
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Weber State University
Dumke College of Health Professions
School of Nursing

Part A
School of Nursing Structure & Organization
SECTION II: MISSION STATEMENT
Weber State University
Dumke College of Health Professions
School of Nursing

I. WEBER STATE UNIVERSITY MISSION

Weber State University (WSU) provides associate, baccalaureate, and master degree programs in liberal arts, sciences, technical, and professional fields. Encouraging freedom of expression and valuing diversity, the university provides excellent educational experiences for students through extensive personal contact among faculty, staff, and students in and out of the classroom. Through academic programs, research, artistic expression, public service, and community-based learning, the university serves as an educational, cultural, and economic leader for the region.

II. WSU MISSION CORE THEMES

A. With the purpose of continuously improving the university in pursuit of the mission, the University Planning Council interpreted the mission as having three fundamental themes:

1. The ACCESS theme directs the university to provide access to academic programs in liberal arts, sciences, and technical and professional fields.
2. The LEARNING theme directs the university to provide an engaging teaching and learning environment that encourages learning and leads to students' success.
3. The COMMUNITY theme directs the university to support and improve the local community through educational, economic, and public service partnerships; and cultural and athletic events.

B. For more detailed information regarding the University's Mission Statement and Core Themes, go to http://www.weber.edu/universityplanning/mission_and_core THEMES.html

III. SCHOOL OF NURSING VISION AND MISSION

A. SCHOOL OF NURSING VISION STATEMENT:
Our vision is to educate and prepare distinguished nursing professionals who are recognized for excellence and passionately engaged in the profession of nursing.

B. SCHOOL OF NURSING MISSION STATEMENT:
The mission of Weber State University School of Nursing is to provide quality and safety education for nursing students who have the knowledge, skills, and attitudes to effectively function in the following areas:

- Patient-Centered Care
- Teamwork and Collaboration
C. CORE VALUES AND STRATEGIC PLAN:
The School of Nursing acknowledges the value of both the mission and vision of Weber State University. The School of Nursing has used the core values, set forth by Weber State University, in creating the School of Nursing strategic plan. The following core values will be incorporated in all aspects of nursing education:

- Learning through personalized experiences and shared inquiry
- Engagement in community
- Access and opportunity for all
- Respect for people and ideas
- Nurturing the potential within every individual

IV. SCHOOL OF NURSING SUPPORT OF WSU CORE VALUES

A. LEARNING THROUGH PERSONALIZED EXPERIENCES AND SHARED INQUIRY:

- Designing curricula and delivery methods to meet the needs of our changing health care system and growing student population
- Providing Graduate Programs to prepare students to enter doctoral education and/or advanced practice roles
- Providing multi-disciplinary learning environments that foster critical-thinking and prepare students to determine and meet the needs of a diverse patient population
- Routinely updating curriculum-to foster knowledge and promote clinical reasoning in the academic and patient-care environment
- Completing a state of the art simulation lab to enhance advanced application of outcomes

B. ENGAGEMENT IN COMMUNITY:

- Fostering of educational partnerships which provide unique learning opportunities for nursing students, especially in the areas of home health, geriatrics, and mental health
- Collaborating with Technical Colleges to enable educational opportunities for the advancement of nursing education
- Responding to the community need to increase the number of Bachelor of Science in Nursing (BSN) graduates to meet the standard put forth in the Future
of Nursing Report (2010) of having 80% of the RN working force be BSN prepared by the year 2020

- Actively seeks input and partnerships through the inclusion of a community Advisory Board to act as advisors to the School of Nursing
- Students participate in a variety of community service opportunities across programs

C. ACCESS AND OPPORTUNITY:
- Meeting the demand for entry-level practice for baccalaureate-prepared nurses by expanding the BSN Program through critically examined methods
- Conducting analytical reflection of face-to-face, hybrid, and online courses and programs that provide education to a variety of adult-learning styles
- Developing and providing scholarships, and proactive committees, that are earmarked to increase diversity within the student population and consequently the diversity within the nursing profession in our community
- Maintaining informative preparation for higher education by adhering to the WSU Stackable Credentials
- Distance Education: WSU School of Nursing offers variable learning environments, which includes: face-to-face, hybrid/technology enhanced, and online classrooms. These are defined by WSU and can be found at the following site: http://wsuonline.weber.edu/faculty/Definitions.htm

D. RESPECT FOR PEOPLE AND IDEAS:
- Promoting a collegial environment which encourages and recognizes scholarly work
- Implementing a multi-disciplinary learning environment which includes other health care disciplines within the Dumke College of Health Professions
- Creating awareness of diversity and how this awareness benefits the university, the college, the School of Nursing, and the community

E. NURTURING THE POTENTIAL WITHIN EVERY INDIVIDUAL:
- Promoting and retaining outstanding faculty
- Recruiting and nurturing high-achieving students from all backgrounds
- Developing interdisciplinary activities which broaden the nursing student’s nurturing abilities and perspective of safe patient care
- Conducting ongoing evaluation of learning activities that promote and expand student success

V. WSU SCHOOL OF NURSING PHILOSOPHY

A. PHILOSOPHY AND CORE VALUES:
The philosophy of the WSU School of Nursing faculty is consistent with that of the University and the DCHP. The philosophy statements define the faculty’s core values as they relate to professional nursing education and practice. These core values include: Excellence in nursing education and practice; respect for self and the diversity found within others; the creation of an inclusive environment in which
students can learn the practice of nursing; organizational and personal accountability; and the promotion of a learning and nursing practice environment that exhibits integrity in both choice and action.

B. WSU SCHOOL OF NURSING STACKABLE CREDENTIALS:
   1. Meeting the complex healthcare needs of a global society requires varying patterns and levels of nursing education and practice. The WSU School of Nursing’s approach to nursing education offers four separate but coordinated programs of study: Associate Degree Nursing, PN to RN (AS/AAS), Bachelor of Science Nursing, and Master of Science Nursing. Each program level prepares the graduate to either practice nursing or provide leadership within increasingly complex roles and broader levels of autonomy. This progression model, or stackable credentials nursing education model, affords the nursing student, each with a unique set of life challenges, the opportunity to engage in life-long learning and expand within his or her professional, cultural, personal, and social roles.

   2. The WSU School of Nursing offers multiple options for undergraduate preparation at the AD, PN-RN, and RN-BSN levels. In addition, the options at the graduate level include, nursing executive, nursing education, and nurse practitioner. The School of Nursing’s primary goals and curricular framework combines coursework in the liberal arts and sciences with those required within the nursing curriculum.

   3. Program-specific curricula and outcomes are designed to prepare the graduate to fulfill the roles and responsibilities established by the following national standards and guidelines:
      • Accreditation Commission for Education in Nursing (ACEN)
      • American Association of Colleges of Nursing (AACN)
      • American Nurses Credentialing Center (ANCC)
      • American Nurses Association (ANA)
      • American Organization of Nurse Executives (AONE)
      • National League for Nursing (NLN)
      • Quality and Safety Education for Nurses (QSEN)
      • National Organization of Nurse Practitioner Faculty (NONPF)
      • American Association of Nurse Practitioners (AANP)
I. SCHOOL OF NURSING OUTCOMES

A. The WSU School of Nursing Program Outcomes are developed to ensure the mission and goals set by the administration and faculty are met.

B. Documentation of outcomes shows the effectiveness of the educational program and serves to guide maintenance and revision of School of Nursing components.

C. Following graduation from WSU SON programs, the following outcomes will be achieved:

Program evaluation demonstrates that students have achieved each end-of-program student learning outcome and each program outcome.

There are School of Nursing program outcomes and student learning outcomes:

SON Program Outcomes
- **Outcome #1**: 80% of School of Nursing students will graduate from their programs within 150% of the stated length of the program.
- **Outcome #2**: 80% of School of Nursing graduates seeking employment will be involved in role related professional practice within 6-12 months of graduation as reported on the SON Alumni Survey.
- **Outcome #3**: 80% of those students who take certification/NCLEX licensure exams will pass on the first attempt.

SON Program Outcomes will be measured annually through the following methods:
- Program Completion Rates
- Employment rates 6 months after graduation
- NCLEX Scores
- Certification rates

II. SCHOOL OF NURSING STUDENT LEARNING OUTCOMES

A. The WSU School of Nursing has adopted the following competencies for its undergraduate and graduate programs. These competencies are adopted from the Quality and Safety Education for Nurses Initiative (QSEN).

- **Patient-centered Care**: Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patients’ preferences, values, and needs.
- **Teamwork and Collaboration**: Function effectively within nursing and inter-
professional teams, fostering communication, mutual respect, and shared decision-making to achieve quality patient care.

- **Evidence-based Practice**: Integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.

- **Quality Improvement**: Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems, including participating in healthcare policy.

- **Patient Safety**: Minimize risk of harm to patients and providers through both system effectiveness and individual performance.

- **Informatics**: Use information and technology to communicate, manage knowledge, mitigate error, and support decision-making.

The SON End of Program Student Learning Outcomes (EPSOL) will be measured annually through the following methods (Refer to Course Maps (Standard 4) for alignment of Course outcomes/units and assignments to SON/End of Program Student Learning Outcomes):

- **Student will report obtainment of Program Level Student Learning Outcomes at or above a 3.0/5.0 on the EOP Survey**

- **80% of ADN students will achieve a 50% or higher score on Kaplan Exam.**

- **90% of students will receive a minimum on a B- or above for aggregate coursework (Course Grades)**
### III. DIFFERENTIATED PROGRAM STUDENT LEARNING OUTCOMES

**SON Program-Leveled Student Outcomes**

<table>
<thead>
<tr>
<th>SCHOOL OF NURSING STUDENT LEARNING OUTCOMES (SLO)</th>
<th>Associate Degree Nursing (ADN)</th>
<th>Bachelor of Science Nursing (BSN)</th>
<th>Master of Science Nursing (MSN)</th>
<th>Master of Science Nursing Nurse Practitioner (MSNP)</th>
</tr>
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<tbody>
<tr>
<td><strong>Patient Centered Care</strong> Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patients’ preferences, values, and needs.</td>
<td><strong>Patient Centered Care</strong> Use nursing knowledge to include the patient in all care processes and decisions. Design and implement care which is adapted and centered on the unique wholeness of the individual patient and their family.</td>
<td><strong>Patient Centered Care</strong> Integrate nursing expertise to include the patient in all care processes and decisions. Collaborate with patients, families, and communities to design unique and dynamic patient-centered care environments.</td>
<td><strong>Patient Centered Care</strong> Create and direct collaborative patient care environments that promote the development of nursing expertise that includes the patient perspective.</td>
<td><strong>Patient Centered Care</strong> Direct primary patient care focused on the holistic needs of patients and families within communities across the lifespan.</td>
</tr>
<tr>
<td><strong>Teamwork &amp; Collaboration</strong> Function effectively within nursing and inter-professional teams, fostering communication, mutual respect, and shared decision-making to achieve quality patient care.</td>
<td><strong>Teamwork &amp; Collaboration</strong> Promote collaborative clinical decision-making with nursing and interdisciplinary colleagues through implementation of effective communication and team building skills.</td>
<td><strong>Teamwork &amp; Collaboration</strong> Evaluate the ability to use effective communication and collaboration skills when working with patients, families, and colleagues. Adapt communication, leadership, and teambuilding skills, to promote quality, competent and successful decision-making by nursing and collaborative interdisciplinary teams.</td>
<td><strong>Teamwork &amp; Collaboration</strong> Apply advanced communication strategies to support high-functioning interdisciplinary teams that support high quality, safe patient care.</td>
<td><strong>Teamwork &amp; Collaboration</strong> Collaborate with diverse health care providers to support best outcomes for patients and families.</td>
</tr>
<tr>
<td><strong>Evidence-Based Practice (EBP)</strong> Integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.</td>
<td><strong>Evidence-Based Practice (EBP)</strong> Make judgments in practice substantiated with evidence that integrates nursing science and knowledge to provide competent care to individuals and families.</td>
<td><strong>Evidence-Based Practice (EBP)</strong> Make judgments in practice substantiated with evidence that synthesizes nursing science and knowledge and integrate in the provision of competent care to individuals, families, and communities.</td>
<td><strong>Evidence-Based Practice (EBP)</strong> Evaluate available evidence, expert opinion, and patient preferences to determine best practice. Evaluate the feasibility and appropriate evaluation methods for planned EBP interventions.</td>
<td><strong>Evidence-Based Practice (EBP)</strong> Operationalizes practice guidelines supported by evidence.</td>
</tr>
<tr>
<td>SCHOOL OF NURSING STUDENT LEARNING OUTCOMES (SLO)</td>
<td>Associate Degree Nursing (ADN)</td>
<td>Bachelor of Science Nursing (BSN)</td>
<td>Master of Science Nursing (MSN)</td>
<td>Master of Science Nursing Nurse Practitioner (MSNP)</td>
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<tr>
<td>Quality Improvement</td>
<td>Quality Improvement Monitor patient care outcomes to measure the effectiveness of patient care processes. Suggest and implement changes to improve the quality and safety of patient care.</td>
<td>Quality Improvement Monitor outcomes to apply evidence-based interventions to improve the quality of health care systems.</td>
<td>Quality Improvement Develop policies and processes based on identification of best practice that improve the quality and safety of nursing care provided by health care systems.</td>
<td>Quality Improvement Anticipate clinical variables and adjust practice to assure quality and safety.</td>
</tr>
<tr>
<td>Informatics</td>
<td>Informatics Use information and technology to communicate, manage knowledge, mitigate error, and support decision making when providing direct patient care.</td>
<td>Informatics Use information and technology to communicate, manage knowledge, mitigate error, and support decision making in a variety of patient care and community settings.</td>
<td>Informatics Formulate policies, processes, and/or educational plans that leverage information technology to optimize information management, reduce errors, and support clinical decision-making.</td>
<td>Informatics Use information technology to manage documentation, reduce error, support clinical decision-making, and improve health care delivery.</td>
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IV. CONCEPT-BASED CURRICULUM

Concepts for the Individual, Nursing, and Healthcare Domains

“All learners do not need to learn all course content; all learners do need to learn the core concepts.”

K. Bain, Ph.D.

<table>
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<tr>
<th>CATEGORY</th>
<th>CONCEPT</th>
<th>DEFINITION</th>
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<td><strong>INDIVIDUAL DOMAIN</strong></td>
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<tr>
<td>Biophysical</td>
<td>Acid-Base Balance</td>
<td>Regulation of acidity and alkalinity in body fluids and conditions that contribute to imbalances. (7)</td>
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<td></td>
<td>Cellular Regulation</td>
<td>The functions cells perform to maintain homeostasis and conditions that contribute to alterations. (19)</td>
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<td></td>
<td>Comfort</td>
<td>“A sense of emotional, physical, and spiritual well-being and relative freedom from stress.” (9)</td>
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<tr>
<td></td>
<td>Elimination</td>
<td>The secretion and excretion of body wastes from the kidneys and intestines and their alterations. (7)</td>
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<td></td>
<td>Fluids and Electrolytes</td>
<td>Processes that regulate the balance of water and electrolytes and conditions that contribute to imbalances. (7)</td>
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<td></td>
<td>Health</td>
<td>“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.” (16)</td>
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<td></td>
<td>Immunity</td>
<td>The body’s natural or induced response to infection and the conditions associated with its response. (7)</td>
</tr>
<tr>
<td></td>
<td>Infection</td>
<td>The invasion of body tissue by microorganisms with the potential to cause illness or disease. (7)</td>
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<td></td>
<td>Inflammation</td>
<td>An adaptive response to what the body sees as harmful, such as an allergen, illness, or injury. Inflammation is typically characterized by pain, heat, redness, and swelling. (7)</td>
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<td></td>
<td>Intracranial Regulation</td>
<td>Processes that impact intracranial compensation and adaptive neurological function. (7)</td>
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<td>Peripheral Nerve Regulation</td>
<td>Processes that impact the neural structures that lie outside the brain and spinal cord. (9)</td>
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<td></td>
<td>Metabolism</td>
<td>All physical and chemical changes that take place to sustain life and conditions that contribute to imbalances. (19)</td>
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<td></td>
<td>Mobility</td>
<td>The body’s function of movement. The musculoskeletal system is composed of the bones that serve as the body’s framework and attachment sites of muscles, tendons, and ligaments. Innervated by the nervous system, contraction and relaxation of muscles allow movement at the joints. (7)</td>
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<td></td>
<td>Nutrition</td>
<td>The process by which the body ingests, absorbs, transports, uses, and</td>
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<th>CATEGORY</th>
<th>CONCEPT</th>
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<tr>
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<td>eliminates nutrients in food. (7)</td>
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<td>Oxygenation</td>
<td>Mechanisms that facilitate or impair the body's ability to supply oxygen to the blood. (18)</td>
<td></td>
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<tr>
<td>Perfusion</td>
<td>Mechanisms that facilitate or impair circulation of blood through tissue. (7)</td>
<td></td>
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<tr>
<td>Reproduction</td>
<td>The process of conception, gestation, and childbirth. (7)</td>
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<tr>
<td>Sensory</td>
<td>Receiving and interpreting stimuli from the environment and utilizing the sense organs and factors contributing to impaired response. (7)</td>
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<tr>
<td>Perception</td>
<td>The sum of the physical, functional, and psychological attributes that are expressed by one's gender identity and sexual behavior, whether or not related to the sex organs or to procreation. (7)</td>
<td></td>
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<tr>
<td>Sexuality</td>
<td>The homeostatic process that balances heat production and heat loss to maintain the body’s temperature. (7)</td>
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<td>Tissue integrity</td>
<td>Mechanisms that facilitate or impair skin and mucous membrane intactness. (7)</td>
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<tr>
<td>Developmental</td>
<td>Growth and Development</td>
<td>Growth is an increase in physical size, and development is an orderly sequence of functions and capabilities that progress from simple to complex. (7)</td>
</tr>
<tr>
<td>Psychological</td>
<td>Accountability</td>
<td>An obligation or willingness to accept responsibility. This is an initial step needed to change behavior. (19)</td>
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<tr>
<td></td>
<td>Addiction Behaviors</td>
<td>Compulsive, uncontrollable dependence on a chemical substance, habit, or practice to such a degree that cessation causes severe emotional, mental, or physiologic reactions. (19)</td>
</tr>
<tr>
<td>Affect</td>
<td>The immediate and observable emotional expression of mood, mood that people communicate verbally and nonverbally, and the outward manifestation of what the individual is feeling. (19)</td>
<td></td>
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<tr>
<td>Anxiety</td>
<td>A state of varying degrees of discomfort and uneasiness that is accompanied by responses that serve to protect. (7)</td>
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<td>Cognition</td>
<td>The brain’s ability to process, retain, and use information. These abilities include reasoning, judgment, perception, attention, comprehension, and memory. These abilities are necessary to solve problems, learn new information, and interpret the environment. (7)</td>
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<tr>
<td>Coping</td>
<td>The process through which the person manages the demands and emotions generated by the appraised stress. (7)</td>
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<tr>
<td>Crisis</td>
<td>An event or situation in an individual’s life that cannot be managed through the usual coping skills. Types of events or situations include developmental, situational, and social. (18)</td>
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</tr>
<tr>
<td>Culture</td>
<td>The knowledge and values shared by a society. (7)</td>
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<tr>
<td>Diversity</td>
<td>Recognizing differences among “persons, ideas, values and ethnicities,” while affirming the uniqueness of individuals. (14)</td>
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<tr>
<td>CATEGORY</td>
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</tr>
<tr>
<td>Family</td>
<td>Two or more individuals who depend on one another for emotional, physical, and/or financial support. (19)</td>
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</tr>
<tr>
<td>Grief and Loss</td>
<td>Loss is an actual or potential situation in which something that is valued becomes altered or no longer available. Grief is the subjective emotion and normal response to a loss. (19)</td>
<td></td>
</tr>
<tr>
<td>Self</td>
<td>The sum of mind and body that constitutes the identity of a person. (18)</td>
<td></td>
</tr>
<tr>
<td>Social Functioning</td>
<td>The ability of the individual to interact in the normal or usual way in society; can be used as a measure of quality of care. (19)</td>
<td></td>
</tr>
<tr>
<td>Spirituality</td>
<td>An experience or feeling of being alive, purposeful, and fulfilled with the ability to make sense of life circumstances, beliefs about the universe, feelings of transcendence, joy, hopefulness, and love. (19)</td>
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</tr>
<tr>
<td>Stress</td>
<td>A complex experience felt internally that makes a person feel a loss or threat of loss—bodily or mental tension. (7)</td>
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<tr>
<td>Mood</td>
<td>A sustained emotional state and how one feels subjectively. (19)</td>
<td></td>
</tr>
<tr>
<td>Mood disorders</td>
<td>A group of mental disorders involving a disturbance of mood, accompanied by either a full or partial manic or depressive syndrome that is not due to any other mental disorder. Mood refers to a prolonged emotion that colors the whole psychic life; it generally involves either depression or elation such as manic episode, major depressive episode, bipolar disorders, and depressive disorder (see separate entries for each). (7)</td>
<td></td>
</tr>
<tr>
<td>Violence</td>
<td>Communication or a behavior which threatens or demonstrates harm to self or others. (19)</td>
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**NURSING DOMAIN**

<table>
<thead>
<tr>
<th>NURSING DOMAIN</th>
<th>DEFINITION</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>A holistic, systematic, and continuous collection, analysis, and synthesis of relevant data for the purpose of appraising the individual’s health status. (19)</td>
</tr>
<tr>
<td>Caring Interventions</td>
<td>Caring interventions are those nursing behaviors and actions that assist patients in meeting their needs. These interventions are based on a knowledge and understanding of the natural sciences, behavioral sciences, nursing theory, nursing research, and past nursing experiences. Caring is the “being with” and “doing for” that assist patients to achieve the desired results. Caring behaviors are nurturing, protective, compassionate, and person-centered. Caring creates an environment of hope and trust where patient choices related to cultural values, beliefs, and lifestyles are respected. (19)</td>
</tr>
</tbody>
</table>
| Clinical Decision-Making | “Interpretation or conclusion about a patient’s needs, concerns, or health problems, and/or the decision to take action (or not), use or modify standard approaches, or improvise new ones as deemed appropriate by
<table>
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<tr>
<th>CATEGORY</th>
<th>CONCEPT</th>
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<tbody>
<tr>
<td>Collaboration</td>
<td>&quot;Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care.&quot; (7)</td>
<td></td>
</tr>
<tr>
<td>Communication</td>
<td>The exchange of thoughts, messages, or information through verbal and nonverbal methods. (7)</td>
<td></td>
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<tr>
<td>Critical Thinking</td>
<td>&quot;A process that results in the interpretation, analysis, evaluation and explanation of evidence upon which a judgment is based.&quot; (5)</td>
<td></td>
</tr>
<tr>
<td>Patient-Centered Care</td>
<td>&quot;Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patient's preferences, values, and needs.&quot; (17)</td>
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<tr>
<td>Professionalism</td>
<td>&quot;The conduct, aims, or qualities that characterize or mark a profession.&quot; (7)</td>
<td></td>
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<tr>
<td>Role Transition</td>
<td>The process of developing a new role. (6)</td>
<td></td>
</tr>
<tr>
<td>Safety</td>
<td>Preventing inadvertent pain, injury, or loss. (7)</td>
<td></td>
</tr>
<tr>
<td>Self-Management of Care</td>
<td>The systematic provision of education and supportive interventions to increase patients’ skills and confidence in managing their own health problems, including regular assessment of progress and problems, goal-setting, and problem-solving approaches. (19)</td>
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### HEALTHCARE DOMAIN

<table>
<thead>
<tr>
<th>CATEGORY</th>
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<tbody>
<tr>
<td>Advocacy</td>
<td>To speak up or act in the cause of another in support of individuals, families, systems, communities, and issues. (19)</td>
</tr>
<tr>
<td>Care Management</td>
<td>A system of management that facilitates effective care delivery and outcomes for each patient. (2)</td>
</tr>
<tr>
<td>Educator</td>
<td>The role of facilitating learning, facilitating learner development and socialization, using assessment and evaluation strategies, participating in curriculum design and evaluation of program outcomes, functioning as a change agents and leaders, pursuing continuous quality improvement in the nurse-educator role, engaging in scholarship, and functioning within the educational environment. (1)</td>
</tr>
<tr>
<td>Emergency Preparedness</td>
<td>A continuous cycle of planning, organizing, training, equipped, exercising, evaluating, and taking corrective action in an effort to ensure effective coordination during incident response. (3)</td>
</tr>
<tr>
<td>Ethics</td>
<td>A code or guide about the rightness or wrongness of behaviors. Ethical behaviors guide the nurse in supporting the principles of autonomy, beneficence, justice, and truth. (19)</td>
</tr>
<tr>
<td>Evidence-Based Practice</td>
<td>A process to solve problems in practice using the best evidence, clinical experience, and patient preferences and values. (11)</td>
</tr>
<tr>
<td>Genetics</td>
<td>The study of heredity and the transference of traits from parents to offspring. (9)</td>
</tr>
<tr>
<td>Healthcare</td>
<td>A group of interacting people and processes that deliver safe and...</td>
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<tr>
<td>Systems</td>
<td>effective patient care with quality, equal access, and cost-effectiveness. (10)</td>
</tr>
<tr>
<td>Health Policy</td>
<td>Guidelines and protocols created and enforced by governing bodies or professional organizations that influence the actions and decisions of organizations and individuals within the healthcare system. (7)</td>
</tr>
<tr>
<td>Health Promotion</td>
<td>The effort to stop the development of disease and includes including treatment to prevent a disease from progressing further and causing complications. (7)</td>
</tr>
<tr>
<td>Holism</td>
<td>The culture of human caring in nursing and healthcare that affirms the human person as the synergy of unique and complex attributes, values, and behaviors influenced by that individual’s environment, social norms, cultural values, physical characteristics, experiences, religious beliefs and practices, and moral and ethical constructs, within the context of a wellness-illness continuum. (4)</td>
</tr>
<tr>
<td>Informatics</td>
<td>An integration of nursing science, computer science, and information science to manage and communicate data, information, knowledge, and wisdom in nursing practice. (7)</td>
</tr>
<tr>
<td>Leadership</td>
<td>An interactive process whereby an individual inspires a group of people to attain a common goal. (15)</td>
</tr>
<tr>
<td>Legal/Regulatory</td>
<td>Governing or directing according to a rule or bringing under the control of an authority. (12)</td>
</tr>
<tr>
<td>Management</td>
<td>The process of getting things done effectively with and through other people. (18)</td>
</tr>
<tr>
<td>Population Health</td>
<td>“An approach that focuses on interrelated conditions and factors that influence the health of populations over the life course, identifies systematic variations in their patterns of occurrence, and applies the resulting knowledge to develop and implement policies and actions to improve the health and well-being of those populations.” (8)</td>
</tr>
<tr>
<td>Quality Improvement</td>
<td>An organized approach to identify errors and hazards in care, as well as improve care overall. (19)</td>
</tr>
<tr>
<td>Research</td>
<td>Investigation or experimentation aimed at the discovery and interpretation of facts about a particular subject. (6)</td>
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References


Revised: 2/28/2017
Part B
School of Nursing
General Policies and Procedures
SECTION I: SCHOOL OF NURSING REQUIREMENTS

I. GENERAL GUIDELINES FOR ALL SCHOOL OF NURSING STUDENTS

A. WEBER STATE UNIVERSITY POLICIES:
   1. WSU Discrimination and Harassment Policy (PPM 3-32):
      http://www.weber.edu/studentaffairs
   2. Disability Statement:
      Any student requiring accommodations or services due to a disability must contact Services for Students with Disabilities (SSD) in Room 181 of the Student Services Center (or Room 256, Bldg 2 at the Davis Campus). SSD can also arrange to provide course materials in alternative formats upon request. Contact SSD by phone at 801-626-6413 (Ogden Campus) or 801-395-3442 (Davis Campus); or by email at ssd@weber.edu

B. Students must pay required tuition and fees by the dates outlined in the WSU Catalog. NOTE: Failure to meet these established deadlines may result in the student losing his/her place in a specific nursing course/program.

C. Students MAY NOT register for courses scheduled to be taught on a campus different from the campus to which they were formally accepted. Students with extenuating circumstances may request a change in campus. Permission is granted by program director and depends on space availability, etc.

D. Students are covered by Weber State University liability/malpractice insurance once they are registered in a course. NOTE: Students may not attend/participate in any nursing courses prior to being admitted to WSU and registering for their nursing courses.

E. WSU School of Nursing dates and deadlines override Continuing Education, online, or other university guidelines. NOTE: Prerequisites and/or support courses must be completed and the grades posted two (2) weeks prior to the start of the semester.

F. Students will have access to their syllabi in the online learning-management system and Student Handbook prior to first day of class.

G. Both the Weber State University and the School of Nursing expect that students study 2 - 4 hours per week for each credit hour of enrolled courses.

II. ESSENTIAL REQUIREMENTS FOR STUDENT SUCCESS

The School of Nursing Essential Requirements act as a guide for students and faculty to understand and communicate the functions required for a School of Nursing student. Students are required to meet all of these essential requirements.
These requirements include functions necessary for starting, continuing and graduating from School of Nursing programs.

If for any reason during the course of the specific program (Associate of Applied Science, Associate of Science, Bachelor of Science or Master of Science), the student is unable to perform any of these functions, they will be academically withdrawn.

After reading and reviewing the essential requirements, the student must sign and return an Essential Requirements form to the School of Nursing before starting the program of study. The form is a permanent part of the School of Nursing student file.

A. ESSENTIAL REQUIREMENTS OF INTELLECT:
   1. Comparing: Judging observable functional, structural, or compositional characteristics (whether similar to or divergent from obvious standards) of data, people, or things.
   2. Copying: Transcribing, entering, or posting data.
   3. Computing: Performing arithmetic operations and reporting on and/or carrying out a prescribed action.
   4. Compiling: Gathering, collating, or classifying information about data, people, or things; including reporting and/or carrying out a prescribed action relevant to the evaluation.
   5. Analyzing: Examining and evaluating data and presentation of alternative actions in relation to the evaluation.
   6. Coordinating: Determining time, place and sequence of operations or action to be taken on the basis or analysis of data. May include prioritizing multiple responsibilities and/or accomplishing the responsibilities them simultaneously.
   7. Judgment: Recognizing potentially hazardous materials, equipment, and situations; and proceeding safely in order to minimize risk of injury to patients, self, and nearby individuals.
   8. Synthesizing: Combining or integrating data to discover facts and/or develop knowledge, creative concepts, and/or interpretations.
   9. Negotiating: Exchanging ideas, information, and opinions with others to formulate policies and programs; and/or jointly arrive at decided conclusions and/or solutions.
  10. Adaptability: Ability to be flexible, creative, and adapt to professional and technical changes; the use of time and systematizing actions in order to complete professional and technical tasks within realistic constraints; and providing professional and technical services while experiencing the stresses of task-related uncertainty (e.g., receiving ambiguous directions, being assigned to an ambivalent preceptor), emergent demands (e.g., receiving “stat” test orders), and a distracting environment (e.g., experiencing high noise levels, crowding, complex visual stimuli).

B. ESSENTIAL REQUIREMENTS OF OBSERVATION:
1. **Near Acuity:** Clarity of vision at 20 inches or less with or without correction.
2. **Far Acuity:** Clarity of vision at 20 feet or more with or without correction.
3. **Depth Perception:** Ability to see depth and breadth: Three-dimensional vision.
4. **Color Vision:** Ability to identify and distinguish colors.
5. **Field of Vision:** Ability to see area from right-to-left or up-and-down while fixed on a singular point.
6. **Fine motor skills:** Picking, pinching, or otherwise working primarily with the fingers rather than with the entire hand or arm (e.g., as in “handling”).
7. **Feeling:** Perceiving attributes of objects (such as size, shape, temperature, or texture) by touching an object with the body’s skin, particularly using the skin of fingertips.
8. **Hearing:** Perceiving the nature of sounds, particularly when making fine discriminations in sounds (e.g., such as when making fine adjustments on running engines).

C. **ESSENTIAL REQUIREMENTS OF COMMUNICATION:**

1. **Talking:** Expressing or exchanging ideas by means of the spoken word. Talking is important for those activities in which nursing students must impact oral information to patients or to the public; and in those activities in which students convey detailed or important spoken instructions accurately, loudly, or quickly to other workers.
2. **Hearing:** Perceiving the nature of sounds, particularly used in activities the ability to receive detailed information through oral communications and making fine discriminations in sounds.
3. **Communicating:** Talking with and/or listening to and/or signaling people to convey or exchange information, including giving/receiving assignments and/or directions.
4. **Instructing:** Teaching subject matter to others or training others through explanation, demonstration, and supervised practice; or making recommendations on the basis of technical nursing-specific knowledge.
5. **Interpersonal:** Relating to skills/behaviors used when dealing with individuals who have a range of moods and behaviors; and relating in a tactful, congenial, and personal manner so as not to alienate or antagonize those individuals.
6. **Confidentiality:** Promoting, advocating for, and striving “to protect the health, safety, and rights of the patient” (ANA Code of Ethics, Provision 3, 2010) as a nursing student, including keeping information gathered in practice or clinical-learning environments (e.g., individual patient information, information from clinical facilities, fellow student information) as undisclosed in the nursing student’s personal and professional writings, social media, and general communications with others.

D. **ESSENTIAL REQUIREMENTS OF MOVEMENT:**

1. **Standing**
2. **Walking**
3. **Sitting**
4. **Climbing**: Body agility is emphasized. May be required to ascend or descend something such as a fire escape using feet and legs and/or hands and arms.

5. **Balancing**: Maintaining body equilibrium to prevent falling when performing feats of agility such as assisting with the transfer of patients.

6. **Squatting**: Bending body downward and forward, requiring the full use of the lower extremities and back muscles.

7. **Kneeling, Crouching, and Crawling**: Often needed when assisting patients with dressing, bathing, or other personal cares.
   - **Kneeling**: Bending legs at knees and coming to rest on the knee or knees.
   - **Crouching**: Bending downward and forward by bending legs and spine.
   - **Crawling**: Moving about on hands and knees or hands and feet.

8. **Reaching**: Extending hand(s) and arm(s) in any direction.

9. **Handling**: Seizing, holding, grasping, turning, or otherwise working with the hand or hands.

10. **Physical Restraint**: Seizing, holding, restraining, and/or otherwise subduing violent, assaultive, or physically-threatening persons to defend oneself or prevent injury.

11. **Able to lift/ transfer/ move-up to 50 pounds independently.**

12. **Able to lift and move 51 to 100 pounds with assistance of another person or by using mechanical lifting and moving devices.**

13. **Mechanical Ability**: Able to safely and accurately operate mechanical or powered medical equipment and moving and transferring equipment.

E. **ESSENTIAL REQUIREMENTS RELATED TO THE LEARNING ENVIRONMENT:**

1. **Exposure to Extreme Weather**: Students are expected to travel to the assigned clinical site, which may involve exposure to hot, cold, wet, humid, or windy conditions caused by the weather.

2. **Extreme Heat and/or Cold Non-Weather-related**: In the clinical setting the temperature of the care environment may be adjusted for patient treatment and students would be expected to follow facility policy for appropriate dress and behavior if assigned to these areas.

3. **Wet and/or Humid**: Contact with water or other liquids or exposure to non-weather-related humid conditions.

4. **Atmospheric Conditions**: Exposure to conditions such as noxious odors (e.g., patient-care products, body odors, some dust, powders, mists).

5. **Hazards**: Students may be exposed to situations with a definite risk of bodily injury, such as proximity to moving mechanical parts, electrical current, radiation, and chemicals.

6. **Confined/Restricted Working Environment**: Clinical work is often performed in small patient-care areas. Some patient-care units or nursing facilities are closed or locked providing safety and security for patients or fellow workers.

7. **Noise**: Able to function safely and professionally in a noisy and distracting environment.
Satisfactory completion of the School of Nursing Programs demands the nursing student’s ability to meet the above requirements. If a student is uncertain as to his/her ability to comply with any of these essential functions, please consult with the School of Nursing Admissions and Advancements Committee.

III. STUDENT ACADEMIC ADVISEMENT

A. Each student is assigned a School of Nursing academic advisor upon entering a School of Nursing program. See individual program Part C of the student handbook for advisement process.

IV. STUDENT DOCUMENTATION

A. A confidential, cumulative record (file) is kept on each student.

1. Records of individual student conferences, warnings, disciplinary actions, and other relevant documents will be maintained in the student’s confidential cumulative record.
   a. These documents will be read and signed by the student and faculty prior to each record becoming a part of the student's cumulative record.
   b. Student signature does not establish agreement with information recorded on the form; but does indicate that the student has read and understands information, conditions of warning and/or discipline, and department response if conditions related to warning and/or disciplinary action is/are not fulfilled by student.

2. Students seeking access to the confidential, cumulative file are referred to the student records section of the Weber State University Student Code and the Family Educational Rights and Privacy Act (FERPA) of 1974. Further information can be obtained from the office of the Registrar’s Office.

B. Weber State University School of Nursing partners with a secure documentation management system to provide students an easy process for maintenance and compliance of student documentation. Once the requirements have been fulfilled, the results will be submitted to the School of Nursing. Students are responsible for the associated cost. The package includes:
   • Drug Testing
   • Criminal Background Check
     o Nationwide Healthcare Fraud and Abuse
     o Nationwide Patriot Act
     o Nationwide Record Indictor with Sex Offender Investigation
     o Social Security Alert
     o Residency History
   • Document Manager
   • All students are required to comply with CDC requirements for healthcare personnel. All requirements must be uploaded to Castlebranch. Mandatory
Clinical Requirements include:

- **HEPATITIS B REQUIREMENT:**
  - Students must comply with 1 of the following Hepatitis B requirements:
    - Documentation of 3 Hep B immunizations and a positive titer (must be uploaded together)
    - Documentation of Titer only - the series will need to be repeated. Hep B #1 immediate, Hep B #2 1 month later, Hep B #3 5 months later, repeat titer 6 weeks after 3rd
    - Documentation of 3 Hep B immunizations and a negative titer (must be uploaded together) - Hep B booster immediate, repeat titer 6 weeks after booster. If titer comes back negative, continue the series: Hep B #2 immediate, Hep B #3 5 months later, and repeat titer 6 weeks after 3rd Hep B.
    - No titer, series in progress. Hep B #1 immediate, Hep B #2 1 month later, Hep B #3 5 months later, repeat titer 6 weeks after 3rd
    - For #4 initial series in progress, if the titer comes back negative, follow steps for #3.
    - A non-responder is a person who has obtained 6 Hep Bs and 2 negative titers.

- **TB OR QUANTIFERON REQUIREMENT:**
  - Students are required to obtain either a baseline 2-step TB test or the Quantiferon TB blood draw.
    - If you obtain the baseline 2-step TB the 1st TB test can be no earlier than April with the second TB test 1 to 3 weeks later. A 2-step TB is obtain the first TB skin test and have the result read. One week later obtain the second TB skin test and have the result read. Upload both results to Castlebranch.
    - If you have a Quantiferon TB blood draw it must be within the current year.
    - If you've had a prior positive TB test, you must then provide the results of your X-ray.
    - If you've traveled or lived internationally and had to have a BCG (within the past 10 years), you must show proof of BCG and obtain and/or provide the results of your X-ray.

- **MMR REQUIREMENT:**
  - MMR titer or 2 MMR vaccinations.
    - If 2 documented doses of MMR and blood test results are negative or equivocal for measles, mumps, and/or rubella, they should be considered to have presumptive evidence of immunity to measles, mumps, and/or rubella and are not in need of additional MMR doses unless instructed by the healthcare provider.
o TDAP/TD REQUIREMENT:
  - Documented proof of TdaP within the last 10 years
  - If over 10 years, either new TdaP or boost with TD

o VARICELLA REQUIREMENT:
  - Varicella titer or 2 Varicella vaccinations.
  - You CANNOT self-report or obtain a doctor’s note stating you had chicken pox.

o FLU SHOT REQUIREMENT:
  - Flu shot is obtained during the current flu season when available (August through October).

o Any allergies or issues with immunizations, require current written notification from your healthcare provider.

o American Heart Association BLS for Healthcare Provider CPR.

Students will be prompted to upload specific documents required by the School of Nursing.

V. POLICIES THAT APPLY TO STUDENTS IN PROGRAMS REQUIRING CLINICAL ASSIGNMENT

A. OSHA:
   1. OSHA Regulations:
      a. Students may, in the fulfillment of program-required clinical practice, be exposed to bloodborne pathogens. Use of standard precautions (current with CDC guidelines) is a requirement for practice and expected of all students in the clinical setting.
      b. All students are required to comply with Federal Occupational Safety and Health Administration (OSHA) regulations and follow the WSU Bloodborne Pathogen Exposure Control Plan (available online at http://www.weber.edu/EHS/postexposure.html).
      c. Students who are allergic to latex need to notify the Campus Manager or Program Director and the clinical faculty so that provisions can be made.

B. FUNCTIONAL LIMITATION OR INJURY:
   1. A student who is functionally limited must notify appropriate nursing faculty and administration as soon as possible. The student and appropriate faculty will meet to develop guidelines delineating the student’s plan to complete course requirements pre- and post-limitation.

   See SECTION I, Part II: Functional Requirements for Student Success.

C. HEALTH:
   1. Weber State University School of Nursing does not accept responsibility for
injury or illness that occurs while the student is enrolled in the School of Nursing. Weber State University does not offer health insurance.

a. Students are advised to be enrolled in a personal health-insurance plan.
b. Students who choose not to carry health insurance must sign a waiver (Student Clinical Experience Acknowledgement and Release form).
c. Students are considered interns while in clinical settings. As such, students are "volunteer workers" of the sponsoring institution of higher education (Weber State University) and are eligible to receive Workers’ Compensation benefits for bloodborne pathogen exposures acquired during clinical time.
d. Should a student be injured during a clinical experience or have his/her health endangered (such as an exposure to bloodborne pathogens), the student should report the situation immediately to the student’s instructor and to the appropriate cooperating clinical facility/agency personnel.
   1) The appropriate incident report(s) will need to be filed.
   2) Students are responsible for any expenses not covered by Workers’ Compensation due to injury or illness in the college or clinical area.
e. A student missing a class/lab/clinical experience for any health-related issue may be required to submit a release from their healthcare provider prior to attending further class/lab/clinical experiences.

D. CRIMINAL BACKGROUND CHECK (CBC):
1. Purpose:
   a. The criminal background check screening process has been mandated by the WSU School of Nursing in an effort to more effectively protect the safety and well-being of patients, clients, and residents of those facilities; and is fully supported by the Dumke College of Health Professions Executive Committee, the nursing faculty, and the School of Nursing’s Advisory Committees.
   b. The WSU School of Nursing enters into Affiliation Agreements with multiple healthcare facilities throughout the state. These agreements provide WSU School of Nursing students and faculty authorized access to facility resources and patients. In response to stipulations contained within one or more of these Agreements, the WSU School of Nursing requires that students admitted to a nursing program submit to a national criminal background check.

2. Policy:
   Admission and progression in a WSU School of Nursing Program is contingent upon submission of a satisfactory background check. If the background check reveals a history of criminal actions, the student may not be admitted to or allowed to progress within the nursing program. The student will not be entitled to any refunds of tuition dollars or other fees. In addition, each student is required to attest, each semester, that their original background check is valid.
When a student interrupts their progression in any nursing program of study that requires clinical assignment or the student is not continuously registered, then the student must repeat and pass the national criminal background check prior to enrolling in any nursing courses.

3. Procedures:
All students who wish to apply for admission to a WSU School of Nursing program are informed in writing on the application that they are required to submit to a national criminal background check.

a. The following written statements, as well as instructions for obtaining the criminal background check, are found in both the admission and acceptance packets:

“If the record reveals prior criminal convictions, it may affect eligibility to begin and/or remain in a nursing program. Actions which would preclude an individual from admission to or continuance in a nursing program include: aggravated assault, intimate-partner or child abuse, sexual predatory behavior, financially-related crimes such as identity theft, and issue of moral turpitude (reference Utah Department of Professional Licensing). This list is not inclusive of all criminal convictions that will prevent program admission and/or progression, and the School of Nursing reserves the right to review each student’s record on an individual basis.”

b. If background check documents criminal actions, it may be required of the student to obtain official verification that the charge(s) have been expunged.

c. Disclaimer included in the admission packet states: "Students are encouraged to have their criminal record expunged prior to seeking criminal background check."

d. Persons convicted of felonies must refer to the Utah Nurse Practice Act (Utah Code-Title 58: Occupations and Professions, Chapter 31b: Nurse Practice Act, Section 302: Qualifications for licensure or certification, which can be found at http://le.utah.gov/) and may not be allowed to enter/progress in any of the Nursing programs.

e. If a student’s criminal background check reveals evidence of prior convictions, the criminal background check will be reviewed on a case-by-case basis by the Admission and Advancement Committee to determine if the student will be allowed to enter/progress in any of the nursing programs.

f. A student who has committed a felony and successfully petitioned to reduce the conviction to a misdemeanor charge will be reviewed on a case-by-case basis by the Admission and Advancement Committee to determine if the student will be allowed to enter/progress in a Nursing program.

g. A student already progressing in a nursing program is required to report any pending criminal charge(s) at the time that any charge occurs (this reporting includes throughout the entirety of the student’s nursing educational program).
h. The WSU School of Nursing reserves the right to require a student with a pending criminal charge to withdraw from all nursing classes until the courts have made a decision regarding the criminal actions.

i. If criminal charge(s) are dismissed, a student may be considered for reentry.

j. If the courts determine that the charges are valid and a conviction is made, either misdemeanor or felony, a student’s criminal background check will be reviewed on a case-by-case basis.

k. Information obtained in the criminal background check will be disclosed on a need-to-know basis to instructors and administrators.

E. DRUG SCREEN:

1. Purpose:
   a. The drug-screening process has been mandated by the WSU School of Nursing in an effort to more effectively protect the safety and well-being of the patients, clients, and residents of those facilities; and is fully supported by the Dumke College of Health Professions (DCHP) Executive Committee, the nursing faculty, and the School of Nursing’s Advisory Committees.

   b. The WSU School of Nursing enters into Affiliation Agreements with multiple healthcare facilities throughout the state. These agreements provide WSU School of Nursing students and faculty authorized access to facility resources and patients. In response to stipulations contained within one or more of these Agreements, the WSU School of Nursing requires students admitted to a nursing program to submit to a urine drug screen analysis for the presence of mind-altering substance(s).

2. Policy:
   Admission and progression in a WSU School of Nursing program is contingent upon submission of a urine drug-screen analysis. If the urine drug screen reveals any substances (prescribed or non-prescribed), the student may not be admitted to or allowed to progress within the nursing program. The student will not be entitled to any refunds of tuition dollars or other fees. Each student is required to sign the BCI/Drug Test recertification form each semester.

   When a student interrupts their progression in any nursing program of study that requires clinical assignment or the student is not continuously registered, then the student must repeat and pass the Drug Screening prior to enrolling in any nursing courses.

3. Procedure:
   All students who wish to apply for admission to WSU School of Nursing program are informed in writing that they are required to submit to, and pass, a urine drug screen (takes place after admissions).

   a. The following written information and instructions are found in the both
the admission and acceptance packets:
"If drug test reveals the presence of controlled substances (prescribed or non-prescribed), it may affect eligibility to enter as and/or remain a student in a WSU School of Nursing program."

b. Students are provided instructions for obtaining the urine drug screen at an approved testing facility.

d. If a student’s results return indicating a “dilute” sample, testing must be repeated at the student’s expense.

e. A second “dilute” test result will be interpreted as a positive screen, and the student may not be allowed to enter and/or continue in the nursing program.

f. A student who refuses to submit to the urine drug screen or who does not have the screening performed by the date indicated on the admission form may forfeit his/her position in the nursing program.

g. Positive drug screen results are automatically sent to a Medical Review Officer (MRO) for further evaluation and clearance. Failure to proceed with the MRO process or not providing the information requested by the MRO may result in dismissal from the nursing program.

h. The WSU School of Nursing reserves the right to ask any student to submit to additional drug testing. This request will occur if a student appears to be impaired, intoxicated or under the influence of drugs, narcotics, or chemicals. Nursing faculty, in consultation with program administrators and/or additional healthcare professionals, are authorized to make this determination. If it is determined that a student is impaired, the student will be required to leave the classroom, lab, or clinical setting in order to avoid a potential threat or risk to public health, safety, or welfare. Students may not be readmitted to the classroom, lab, or clinical setting until results of the drug screen are reviewed. Arrangements will be made to ensure the safety of the impaired student. The cost of additional drug screens will be the responsibility of the student.

i. A student who wishes to file a grievance in response to the WSU School of Nursing's decision based on the results of the drug screen is referred to WSU Policy Section 6-23 thru 33: Student Due Process Policy and Procedures.
SECTION II: ACADEMIC STANDARDS, AND SCHOOL OF NURSING RESPONSE TO VIOLATION OF ACADEMIC INTEGRITY POLICY

I. GENERAL GUIDELINES OF ACADEMIC STANDARDS AND VIOLATIONS

A. The WSU School of Nursing (SON) has strict policies applying to any violation of the academic integrity policy in any form; any violation may be subject to an appropriate sanction or penalty. Academic-integrity violations at WSU SON are classified into two levels called nonseparable and separable. Nonseparable violations are less severe violations for which the possible sanctions do not include suspension or expulsion from the SON; separable violations are more severe violations for which the possible sanctions include suspension or expulsion. Whether a given violation is classified as nonseparable or separable depends on a number of factors including: the nature and importance of the academic exercise; the degree of premeditation or planning; the extent of dishonest or malicious intent; the academic experience of the student; and whether the violation is a first-time or repeat offense.

B. Weber State University Student Code and the School of Nursing have a no-tolerance policy for cheating.

C. Students are expected to conduct themselves in a manner free from any suspicion of dishonesty or cheating.

D. PLAGIARISM:
   1. The School of Nursing has a no-tolerance plagiarism policy. All student work is expected to be referenced correctly.
   2. When using the WSU SON internet-based plagiarism tool, a students’ paper resulting in 21% or greater amount of plagiarism will result in one of the following two actions:
      a. Based on course/assignment details, the student may take the opportunity to read the plagiarism report and rewrite the assignment in order to lower the plagiarism percentage; or
      b. Based on results of the internet-based plagiarism tool, faculty may proceed with the Academic Integrity Policy on violations and sanctions.

II. ACADEMIC STANDARDS

A. GRADING SCALE:
   1. The following grading scale is used by the School of Nursing:

<table>
<thead>
<tr>
<th>Percentage Range</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>100-95%</td>
<td>A</td>
</tr>
<tr>
<td>94-90%</td>
<td>A-</td>
</tr>
<tr>
<td>90-87%</td>
<td>B+</td>
</tr>
<tr>
<td>86-83%</td>
<td>B</td>
</tr>
<tr>
<td>82-80%</td>
<td>B-</td>
</tr>
<tr>
<td>80-77%</td>
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<tr>
<td>76-73%</td>
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<td>72-70%</td>
<td>C-</td>
</tr>
<tr>
<td>69-67%</td>
<td>D+</td>
</tr>
<tr>
<td>66-63%</td>
<td>D</td>
</tr>
<tr>
<td>62-60%</td>
<td>D-</td>
</tr>
<tr>
<td>59% and below</td>
<td>E</td>
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</tbody>
</table>
2. Students must have an 80% (B-) or higher in order to pass any nursing course and continue in the nursing program.

3. **Students must pass all prerequisite and support courses with a letter grade of “C” or better.**

**B. ROUNDING:**
1. Any grade below an 80% (e.g., 79.5%) will not be rounded.
2. All other grades will be rounded at 0.5 (e.g., 94.5% can be rounded to an A).

**C. EVALUATION INCENTIVE:**
1. Each semester, course and faculty evaluations will be available online in Chi Tester. Any student who completes both the course and faculty evaluations for a given nursing course will receive a 1% completion incentive that will be added to the student’s final grade for that course. Any student who is at a failing grade at the end of the course will not be allowed the 1% evaluation incentive.

**III. LEVELS OF VIOLATIONS AND SANCTIONS**

**A. NONSEPARABLE VIOLATIONS:**
1. Nonseparable violations are less-serious violations of academic integrity. They may occur because of inexperience or lack of understanding of the principles of academic integrity and are often characterized by a relatively low degree of premeditation or planning and the absence of malicious intent on the part of the student committing the violation. These violations are generally quite limited in extent, occur on a minor assignment or quiz, or constitute a small portion of a major assignment and/or represent a small percentage of the total course work.

2. Below are a few examples of violations that are most often considered to be nonseparable violations, at least when committed by an undergraduate student as a first-time offense. This list is not exhaustive, and classification of a given violation as separable or nonseparable is always heavily dependent on the specific facts and circumstances of the violation.
   - Persistent improper citation without dishonest intent.
   - Plagiarism on a minor assignment or a very limited portion of a major assignment.
   - Unpremeditated cheating on a quiz or minor examination.
   - Unauthorized collaboration with another student on a homework assignment.
   - Citing a source that does not exist or that the student has not read for a minor assignment.
   - Making up a small number of data points on a laboratory exercise.
   - Signing in for another student via attendance sheet or clicker in a course in which attendance counts toward the course grade.

3. However, an alleged second nonseparable violation shall be treated as an
alleged separable violation. Moreover, some violations that would be considered nonseparable for an undergraduate student may be treated as separable for a graduate student.

4. Sanctions for nonseparable violations include, but are not limited to, one or more of the following, and do not include suspension or expulsion.
   - Required participation in a noncredit workshop or seminar on ethics or academic integrity.
   - An assigned paper or research project related to ethics or academic integrity.
   - A make-up assignment that meets the outcomes of the original assignment.
   - Redoing the assignment with no credit earned for the assignment redo.
   - A failing grade on the assignment.
   - A failing grade for the course.
   - Disciplinary warning or probation.

B. SEPARABLE VIOLATIONS:
   1. Separable violations are very serious violations of academic integrity that affect a more significant portion of the course work compared to nonseparable violations. Separable violations are often characterized by substantial premeditation or planning and clearly dishonest or malicious intent on the part of the student committing the violation.

   2. Below are some examples of violations that are most often considered separable. Again, the list is certainly not exhaustive, and classification of a given violation as separable or nonseparable is always heavily dependent on the exact facts and circumstances of the violation.
      - Any violation of the Nurse Practice Act
      - Any violation of the ANA Code of Ethics
      - A second nonseparable violation
      - Copying another student’s work
      - Plagiarism
      - Copying or using unauthorized materials, devices, or collaboration
      - Having a substitute take an examination
      - Making up or falsifying evidence, data or other source materials for any assignment, including falsification by selectively omitting or altering data that does not support one’s claims or conclusions
      - Facilitating dishonesty by another student on any exam or assignment
      - Intentionally destroying or obstructing another student’s work
      - Knowingly violating research or professional ethics
      - Any violation involving potentially criminal activity

   3. Sanctions for separable violations may involve suspension or expulsion from the nursing program.
IV. GUIDELINES

A. The recommendations for sanctions at each level are not binding but are intended as guidelines for WSU School of Nursing. For both nonseparable and separable violations, the severity of the sanction imposed should be proportional to the severity of the violation committed.

B. Violations that may be considered nonseparable for an undergraduate student may be treated as a separable violation for a graduate student.

V. DOCUMENTING AND REPORTING VIOLATIONS

A. All sanctions, whether nonseparable or separable, will be documented and reported in the following manner:

1. Nonseparable:
   a. A meeting will be held between the involved faculty, the student with whom there is a problem, and (as needed) the nursing program director or campus facilitator.
   b. Faculty will document the violation on the WSU School of Nursing Academic/Behavioral Documentation Form.
   c. All nonseparable violations will be reported to the nursing program director with appropriate (Academic/Behavioral Documentation form) paperwork.
   d. Follow-up with the student is completed by SON administration.

2. Separable:
   a. When a faculty identifies an issue with separable violations, additional faculty will evaluate the issue.
   b. A meeting (setting to be determined by program director) will be held between the involved faculty, the student with whom there is an alleged violation and the nursing program director.
   c. Faculty will document the violation using the WSU School of Nursing Academic/Behavioral Documentation Form, which will be maintained in the School of Nursing student file.
   d. Program Director will bring the separable violation to SON Chair to determine plan of action.
   e. Follow-up with the student is completed by SON administration.
SECTION III: PROFESSIONAL CONDUCT/BEHAVIOR

I. GENERAL PROFESSIONALISM EXPECTATIONS

A. In addition to content knowledge, it is important for nursing students to develop professional behaviors, attitudes, and values. Failure in any of these endeavors will result in poor nursing care being provided to vulnerable populations.

As such, development of these behaviors, attitudes, and values will be part of the earned grade in both nursing theory and clinical courses. Failure in this development will negatively impact course grades and may result in the student failing the course.

B. Patient Safety and Student Engagement:
   For patient safety, students should not work the night shift prior to any daytime laboratory or clinical experience, or work the previous day shift prior to an evening or nighttime clinical experience. This requirement must also be followed during the entire residency and preceptorship experience. In addition, students are expected to be unimpaired, attentive, and engaged in classroom, lab, and clinical settings.

C. Technology use in the classroom, laboratory, and clinical setting (cell phones, tablets, laptops, etc.):
   - Cell phones, tablets, and laptops are not acceptable unless approved by the facility or faculty.

II. SON COMPETENCIES and EXPECTED PROFESSIONAL CONDUCT/BEHAVIORS

A. PATIENT-CENTERED CARE:
   1. Respect and encourage patient values.
   2. Seek learning opportunities with patients who represent all aspects of human diversity.
   3. Recognize personal attitudes about working with patients from different ethnic, cultural, and social backgrounds.
   4. Support patient-centered care for individuals and groups whose values differ from own.
   5. Recognize boundaries of therapeutic relationships.
   6. Show proper courtesy.
   7. Exhibit positive attitude including enthusiasm, motivation, dedication, commitment, showing initiative, and showing an appropriate sense of humor.
   8. Empower patients and families appropriately.
   9. Attend all clinicals, labs, and classes on time; complete assignments on time. Do not leave clinical without faculty authorization.
   10. Maintain professional attire including appropriate uniform, shoes, etc. When
appropriate, all students, while in university-sponsored clinical activities, will
wear the required uniform designated by the School of Nursing. All uniforms
must be neat and clean. If a difference exists between WSU SON policies and
facility policies, the WSU SON will conform to the facility policies. Students
are expected to comply with facility expectations. Even when nurses in the
facilities do not comply with facility expectations, students must comply with
both WSU School of Nursing Program and facility expectations.
a. The officially-designated picture ID name tag is required as part of the
uniform and must be purchased by students. Some facilities require
facility IDs to be worn in addition to School of Nursing IDs.
b. Name tag(s) must be visible and placed on the top half of the chest while
in the clinical setting.
c. Students wishing to wear a shirt under their scrub top must comply with
the following guidelines:
1) The shirt color must be solid white, purple (approved), grey, or
black.
2) The shirt must not have any logos or printing on it.
d. Students are not permitted to wear sweatshirts or hoodies, over their
nursing uniform.
e. OSHA requires that shoes must be leather or leather-like material that can
be wiped clean in the event of an exposure, or the shoe must be covered
with impermeable shoe covers. No open-toed, open-backed shoes or
shoes with holes will be permitted.

11. Grooming and personal hygiene are an essential part of professional behavior.
Physical appearance is to be neat and clean. A student may be asked to leave the
facility at the discretion of the faculty for any issues concerning grooming or
hygiene.
a. Clothing should not have any holes, rips, or tears.
b. Do not wear perfume or colognes.
c. Visible tattoos and body piercings must be covered while in clinical if
required by the facility.
d. Hairstyles are to be conservative, natural-looking, clean, and neat; and
should not inadvertently make contact with patients.
1) Hair longer than shoulder-length must be securely pulled back when
attending clinical.
2) Mustaches and beards should be short, clean, and neatly trimmed.
e. Students should maintain short, clean fingernails. No artificial nails,
wraps, or any type of fingernail polish are allowed.

B. TEAMWORK AND COLLABORATION:
1. Demonstrate awareness of own strengths and limitations as a team member.
2. Value perspectives and expertise of all health-team members.
3. Value different styles of communication used by patients, families, and peers.
4. Contribute to resolution of conflict and disagreement.
5. Be open to ideas, feedback, and constructive criticism.
6. Demonstrate professional interpersonal skills.
7. Take responsibility for own academic performance.
8. While in the classroom, laboratory, and clinical settings, be respectful toward faculty and classmates.
   a. Keep cell phones turned off.
   b. When working online, refrain from using online as a forum to complain about other students, faculty, or the nursing Program.
   c. Do not use attacking or demeaning comments when reviewing work of peers.
   d. All online comments and postings should be done in a professional manner.

C. EVIDENCE-BASED PRACTICE:
1. Value the need for continuous improvement in clinical practice based on new knowledge.
2. Acknowledge own limitations in knowledge and clinical expertise.
3. Seek appropriate help as needed.

D. QUALITY IMPROVEMENT:
1. Value own and others’ contributions to outcomes of care.
2. Identify gaps between local and best practice.
3. Seek supplemental learning opportunities.
4. Assume personal responsibility for actions and consequences.

E. SAFETY:
1. Demonstrate effective use of technology to support safety and quality.
2. Consistently use strategies to reduce risk of harm to self and others.
3. Students are not permitted to transport patients via private vehicles per WSU legal counsel.
   a. If the student does not comply with this policy, the student will assume full liability if an incident occurs.
   b. Violation of this policy will result in dismissal from the nursing program.
4. Children are not allowed in classes, labs, or clinical facilities.
5. The nursing student is expected to acknowledge and comply with the administrative authority of the assigned clinical faculty while practicing in the clinical setting.

F. INFORMATICS:
2. PROTECT CONFIDENTIALITY.
   a. No pictures will be taken while in a school setting and are not legally allowed to be uploaded to any social media, EVER. This requirement includes no picture-taking in classes, clinical, or lab, or of other classmates. Any picture taken while at in a WSU student role or setting requires a signed photo release.
   b. Confidentiality includes protecting ALL patient information.
   c. Confidentiality extends to protecting the student-learning environment.
III. SCHOOL OF NURSING RESPONSE TO VIOLATION OF PROFESSIONAL CONDUCT/BEHAVIOR

A. When behaviors, attitudes, and values are found to be inconsistent with the professional expectations of the School of Nursing, the following actions will be taken:

1. **First Offense**: Student and faculty member will meet. The faculty will identify problematic behavior, help the student identify ways to improve, and provide documentation to Program Directors using the Academic/Behavioral Documentation Form. The faculty will also review appropriate professional behaviors as outlined in the WSU Nursing Student Handbook and clarify any concerns the student may have.

2. **Second Offense** (whether a repeat of the previous problematic behavior or as a result of new concerns): A meeting with student, faculty, and Program Director/Campus Facilitator will be scheduled. The faculty will identify problematic behavior, help the student identify ways to improve, and provide documentation to Program Directors using the Academic/Behavioral Documentation Form. Program Directors will maintain a file on the student for the remainder of that student’s academic tenure in the WSU School of Nursing.

3. **Third Offense** (whether a repeat of the previous problematic behavior or as a result of new concerns): A face-to-face meeting with student, faculty, and Program Director/Campus Facilitator will be scheduled. The faculty will identify problematic behavior, help the student identify ways to improve, and provide documentation to Program Directors and SON Chair using the Academic/Behavioral Documentation Form. Program Directors will maintain a file on the student for the remainder of that student’s academic tenure in the WSU School of Nursing.

B. Students are expected to adhere to all policies in the WSU School of Nursing Student Handbook and WSU Student Code found in the University Policies and Procedures Manual (PPM).

C. School of Nursing Competency information is adapted from the following guidelines: Quality and Safety Education for Nurses. (2011). Retrieved from [http://www.qsen.org/](http://www.qsen.org/)

IV. UNPROFESSIONAL CONDUCT RELATED TO STUDENT PRACTICE OF NURSING

A. Students are also held responsible for professional behavior as set forth by the Utah Nurse Practice Act (Utah Code-Title 58: Occupations and Professions, Chapter 31b: Nurse Practice Act), which can be found at [http://le.utah.gov/xcode/Title58/Chapter31B/58-31b.html](http://le.utah.gov/xcode/Title58/Chapter31B/58-31b.html)
SECTION IV: UNSATISFACTORY STUDENT PERFORMANCE / DUE PROCESS

I. READMISSION/REAPPLICATION/LEAVE OF ABSENCE/DISMISSAL FROM PROGRAM

A. READMISSION TO A NURSING PROGRAM:
   1. Students who have been terminated or who have officially withdrawn from a nursing program may be considered for readmission within the following program-completion guidelines. Consideration for readmission to a nursing program requires a student to submit a letter requesting readmission to the program prior to application deadline. The letter requesting consideration for readmission must be addressed to the School of Nursing Admissions and Advancement Committee. Each case is considered individually, and a student is not guaranteed readmission.

   2. Readmission to a specific nursing level of a nursing program is considered under the following conditions:
      a. A student in good academic standing who voluntarily withdraws from a program will be granted inactive status and considered for readmission by the Admissions and Advancement Committee. Readmission to a nursing program is not guaranteed and will be granted on a space-available basis.
      b. Students who have been placed on an involuntary Leave of Absence from a program may request to resume program progression at the earliest possible time. Each student's case will be reviewed by the Admissions & Advancement Committee only after receipt of all documentation requested of the student. There will be no guarantee of placement at the students’ previously admitted campus.
      c. A student experiencing a non-disciplinary Leave of Absence will be permitted, upon resolution of circumstances that prompted the non-disciplinary Leave of Absence, to resume program progression at the earliest opportunity (progression based on space availability).

   3. Students enrolled in nursing programs that require clinical assignments who exit a nursing program will need to repeat the drug screen and background check prior to readmission.

B. REAPPLICATION TO A NURSING PROGRAM:
   • Students who fail two (2) or more courses must apply for admission through the standard application process.

C. LEAVE OF ABSENCE FROM A NURSING PROGRAM:
   1. Leave of absence from the School of Nursing may include but is not limited to the following with approval from the Admissions and Advancement Committee:
      a. Illness
      b. Family matters
c. Active-duty commitment
d. Religious commitment
e. Financial difficulties

D. DISMISSAL FROM THE NURSING PROGRAM:
1. Dismissal from the School of Nursing may include but is not limited to the following:
   a. Failure of two (2) or more courses. An unofficial withdrawal (UW) grade constitutes failure of a course.
   b. Terminated for cause.
   c. Unethical or unsafe conduct.

II. WEBER STATE UNIVERSITY STUDENT DUE-PROCESS POLICY (PPM 6-22)

A. The purpose of due process is to afford students all rights guaranteed to citizens by the Constitution and laws of the United States and the state of Utah. Students are obliged to obey these laws as well as rules and regulations of Weber State University and recognized standards of the program and profession for which they are being educated.

B. Problems between a student and the University generally are in the areas of academics or misconduct. Students should refer to the Weber State University Policy and Procedure Manual (6-22) http://www.weber.edu/ppm/Policies/6-22_StudentCode.html when confronted with concerns about their rights and appropriate due-process procedure.

C. Students are encouraged to consult with their faculty when they feel they are having problems meeting nursing-program goals, objectives, or academic requirements.

III. PROCESS OF RESOLUTION

A. The WSU Policy & Procedure Manual (6-22) http://www.weber.edu/ppm/Policies/6-22_StudentCode.html provides students the opportunity to appeal decisions concerning clinical/academic performance sanctions and/or misconduct warning.

1. Informal Resolution:
   a. Initial conference with faculty.
   b. If no resolution can be reached, referral of problem to Program Level Director/Campus Facilitator.
   c. If no resolution can be reached, referral of problem to School of Nursing Chair.
   d. If no resolution can be reached, referral of problem to Dean, Dumke College of Health Professions.
   e. If an informal resolution cannot be reached, any party in the dispute may request a formal appeal.
2. **Formal Appeal:**
   
a. Contact the Due Process Officer and initiate the hearing process. See WSU Policy & Procedure Manual or check [http://www.weber.edu/ppm/Policies/6-22_StudentCode.html](http://www.weber.edu/ppm/Policies/6-22_StudentCode.html)
SECTION V: RESOURCES FOR STUDENT SUPPORT

I. AVAILABLE RESOURCES

A. The following resources are available to all WSU School of Nursing students http://www.weber.edu/studentaffairs. Outreach student access is provided through cooperative agreements with local educational and/or community resources. Student communication and/or information exchange is available to all students via the Internet.

1. Weber State Wildcat Email Account:
   a. All students are assigned a computer Wildcat e-mail account. It is the student’s responsibility to choose a confidential password for the account immediately. Communication from the nursing program and individual faculty to the student will occur through the Wildcat e-mail account only, unless associated with course work.
   b. Due to FERPA regulations, personal e-mail addresses will not be recognized. However, a student can forward e-mail from the student’s Wildcat mail to his/her personal e-mail account.

2. Learning Management System:
   a. Communication related to course work is conveyed through the online learning management system.
   b. Additional resources to enhance learning are embedded in courses.

3. Financial Aid/Scholarships:
   a. All WSU Nursing students, no matter the campus location, obtain Financial Aid from the WSU Financial Aid Office. Instructions on how to apply for FAFSA and financial aid and scholarships, as well as applications, are found at www.weber.edu/financialaid/apply.html. WSU Financial Aid and Scholarship Application opens September 1. The priority deadline for completion of FAFSA is May 1.

   b. In order to be eligible for any WSU or Nursing scholarships, students must complete the FAFSA and WSU Financial Aid and Scholarship applications every academic year. Students can apply for financial aid anytime. However, to ensure that funding is available for the beginning of the semester, students should apply by the established deadlines. Students will not be considered for any scholarships if the FAFSA and WSU Scholarship applications have not been completed. Students will be notified through their WSU student email account if any additional information is required for a specific scholarship.

   c. If students are awarded a scholarship, notification will be made by the Financial Aid/Scholarship Office through the student Wildcat e-mail account.
d. Any questions regarding School of Nursing scholarships may be submitted to Marguerite Simmons via email at msimmons1@weber.edu.

3. Nursing Organizations and Activities:
   a. All students are encouraged to participate in professional activities and join their respective professional organizations: The National Student Nurses Association (NSNA) and the Utah Student Nurses Association (USNA). A faculty member will serve as advisor for NSNA/USNA on each Nursing-program campus. Students in the BSN and MSN programs are strongly encouraged to join and participate in Utah Nurses Association (UNA) and American Nurses Association (ANA).
SECTION VI:
STUDENT ACADEMIC/BEHAVIORAL DOCUMENTATION FORM
Weber State University School of Nursing  
Academic/Behavioral Documentation Form

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<thead>
<tr>
<th>Student Name:</th>
<th>Faculty:</th>
<th>Date:</th>
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</thead>
</table>

This document represents a binding, written agreement between the nursing program and the student that identifies the following:

1. Unsatisfactory student performance.
2. A written plan for correction of unsatisfactory student performance.
3. Documentation of student’s performance related to plan of correction.

Documentation of all student contracts will remain as a permanent record in the student’s School of Nursing academic file.

<table>
<thead>
<tr>
<th>Type of Occurrence:</th>
<th>Academic</th>
<th>Conduct/Behavioral</th>
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<tbody>
<tr>
<td></td>
<td>[  ] Non-separable Violations</td>
<td>[  ] First Offense</td>
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<tr>
<td></td>
<td>[  ] Separable Violations</td>
<td>[  ] Second Offense</td>
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<td></td>
<td>[  ] Third Offense</td>
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Description of unsatisfactory student performance (attach a separate page if needed):

Written plan for correction of unsatisfactory student performance (attach a separate page if needed):

I understand the terms of this agreement and understand that failure to fulfill the identified plan for correction may result in either suspension and/or expulsion from the WSU School of Nursing. Furthermore, I have been informed of my WSU student right to due process and have been provided information regarding WSU student process procedures.

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<th>Student Signature:</th>
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<tbody>
<tr>
<td>Faculty Signature:</td>
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<tr>
<td>PN/RN Facilitator Signature:</td>
<td>Date:</td>
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<td>Program Director Signature:</td>
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<td>SON Chair Signature:</td>
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**Final Outcome:**
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<tr>
<td>Faculty Signature:</td>
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<tr>
<td>SON Chair Signature:</td>
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Part C
MSN Program Specific Policies and Information
SECTION I: GENERAL INFORMATION

Welcome
We are pleased you have chosen to attend the Masters of Science in Nursing Program (MSN) at Weber State University (WSU). The MSN program at WSU prepares innovative nurse experts who are capable of shaping and advancing the practice and profession of nursing. The dynamic curriculum is designed to promote national guidelines and competencies that enable graduates to make a significant contribution to education and healthcare environments. Upon completion of the program, graduates are prepared for doctoral level education.

MSN Program - Student Learning Outcomes
The MSN Program’s Student Learning Outcomes were derived from the School of Nursing’s philosophy and the Quality and Safety Education for Nurses (QSEN). Upon completing the program, students should be prepared with the knowledge and skills necessary to improve the quality of the healthcare environments within which they work. The MSN program and track outcomes are as follows:

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<thead>
<tr>
<th>SCHOOL OF NURSING Student Learning Outcomes</th>
<th>MSN PROGRAM Student Learning Outcomes</th>
<th>MSN NURSE EDUCATOR Role Specific Outcomes</th>
<th>MSN NURSE EXECUTIVE Role Specific Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patient Centered Care</td>
<td>Patient Centered Care</td>
<td>Patient Centered Care</td>
<td>Patient-Centered Care</td>
</tr>
<tr>
<td>Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patients’ preferences, values, and needs.</td>
<td>Create and direct collaborative patient care environments that promote the development of nursing expertise that includes the patient perspective.</td>
<td>Design level-appropriate contemporary program outcomes and curricula that prepare graduates to function effectively in the healthcare environment with a focus on the patient.</td>
<td>Design and establish the professional practice environment and associated staffing that support interdisciplinary roles, innovative workflow models, and patient-centered care.</td>
</tr>
<tr>
<td>Teamwork &amp; Collaboration</td>
<td>Teamwork &amp; Collaboration</td>
<td>Teamwork &amp; Collaboration</td>
<td>Teamwork &amp; Collaboration</td>
</tr>
<tr>
<td>Function effectively within nursing and inter-professional teams, fostering communication, mutual respect, and shared decision-making to achieve quality patient care.</td>
<td>Apply advanced communication strategies to support high-functioning interdisciplinary teams that support high quality, safe patient care.</td>
<td>Participates in interdisciplinary efforts to contribute to the professional standing of nursing and address the healthcare education needs in local, national and international arenas.</td>
<td>Design high functioning interdisciplinary care teams and lead initiatives to improve patient care.</td>
</tr>
<tr>
<td>Evidence-Based Practice (EBP)</td>
<td>Evidence-Based Practice (EBP)</td>
<td>Evidence-Based Practice (EBP)</td>
<td>Evidence-Based Practice (EBP)</td>
</tr>
<tr>
<td>Integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.</td>
<td>Evaluate available evidence, expert opinion, and patient preferences to determine best practice. Evaluate the feasibility and appropriate evaluation methods for planned EBP interventions.</td>
<td>Uses evidence to support best practices in teaching andragogy as well as the development of educational experiences.</td>
<td>Establish standards utilizing evidence based practice as the foundation of nursing practice and patient care delivery.</td>
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<tr>
<td>Quality Improvement</td>
<td>Quality Improvement</td>
<td>Quality Improvement</td>
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<tr>
<td>Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems, including participating in healthcare policy</td>
<td>Develop policies and processes based on identification of best practice that improve the quality and safety of nursing care provided by health care systems.</td>
<td>Incorporates quality improvement strategies in the development and evaluation of educational programs.</td>
<td>Develop efficient patient care models and policies that ensure high quality care and compliance with regulatory requirements.</td>
</tr>
<tr>
<td>Patient Safety</td>
<td>Patient Safety</td>
<td>Patient Safety</td>
<td>Patient Safety</td>
</tr>
<tr>
<td>Minimize risk of harm to patients and providers through both system effectiveness and individual performance</td>
<td>Incorporate patient safety principles into the development of comprehensive patient safety goals and safety education for nurses.</td>
<td>Incorporate national patient safety resources that promote patient and provider safety in the practice arena.</td>
<td>Develop a culture of safety inclusive of the interdisciplinary care team, the patient, and the family. Incorporate transparency and provide tools and resources for the creation of a safe culture.</td>
</tr>
<tr>
<td>Informatics</td>
<td>Informatics</td>
<td>Informatics</td>
<td>Informatics</td>
</tr>
<tr>
<td>Use information and technology to communicate, manage knowledge, mitigate error, and support decision making</td>
<td>Formulate policies, processes, and/or educational plans that leverage information technology to optimize information management, reduce errors, and support clinical decision-making.</td>
<td>Utilizes information technology to support educational practice and incorporates the use of informatics to improve quality healthcare and innovative teaching.</td>
<td>Recommend and optimize information technologies to support evidence based nursing practice, clinical decision making, and administrative functions.</td>
</tr>
</tbody>
</table>


**Student Involvement**

Graduate students are encouraged to serve on School of Nursing (SON) committees. Student representation and input are valued at MSN faculty meetings. Active student involvement and input insures the quality and growth of the program. MSN faculty meetings are held monthly and can be attended remotely or in person. Please contact the MSN administrative assistant for dates, times, and locations.
SECTION II: RESOURCES

Graduate Advising
The MSN program assigns each student an MSN faculty mentor and advisor. This faculty member is available for academic counseling. An MSN enrollment director is also available for additional support.

Writing Center
The mission of the WSU Writing Center is to promote students' academic success and life skills development by providing free drop-in and appointment tutoring during day, evening, and weekend hours, for students writing in courses across the curriculum. The Writing Center is located at Elizabeth Hall, Room 210.

Student Services Counseling and Psychological Center
The WSU Student Counseling Center is available to students having personal/social concerns. The Counseling Center is located at the Student Services Center, Suite 280A.

Student Health Services
The WSU Student Health Center provides quality, cost-effective health services to students including:
- Outpatient medical care for common illnesses and injuries
- Disease prevention activities
- Health promotion to the student body population allowing them to arrive in class ready to learn

All students who have current student ID and are registered students may use the student health services. Please bring ID card. Services are provided at low or no cost. Insurance is not required for students to use the Health Center. The Student Health Center is located at the Student Service Center, Room 190.

Library
The WSU Stewart Library provides graduates with online access to numerous academic resources in addition to books, periodicals and documents. A dedicated health-science librarian is also available to students.

Financial Aid, Scholarships and Grants
Information regarding financial aid and grants is available through the Financial Aid Office in the Student Services Building, Suite 120.

Nursing scholarship are available to graduates and students are encouraged to apply. Information regarding scholarships can be found at nursingscholarships@weber.edu.

Sigma Theta Tau International (STTI) Nursing Honor Society Nu Nu Chapter
The purpose of STTI is to recognize achievement and leadership in nursing. Full-time MSN students are eligible candidates for this society. Members pay an annual fee, and receive official publications, chapter-sponsored education, and voting membership. Graduate students who are interested in applying for membership can speak with their MSN faculty advisors. A $1,000.00 graduate scholarship is awarded annually by the Nu Nu Chapter. Applications are accepted in the fall.

Course Materials
Most assigned books are available through the WSU Bookstore on campus or general book resellers.
SECTION III: COMMUNICATION

WSU Email Account
All students at the WSU SON will receive a WSU e-mail account. It is the student’s responsibility to maintain and monitor this account for program information and updates. Students will be held responsible for the information distributed through their student e-mail.

MSN Bulletin Board
The MSN Bulletin Board is a password protected website that provides students with timely program information and updates.

Contact Information
Changes made to student contact information including telephone, e-mail, and mailing address should be made in writing to the MSN program assistant within six (6) weeks of the change.
SECTION IV: PROGRESSION

Course Load
The MSN program is a full-time program and is defined as enrollment in a minimum of nine (9) credit hours per semester.

Transfer Credits/Petitions
The MSN program director and SON Curriculum Committee (SONCC) evaluates the suitability of core transfer credits. To apply for core transfer credits, a written petition must be completed by the student and submitted to the MSN program director. An official transcript from previous institutions along with a course catalog and syllabus must be provided.

A maximum of nine (9) credit hours may be transferred following approval from the MSN program director and SONCC.

Student Progression
Graduate students are expected to make continuous progress in the graduate program through full-time registration. Exceptions may be made in the event of a significant life event. The student must have written approval from the MSN program director prior to withdrawing from course work. All credits counted toward the MSN degree, including transfer credits and the MSN scholarly project, must be earned within a three-year period, beginning with the first semester of full time enrollment.

Transferring Tracks
The WSU MSN Nurse Educator and Nurse Executive are based upon program availability and are made at the discretion of the MSN program director. MSN Nurse Educative and Nurse Executive tracks are non-transferrable to the MSN Nurse Practitioner Track. Student’s accepted and enrolled in the WSU MSN Executive or Educator tracks who wish to transfer to the Nurse Practitioner Track, must formally apply to MSN Nurse Practitioner program of study. Students who have completed MSN core courses in either the Nurse Educator or Nurse Executive courses may have to repeat MSN Nurse Practitioner core courses due to lack of transferability related to differences in credit hours, course content, and MSN scholarly project alignment.

Academic Integrity
Academic integrity is essential to the student’s success and progression in the MSN program. Students are responsible for adhering to the SON and WSU’s guidelines and policies related to academic integrity. The purpose of the WSU Student Code is to promote professional conduct and personal integrity on the part of all students. (A copy of the WSU Student Code is available online at http://www.weber.edu/ppm. Violation of the WSU Student Code may result in dismissal from the SON.

Academic Standing
All MSN courses must be passed at the 80% (B-) level. All non-MSN courses must be passed with a C (73%) or above. A minimum cumulative GPA of 3.0 must be maintained during all coursework in order to graduate.

A student in good standing is defined as a student who:

- Maintains a minimum of a 3.0 cumulative GPA
- Maintains a full-time course load
- Is not on academic probation
- Is on approved leave of absence
- Has completed the immunization, background check, HIPAA, OSHA and drug screening process with no identified problems
- Has completed the APA prerequisite module prior to beginning the program
- Is not on WSU financial hold

**Academic Probation**

A student who receives lower than a B- in any MSN core or track course will be given an academic warning. If a required course grade falls below the required B- minimum, the student must meet with the MSN program director. The course must be repeated at the next available semester and a satisfactory grade must be achieved. Students may continue to register for additional coursework as approved by the MSN program director.

With approval from the MSN program director, the student may officially withdraw from the course or the letter grade for the course remains on the transcript and is calculated into the cumulative GPA. Students who have a cumulative GPA less than a 3.0 will be placed on academic probation for no more than two semesters, or one academic year. Students who remain on academic probation for greater than two semesters, will be removed from the program.

**Incompletes**

A student who fails to complete a course within the prescribed period due to extenuating life circumstances and does not withdraw (W) may, at the instructor’s and MSN program director’s discretion, receive a grade of incomplete (I) or Failure (F).

In order to receive an incomplete grade, the student must have completed a substantial portion (approximately 80%) of the required coursework, and indicates the student was unable to complete the course for a legitimate reason. In all cases, requests for an incomplete grade must have written documentation of approval by both the MSN instructor and MSN program director. The written documentation must be accompanied by a detailed description of assignment completion requirements.

The documentation will be placed in the student's SON file. Except in unusual circumstances, the outstanding coursework must be completed within the first eight (8) weeks of the following semester. The student must complete remaining coursework without re-registering or attending the affected class during a subsequent semester. The instructor may remove the “I” after successful completion of course requirements. In extenuating circumstances, the instructor may permit a one-year extension for completion of the course. Any course that is not completed within the prescribed period will result in a failing grade (E) and shall not be credited toward completion of the MSN degree. Credit hours are not included in the official WSU transcript until a letter grade is posted. All incomplete coursework must be completed prior to graduation.
SECTION V: READMISSION /REAPPLICATION/LEAVE OF ABSENCE/DISMISSAL FROM MSN PROGRAM

Readmission
Students admitted the MSN program who are unable to complete the program of study, must notify the MSN program director in writing prior to withdrawing. Students who have officially withdrawn from the nursing program may be considered for readmission within the following program completion guidelines. Consideration for readmission to a nursing program requires a student to submit a letter requesting readmission to the MSN Program. The letter requesting consideration for readmission must be addressed to the MSN program director. Each case is considered individually and a student is not guaranteed readmission.

Readmission is considered under the following conditions:

1. A student in good academic standing who voluntarily withdraws from a program will be granted inactive status and considered for readmission by the MSN program director. Readmission to a nursing program is not guaranteed and will be granted on a space available basis.

2. Students who have been placed on an involuntary LOA from a program may request to resume program progression at the earliest possible time at assigned campus. Each student's case will be reviewed by the MSN program director only after receipt of all documentation requested of the student.

3. In addition, see Nursing Handbook Part B, Section IV.

Reapplication (see Nursing Handbook Part B, Section IV).

Leave of Absence
A leave of absence (LOA) for a period of up to one academic year may be granted by the MSN program director due to documented life circumstances including severe illness, death in the family, or critical illness. Students who require an LOA for medical reasons for themselves or immediate family members will be required to a letter to the program director. Students who are on leave for more than one year in total may be withdrawn from the program and asked to re-apply. These restrictions do not include time spent in military service.

An LOA does not automatically change the three year graduation requirement. Approval of the three year graduation extension may only be granted at the discretion of the MSN program director.

Leave of Absence Procedure
Students considering an LOA are strongly encouraged to meet with their faculty advisor prior to the start of the semester in question. Students will then be instructed to formally request a LOA in writing to the MSN program director. Upon the MSN program director's approval, the student will receive a letter outlining the terms of the leave and any conditions that must be met prior to returning. Failure to provide written notification to the MSN program director of a student's inability to return from an approved one-year LOA, or a request for a LOA extension, will result in dismissal from the School of Nursing. In the event that this occurs, students may reapply to the MSN program following an additional one-year waiting period.
**Return from a Leave of Absence**
A written request to return from an LOA must be submitted to the MSN program director at minimum of one semester or three (3) months in advance. Students returning from an LOA due to medical reasons will be required to submit written documentation from a qualified health care provider that they are ready to resume their coursework and re-enter the campus community.

**Dismissal**
A student will be dismissed from the SON for failing a required MSN course twice or failing one or more courses in multiple semesters. A student will be dismissed from the SON for failing to complete an MSN project extension within two consecutive semesters following regular full-time course work (one year). MSN project extensions must be approved by the MSN program director in writing.

**Student Paperwork Dismissal Statement**
In an effort to remain equitable to all students and clinical partnerships, all student paperwork must be turned in and/or uploaded to the appropriate recipients by August 15. Failure to do so will result in dismissal from the program and reapplication in order to attend the MSN program in the future.

**Student Due Process Policy/Process of Resolution**
See Nursing Handbook Section IV.

**Student Incident Reports**
A Student Incident Report is completed and maintained by the SON when an incident occurs that may result in untoward effects on a student and/or patient; or one in which the safety of the patient is jeopardized. It may involve an act of commission or omission.
SECTION VI: GENERAL POLICIES

Attendance
The MSN education and nurse leader tracks are 100% online. An online orientation to the MSN program will be available to new students at the beginning of the first semester of study. To progress in the program, students must review the online orientation, sign an acknowledgement that they have reviewed the Student Handbook, and provide all required student documentation no later than the first week of their first semester of study. If students fail to meet these requirements, they may be dropped from the MSN program. If this occurs, students must re-apply to the MSN program during the next application period. Required student documentation includes the following:

- Review of MSN Student Handbook
- Review of MSN Program Orientation
- See Nursing Handbook, Part B for specific student documented information

Submitting Documentation
All students must submit required documentation by the prescribed deadline to the MSN administrative assistant. Failure to submit documentation may result is probation or program dismissal.

MSN Residency Dress Code Policy
Students are responsible to understand dress and grooming policies for MSN Program residencies. Weber State University students are diverse and we respect preferences relative to personal appearance. Clothing in the residency setting should be professional in appearance. Clothing should not distract from the professional image of a graduate nursing student. Weber State identification badges should be worn in the clinical/residency environments and must be visible on the upper torso area. ID badges should have no stickers or pins of any kind attached.

Students are expected to practice personal hygiene, including being free of strong perfume or body odor. Hair should be neat and clean. Beard and mustaches are to be neatly trimmed. Students may be asked to cover tattoos while in the residency environment that may be deemed unprofessional or distracting. Students should select and wear jewelry that does not create a distraction. Visible body piercing is not permitted except for ear piercing. No artificial fingernails.

Travel to Residency/Clinical Sites
The SON utilizes a number of residency sites that may require student travel via car or public transportation. Students are responsible for arranging transportation to and from residency sites and for covering the cost of travel. Travel time is not considered part of the residency hours.

Online Netiquette Guidelines
During online discussions, students are expected to observe the rules of "online netiquette" as follows:

- Whenever posting a message to discussion boards, chat rooms, or e-mail, use only professional language. Profanity, or reference to inappropriate visual material is not considered professional or appropriate
- Verbal attacks and or threatening references to other students and or faculty via e-mail, discussion boards, chat rooms or social medical is unacceptable
- Use humor with extreme caution. Without face-to-face communications your joke may be viewed as an attack or criticism
• Use of the course web sites for solicitation, promotion of businesses or products, posting of offensive messages or jokes, and other activities unrelated to the course are prohibited

Violation of netiquette guidelines will be discussed with the student at the discretion of the instructor and may result in a verbal and or written warning. Continuation of problematic online etiquette by the student may result in probation and or subsequent dismissal from the program.
SECTION VII: PROGRAM OF STUDY

The MSN Program is comprised of a total of 39 nursing credits. The MSN Core Curriculum represents 19 nursing credits, followed by 20 nursing credits in either the Nurse Executive Concentration (track) or Nurse Educator Concentration (Track).

### MSN 18 Month Curriculum Pattern 2017-2018

<table>
<thead>
<tr>
<th>MSN Core Courses</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSN 6255 Leadership and Accountability in Advanced Nursing</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6130 Theoretical Foundations of Nursing Practice</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6180 Improving Patient Care and Nursing Practice Through Information Systems and Technology</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6120 Research Statistics</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6110 Translating Research and Evidence into Practice</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6801 Integrating Scholarship into Practice</td>
<td>2</td>
</tr>
<tr>
<td>MSN 6802 Integrating Scholarship into Practice</td>
<td>1</td>
</tr>
<tr>
<td>MSN 6803 Integrating Scholarship into Practice</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Nurse Executive Courses</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSN 6360 Scope and Practice of Nursing Administration</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6324 Financial Issues in Nursing Administration</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6300 Quality Improvement, Patient Safety, and Risk Issues in Patient Care Delivery</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6380 Retaining and Developing a Competent Workforce in Nursing</td>
<td>3</td>
</tr>
<tr>
<td>MHA 6000 Health Systems and the Healthcare Economy</td>
<td>3</td>
</tr>
<tr>
<td>MHA 6100 Leading and Managing People in Healthcare</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6400 Nursing Executive Residency</td>
<td>2</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Nurse Educator Courses</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>MSN 6520 Curriculum Development for Nurse Educators</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6540 Measurement of Competence and Outcomes in Nursing Education</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6170 Teaching Strategies</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6720 Advanced Pharmacology</td>
<td>2</td>
</tr>
<tr>
<td>MSN 6560 Scope and Practice of Nursing Education</td>
<td>3</td>
</tr>
<tr>
<td>MSN 6710 Advanced Health Assessment</td>
<td>2</td>
</tr>
<tr>
<td>MSN 6730 Advanced Pathophysiology</td>
<td>2</td>
</tr>
<tr>
<td>MSN 6700 Educator Residency</td>
<td>2</td>
</tr>
<tr>
<td>MSN 6850* MSN Project Development and Implementation Extension Course</td>
<td>1</td>
</tr>
</tbody>
</table>

This course requires approval by MSN program director

This course is for students who have completed all course requirements for MSN but have not completed the MSN project. Students must register for a minimum of one credit of MSN6850 to remain enrolled in the MSN program. The MSN project must be completed prior to the end of the program completion requirement.

### Graduation

A total of 39 credit hours are required for MSN graduation.

MSN students are required to complete coursework and the MSN Project within 150% of program length. All MSN Program requirements should be completed within three (3) years following admission to the program. MSN Program coursework/credits older than six academic years will not apply toward graduation.
It is the student’s responsibility to insure that all necessary graduation requirements and documentation are completed and submitted to the graduation office before the graduation deadline. Students must complete the WSU online application for graduation by the deadline and according to the online instructions.

**Post-Masters Certificates**

The purpose of the WSU MSN post-master’s study program is to provide certification for nurses who already hold a master’s degree in nursing. This is an additional educational route further specialization in either the nurse executive nurse educator areas. The program is designed to strengthen or broaden the educational, clinical, or management capabilities of master’s-prepared nurses who are planning a role expansion or role change.
SECTION VIII: MSN RESIDENCY

Students enrolled in either the nurse leader or educator specialty tracks are required to complete a supervised residency, consisting of 85 contact hours. Contact hours for the MSN residency are defined as direct student contact in either a healthcare or academic setting. During the residency, students may apply a maximum of 15 hours of preparation time toward their 85 contact hours. These hours must be pre-approved by both the preceptor and MSN 6400 or 6700 instructor. Though not inclusive, the following offers a list of appropriate preparation time activities: development of administrative proposals, organizational budgets, unit reports, development of educational teaching and learning activities materials, learning assessment tools, or other approved activities.

Well before the student enrolls in the residency course, the student should anticipate and make appropriate personal and/or professional accommodations to support the completion of the required residency hours. Below are some recommendations for the experience.

• Think about where you would like to do your residency and with whom within the first semester in the program.
• Frequently your goals will dictate where you should plan your residency experience. For instance, if your background is in community-based organizations and you want to be exposed to more complex and diverse organizations then you may want to consider an urban setting for your residency experience.
• In your professional life, you may have seen someone whose style you admired or who had talents that you could learn from. This person could potentially be your preceptor.
• For administrator students, the preceptor candidate must have a master’s degree in a related field with a minimum of a BSN in nursing. Administration experience is also required. Refer to the Residency Handbook for more details about qualifications and responsibilities.
• For educator students, the preceptor candidate must have a minimum of a master’s degree in nursing education. Education experience is also required. Refer to the Residency Handbook for more details about qualifications and responsibilities.
• The preceptor may not be someone who evaluates you in your work role. Therefore, no direct accountability line should exist between you and your potential preceptor.
• It is strongly encouraged that you look for a preceptor outside of your home organization. The experiences you will have and the perspectives you will discover will expand your portfolio and make for a more challenging experience.

Students are required to meet all requirements of residency course work. Absences that result in a student failing to complete the required hours of clinical will not be excused without documentation of illness of the student, family death, or critical illness. Excessive absences or failing to meet the required residency hours, for any reason, may necessitate repetition of the entire course.
SECTION IX: MSN SCHOLARLY PROJECT REQUIREMENTS

The MSN Scholarly Project is a graduation requirement for completion of the WSU MSN program. The MSN project is a self-directed, faculty-supported learning activity that is under the guidance of a MSN project chair and MSN 6801, 6802, and 6803 instructor(s). The MSN project is a thorough study of a specific topic that results in a written synthesis of the literature and the integration of the information into a culminating program or product that addresses an identified issue or need. Guidelines for the completion of this program requirement is provided in the MSN Project Handbook.

Failure to complete MSN Project

Failure to complete the MSN project at the end of the four-semester MSN program will require the student to apply for an MSN project extension and register for one-credit of MSN6850 (MSN Project Development and Implementation Extension Course) for each semester of the MSN project extension. MSN project extensions must be approved by the MSN program director. A total of two (2) semesters will be allowed for project extensions.
SECTION X: PROGRAM/LEARNING OUTCOMES FOR THE MSN PREPARED NURSE

The MSN program outcomes and student learning competencies were developed using nationally established national nursing standards and guidelines. These publications include the 2005 PEW Health Professions Commission Report, the American Association of Colleges of Nursing 2000, the American Nurses Association 2004: Scope and Standards for Nurse Administrators, Quality and Safety Education for Nurses (2010), and the National League for Nursing 2005: Scope of Practice for Academic Nurse Educators. The WSU MSN Program Outcomes are: