

# Nursing Student Handbook

## Union College Nursing Program

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**2023-2024**

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# Union College Nursing Program

## Nursing Student Handbook

### GENERAL INFORMATION

#### **Nursing Program Welcome**

Welcome to the Union College Nursing Program! The Nursing Program has a long-standing history of excellence and is the first Bachelor of Science in Nursing degree in both the state of Nebraska and among Seventh-day Adventist colleges. As a student in the Nursing Program, you will have the opportunity to build upon your knowledge from the liberal arts and sciences as you gain the nursing knowledge you need to provide high quality, safe patient-centered care in the dynamic healthcare environment.

The Nursing Program faculty have developed an up-to-date curriculum to provide students with the knowledge, skills, and abilities to be competent professionals and caring generalists in the profession of nursing. The faculty are committed to upholding Christian values, professional standards, holistic care, and service as modeled by Jesus Christ.

We are eager and ready to partner with you to encourage your personal and professional growth. I look forward to getting to know you as you pursue your degree at Union College.

*Slinga De Ink!*

Elysia Ockenga, MSN, RN  
Director, Union College Nursing Program

#### **Introduction**

The Nursing Student Handbook is intended to give a general orientation of the services, policies, and procedures of the Union College Nursing Program. The handbook should be used in conjunction with the Union College Bulletin, Union College Student Handbook, Union College and Nursing Program websites, and other printed materials distributed during orientation, registration, or by faculty and administrative offices of the college.

The handbook provides students with information about the program of study at Union College in the Nursing Program. It will be helpful to reference the handbook for a reference throughout your educational experience. The Nursing Student Handbook is updated prior to the beginning of each academic year and is subject to change with notice to students during the academic year. The student handbook is presented to the new nursing students during New Nursing Student Orientation and a current copy of the Nursing Student Handbook is available at [www.ucollege.edu/nursing](http://www.ucollege.edu/nursing) for all students to access. A new change or policy shall be enforced only after it is given in written form to those affected. No policy shall be retroactive. A student or applicant to the Nursing Program has the right to request an exception to any published policy using the petition procedure. The petition shall state the rationale for requesting a variance to written policy. The student who believes that a policy, or its use is unfair, is entitled to use the grievance process as outlined in the official Union College Student Handbook. Where existing policies and procedures do not apply, the Nursing Program Director is empowered to make a decision.

#### **Mission Statement**

The Union College Nursing Program prepares students from diverse communities to be competent professionals and caring generalists in the profession of nursing. The program reflects a

commitment to Christian values, professional standards, holistic care, and service as modeled by Jesus Christ.

Rev/Rev: 08/13/08; 08/03/17; 05/14/20; 08/09/22

### **Philosophy**

The Nursing Program subscribes to a philosophy that is based upon Biblical principles supplemented by the educational writings of Ellen G. White, one of the founders of the Seventh-day Adventist (SDA) church. Her **health** message promotes health and wellness through meeting basic human needs such as: nutrition, exercise, water, sunlight, temperance, air, rest, and trust in God. The Nursing Program promotes evidence-based, compassionate patient care incorporating these principles. Christian nursing care is grounded in the essential values of faith, respect, social justice, ethics, and integrity.

**Nursing** is based on providing patient-centered care that is focused on the individual's preferences, values, and needs.

**Patients** may be individuals, families, or communities. The generalist nurse demonstrates mutual respect, open communication, and shared decision making in collaboration with the interprofessional team. Professional nurses integrate evidence-based practice, quality improvement, informatics, and safety design principles to provide system effectiveness and quality individual performance.

**Baccalaureate nursing education**, with its integration of arts and science courses, is valued as preparation for the generalist nurse to function within a changing health care system. A baccalaureate Nursing Program fosters life-long learning and provides a foundation for graduate education.

**Education** of the adult learner enhances the ability to connect nursing concepts to patient-centered care based on a foundation of life experiences and knowledge. The faculty fosters the adult learner's need to be self-directed, outcome driven, and relevancy oriented. Faculty members are dedicated to fostering in students a culture of servant leadership to influence the future with faith, confidence, and integrity.

Rev/Rev: 03/02/11; 05/14/20; 08/09/22

### **Organizing Framework**

- **Safety** is the minimization of the risk of harm to patients and healthcare providers. Patients, families, and members of the healthcare team utilize technology, value attentiveness, and monitor care activities to minimize risk.
- **Quality Improvement** is the use of data to monitor the outcomes of care processes to continuously improve the quality and safety of healthcare systems. The safety and quality goals found in *The Essentials of Baccalaureate Education for Professional Nursing Practice* and *Quality, Safety Education for Nurses* (QSEN) with Knowledge, Skills and Attitudes (KSA's) serve as the foundation of the program.
- **Professional Practice Standards** are a guide to the knowledge, skills, judgment, and attitudes needed to ensure the highest level of quality, safe care. Professional nurses utilize standards for self-assessment and performance evaluation to measure whether care being provided meets the standards. The professional standards found in *The Essentials of Baccalaureate Education for Professional Nursing Practice* and the *American Nurses Association: Scope and Standards of Practice* serve as the foundation of the program (AACN 2009, ANA).

- **Informatics** is the use of information and technology to communicate, manage knowledge, mitigate error, and support decision making (QSEN).
- **Interprofessional Communication and Collaboration** is the effective interaction and partnership of the healthcare team to optimize patient outcomes by ensuring safe, high quality patient-centered care (AACN 2009, QSEN).
- **Evidence-Based Practice** is integrating best, current evidence with clinical expertise, patient/family preferences, and values for delivery of optimal healthcare. The Nursing Program facilitates student learning through exposure to a basic understanding of how the evidence is developed, including the research process, clinical judgment, interprofessional perspectives, and patient preference as applied to practice (AACN 2009, QSEN).
- **Patient-Centered Care** is recognizing that the patient or designee is the source of control and full partner in the provision of compassionate and coordinated care. Patient-centered care is based on respect for patient's differences, preferences, values, and needs (QSEN).
- **Clinical Judgment** is the outcome of critical thinking and clinical reasoning in nursing practice. Clinical judgments begin with an end in mind and are about evidence, meaning, and outcomes achieved.
  - **Clinical Reasoning** is the process used to assimilate information, analyze data, and make decisions regarding patient care.
  - **Critical Thinking** is the process of questioning, analysis, synthesis, interpretation, inference, inductive and deductive reasoning, intuition, application, and creativity (AACN, 1998). Critical thinking underlies independent and interdependent decision making.
- **Christian Values** are the foundation of the Nursing Program. Caring is central to the concept of Christian values. Essential values that exemplify Christian values include, but are not limited to, altruism, human dignity, social justice, autonomy, and integrity.  
Rev/Rev: 02/20/12; 05/14/20; 08/09/22

### **New Graduate and Level Outcomes**

1. Use Christian values as a foundation of professional practice standards to demonstrate accountable, patient-centered care, and servant leadership. (*BSN Essentials: I, II, III, V, VII, VIII*)  
**Beginner:** Develops understanding of Christian values and professional practice standards related to the provision of patient-centered care and service.  
**Intermediate:** Consistently demonstrates Christian values and ethical behaviors consistent with professional standards as evidenced by accountable patient-centered care and service.  
**Advanced:** Assumes accountability for value-based professional practice and service.
2. Demonstrate leadership in collaboration with the interprofessional team to design and manage patient-centered care. (*BSN Essentials: II, III, V, VI, VII, VIII*)  
**Beginner:** Recognizes the role of the nurse within the interprofessional team in providing patient-centered care.  
**Intermediate:** Practices in the role of the nurse within the interprofessional team to provide patient-centered care.  
**Advanced:** Integrates leadership in the role of the nurse in collaboration with the interprofessional team to design and manage patient-centered care.

3. Utilize current technological resources to manage information, mitigate error, foster effective communication, and support decision making in provision of safe, quality patient-centered care. (*BSN Essentials: II, III, IV, VII*)  
**Beginner:** Identifies the role of technology in the provision of safe, quality patient care.  
**Intermediate:** Utilizes current technology in the provision of safe, quality patient-centered care.  
**Advanced:** Integrates current technological resources with clinical judgment to mitigate error, foster effective communication, and support decision making in providing safe, quality patient-centered care.
  
4. Integrate best, current evidence with clinical judgment and patient preferences to provide safe, quality care across the lifespan in a variety of health care systems. (*BSN Essentials: II, III, IV, VII, VIII*)  
**Beginner:** Demonstrates skills in understanding the research process, with application of best current evidence to provide safe, quality care.  
**Intermediate:** Integrates best, current evidence into the provision of safe, quality care in a variety of health care systems.  
**Advanced:** Discriminates best, current evidence to inform clinical judgment in providing safe, quality care across the lifespan in a variety of health care systems.
  
5. Participate in quality improvement activities promoting individual performance and system effectiveness to achieve optimal patient outcomes. (*BSN Essentials: II, III, IV, V, VI*)  
**Beginner:** Recognizes the role of quality and systems in the provision of patient care.  
**Intermediate:** Utilizes quality and systems improvement data in the provision of patient care.  
**Advanced:** Integrates quality improvement activities in provision of patient care to achieve optimal patient outcomes.
  
6. Demonstrate knowledge, skills, and attitudes in preparation for lifelong learning required in a changing practice environment. (*BSN Essentials: II, III, IV, VII, VIII, IX*)  
**Beginner:** Begins to develop knowledge, skills, and attitudes necessary to provide safe, quality care in professional nursing practice.  
**Intermediate:** Demonstrates appropriate knowledge, skills, and attitudes while providing safe, quality care in professional nursing practice.  
**Advanced:** Actively seeks the requisite knowledge, skills, and attitudes to meet the demands of a changing professional practice.
  
7. Synthesize knowledge from liberal arts education and nursing courses to provide patient-centered care. (*BSN Essentials: I, II, III, IV, V, VI, VII, VIII, IX*)  
**Beginner:** Applies knowledge from the natural, behavioral and nursing sciences; spiritual domain; and humanities in providing patient-centered care to adults.  
**Intermediate:** Utilizes knowledge from the natural, behavioral, and nursing sciences; spiritual domain; and humanities to provide patient-centered care to patients across the lifespan.  
**Advanced:** Integrates scientific, conceptual, and nursing practice competencies from the natural, behavioral, and nursing sciences; spiritual domain; and humanities in providing patient-centered care in complex environments.

Rev/Rev: 02/20/2012; 05/14/20

### **Christian/Professional Values**

The Nursing Program faculty believes that students are responsible for their own learning and all aspects of the program are conducted with this concept in mind. Students are given the responsibility and freedom to grow, and the faculty will provide support to accomplish this. Each student is legally responsible for his/her own actions based on that which can be reasonably expected within the framework of his/her education and experience. Accountability is essential in the nursing profession, and students are held accountable for their attitudes, behavior, and their own learning. Civility and respect for the opinions of others is very important in an academic environment although at times you may not agree with everything which is said or discussed. A high level of professionalism is expected of all faculty and students. As a student in the Union College Nursing Program, you are an important part of a learning community. Recognize that your behavior affects your fellow students, your patients, your professors, healthcare organizations, and Union College. In the future, you may need a professional recommendation from a classmate or faculty member, and your behavior now provides the basis for any future recommendations. Take care to reflect a high level of integrity and professionalism in all that you do.

Students are expected to comply with the Nursing Program Christian/Professional values in addition to all Nursing Program and college policies. Failure to comply will result in disciplinary action.



Christian/ Professional Values	Examples of Attitudes & Personal Qualities	Examples of Professional Behaviors
<p>1. Altruism</p> <p><i>Concern for the welfare of others</i></p>	<p>Caring Unselfishness Benevolence Service</p>	<ul style="list-style-type: none"> <li>- Gives full attention to the patient/family when giving care.</li> <li>- Does not use cell phone during clinical unless use is permitted in individual course syllabi.</li> <li>- Expresses concern about social trends and issues that have implications for health care.</li> <li>- Assists others in clinical and classroom setting.</li> <li>- Works with interprofessional team to meet the holistic needs of patients.</li> <li>- Participates in college life and community service.</li> <li>- Demonstrates commitment to the learning process and nursing by taking advantage of all learning opportunities, striving for excellence in all aspects of the program, and providing quality care.</li> <li>- Volunteers at Foot Clinic, Project Impact, as a student missionary, etc.</li> <li>- Offers emotional support and positive reinforcement to peers.</li> <li>- Enriches the learning environment in the classroom by contributing constructively to activities.</li> <li>- Keeps electronic devices off or in airplane mode during exams and silenced during class unless prior arrangements have been made with the professor.</li> <li>- Limits computer use in the classroom and clinical for educational activities to minimize distraction for self and others.</li> <li>- Maintains confidentiality of information learned during simulation and computerized testing.</li> </ul>
<p>2. Human Dignity</p> <p><i>Respect for worth and uniqueness of individual</i></p>	<p>Empathy Respectfulness Non-judgmental acceptance Affirmation</p>	<ul style="list-style-type: none"> <li>- Gives full attention to professor and peers in the classroom.</li> <li>- Allows others to ask questions/voice opinions without derogatory verbal or nonverbal responses.</li> <li>- Exhibits courteous professional behavior, responses, and language (no profanity or slang) at all times in the educational environment.</li> <li>- Offers emotional support and positive reinforcement to peers.</li> <li>- Enhances others self-esteem through words and actions.</li> <li>- Provides nursing care based on the individual's needs irrespective of personal characteristics.</li> <li>- Interacts with others in a nondiscriminatory manner.</li> <li>- Demonstrates respect for others' values &amp; beliefs as well as self.</li> <li>- Values cultural and spiritual differences in patients, peers, and faculty.</li> <li>- Safeguards others' time/privacy.</li> <li>- Protects confidentiality of patients/peers/families/staff (HIPAA) including the ethical obligation to keep interactions professional.</li> </ul>

		<ul style="list-style-type: none"><li>- Respectfully discusses differences of opinion with the person involved and in the appropriate place.</li><li>- Provides criticism in constructive manner.</li></ul>
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Christian/ Professional Values	Examples of Attitudes & Personal Qualities	Examples of Professional Behaviors
<p>3. Social Justice</p> <p><i>Actions guided by moral, legal, and human principles</i></p>	<p>Non-judgmental Impartiality Sensitivity Non-discriminatory</p>	<ul style="list-style-type: none"> <li>- Promotes equal treatment of others.</li> <li>- Is accepting of multiple perspectives on issues and ideas.</li> <li>- Supports others with different learning styles and paces.</li> <li>- Is aware of own prejudices and the implications of these biases.</li> <li>- Advocates for patients and the profession.</li> <li>- Allocates resources fairly and utilizes resources wisely.</li> <li>- Reports incompetent and illegal practice objectively and factually.</li> <li>- Promotes universal access to healthcare.</li> <li>- Encourages participation in legislation and policy related to healthcare.</li> </ul>
<p>4. Autonomy</p> <p><i>Right to self-determination</i></p>	<p>Respect Openness Support</p>	<ul style="list-style-type: none"> <li>- Respects the confidentiality of peer performance in simulated learning environments.</li> <li>- Honors individual's right to refuse treatment.</li> <li>- Respects the rights of others to give input to the plan of care.</li> <li>- Shares opinions as own; allows others to speak for themselves.</li> <li>- Assists and supports the patient in autonomous decision-making.</li> <li>- Maintains professionalism in the student/patient relationship and does not extend relationships beyond the professional experience.</li> </ul>
<p>5. Integrity</p> <p><i>Actions guided by appropriate code of ethics and accepted standards of care.</i></p>	<p>Honesty Accuracy Accountability Responsibly Quality of Care Commitment to Learning</p>	<ul style="list-style-type: none"> <li>- Completes own assignments.</li> <li>- Documents nursing care accurately and honestly.</li> <li>- Writes assigned papers expressing original thought and integrating sourced content appropriately.</li> <li>- Takes accountability for own actions and accepts the consequences of those actions.</li> <li>- Seeks and uses feedback for personal and professional growth.</li> <li>- Clarifies misconceptions.</li> <li>- Keeps professor well informed.</li> <li>- Is honest, truthful, and respects confidentiality.</li> <li>- Communication is open, appropriate, and timely.</li> <li>- Encourages open discussion of controversial issues in the profession.</li> <li>- Keeps commitments and is dependable, punctual, and trustworthy.</li> <li>- Seeks to remedy errors made by self and others.</li> <li>- Demonstrates appropriate use of technology.</li> <li>- Makes decisions based on professional standards, research, and data.</li> <li>- Protects confidentiality of patients/peers/families/staff.</li> <li>- Reports to class and clinical activities free of the influence of chemical substances.</li> </ul>

		<ul style="list-style-type: none"> <li>-Adheres to the college's policy regarding substance use/abuse.</li> <li>-Reports unethical practices objectively and factually.</li> </ul>
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Rev: 05/11/15; 05/11/18; 08/09/22

### **Testing**

The Commission of Collegiate Nursing Education (CCNE) program evaluation criteria require that outcome measures of student learning be validated. The Systematic Program Evaluation Plan (SPEP) prescribes various testing measures to be included as components of the overall evaluation plan. It is critical that students value the importance of these tests, as vital decisions regarding the Nursing Program are based on the findings.

The Assessment Technologies Institute (ATI) Comprehensive Predictor is a comprehensive NCLEX-RN® readiness assessment that is given to seniors in the last semester of their program. It is a comprehensive predictor that assesses each student's readiness to sit for the NCLEX-RN®. This assessment is used as a tool to guide students in preparation for the NCLEX-RN®.

All students will be given the same time limits for standardized assessments and course exams unless accommodations are made through the Director of Disability and Information Access (in compliance with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act). The Nursing Program does not grant retroactive accommodations.

Rev/Rev: 05/14/10; 08/03/16; 05/11/18; 05/14/19; 08/09/22; 08/08/23

### **Faculty Office Hours/Appointments**

See the personnel directory on the Union College website to contact specific faculty members.

Faculty members post schedules on their office doors and in Canvas indicating available times for student appointments. If these times conflict with a student's schedule, the student should email the faculty member to arrange a mutually satisfactory time. For items that take more than a minute or two, the student is encouraged to make an appointment rather than stopping by the faculty member's office. Occasional calls to faculty at home may be necessary, but routine questions and concerns are expected to be addressed during official school hours. Planned appointments provide adequate time to discuss students' needs without being hurried or interrupted.

The student is encouraged to leave a phone message if a phone call is attempted and the teacher is not available. Faculty members will return calls as early as possible but cannot be available in their offices at all times.

Rev/Rev: 11/30/12; 05/11/15; 05/14/19; 05/14/20; 08/09/22

### **Academic Advisement**

Upon enrollment into the college, each pre-nursing or nursing student is assigned a nursing academic advisor who provides academic planning and guidance in personal situations that impact academic progress. The advisor assists with intellectual curiosity, critical analysis, self-reliance, trust, and awareness of one's strengths and weaknesses.

An academic plan must be created to assist students in meeting all degree requirements detailed in the Union College bulletin. It is the student's responsibility to make appointments with his/her advisor to develop an academic plan. This plan reflects the student's course selections for each semester of enrollment. Ideally the student and advisor should meet each semester/term to discuss academic progress. Any changes to the academic plan should be discussed with the advisor beforehand. Situations arise that might impact or change the academic plan; those situations will be dealt with between the student and academic advisor. Changes to the academic plan may jeopardize the student's graduation date. Course schedules will be submitted every semester and must be approved by the advisor before registration is complete. Listed below are student and advisor responsibilities to ensure the student's success in educational achievements.

#### **Student Responsibilities:**

- Initiate meetings with the advisor at the beginning of each semester, before pre-registration, and when needed throughout the semester.
- Set-up a meeting with the advisor in case of any academic difficulty, interruption, or change in academic status.
- Draw on the advisor in combination with the other college resources to meet academic requirements and personal needs while enrolled in the program.
- Contact the advisor regarding courses and program plans.
- Retain a copy of current academic curriculum plan and register each semester keeping in mind these are the courses needed for graduation.
- Register as indicated on a timely basis, not doing so could result in the student not getting the courses he/she needs to progress throughout the program on a timely basis.
- Accountability for meeting graduation requirements is a personal responsibility of the student.

#### **Advisor Responsibilities:**

- Collaborate in partnership with the advisee to facilitate an academic plan.
- Retain accurate documentation of the advisee's progress.
- Review and approve course selections for registration.
- Understand the curriculum and graduation-related college policies and requirements.
- Provide feedback regarding academic performance and progress.
- Review mid-term and final grades.
- Meet with advisee as needed.
- Assist the advisee to meet educational, personal, and professional goals.
- Refer the advisee to resources as appropriate.

A request for a change of advisor requires a meeting with the Nursing Program Director prior to approval for the change. The Nursing Program Director will communicate any changes with the Union College records office.

Rev/Rev: 12/31/13; Rev: 05/11/15; 05/14/19; 05/14/20

## POLICIES AND PROCEDURES

### Admission

The Union College Nursing Program admits a new nursing cohort of approximately 30 students each semester. LPN–BSN and RN–BSN students are admitted on a space available basis. Only complete and verified applications are reviewed by the Admissions and Academic Evaluation Committee (AAEC) and considered for admission. Students apply via NursingCAS, a centralized application system, and it is the applicant’s responsibility to ensure that the application and all supplemental requirements have been received and completed by the published deadlines.

Required prerequisite courses must be completed with a passing grade of “C” (2.00) to be eligible to enter the Nursing Program.

The Nursing Program AAEC intends that an applicant to the Nursing Program is well prepared to successfully complete the nursing curriculum. The holistic admission process gives full consideration to the applicant's qualifications and potential based on all evidence provided in the application and is viewed in the context of the applicant's professional and personal values. Qualified applicants may be interviewed by members of the AAEC. Applicants will receive an official letter from the AAEC when the new cohort is selected.

Eligibility to apply and application steps are available online at [www.ucollege.edu/nursing](http://www.ucollege.edu/nursing).  
Rev: 05/11/15; 08/03/17; 05/14/19; 05/14/20, 05/16/23

### Progression

Nursing courses are arranged in a progressive curriculum from concrete and simple to abstract and complex. Learning begins with conceptualization, the moves to application, and finally to the abstract and complex. To facilitate student learning, the Nursing Program has organized a progressive curriculum. Individual student academic plans may vary depending on entry point and courses accepted in transfer. A student’s academic plan is developed with the assistance of a nursing academic advisor. A student may petition the sequence based on the Nursing Program petition policy. See Academic Petition and corresponding form.

Criteria for progression in the Nursing Program:

1. Required prerequisite courses must be completed with a passing grade of “C” (2.0) to enter the Nursing Program.
2. A grade of “C” (2.00) or above in all nursing, prerequisite and cognate courses.
3. A cumulative college GPA and a nursing courses GPA of 2.50 or higher.
4. All nursing courses (including nursing electives) must be passed with a grade of “C” (76%) or higher in course theory (includes unit exams, final exams, and required ATI assessments). If the class has a clinical component, that portion must be passed, as well as the theory portion, with a grade of 76% and an overall course grade of 76% or higher. The course theory will account for at least 75% of the total grade with the comprehensive final contributing at least 20%.
5. If a student fails a clinical portion of the course (clinical performance and/or clinical learning activities) at any time during the semester, the course will be considered an attempt. The course is also considered an attempt when the student continues in the course after the drop/add date published in the Union College Academic Calendar. According to Union College policy, if the student fails clinical prior to the withdrawal date, the student may choose to withdraw from the course and receive a “W” on the transcript; this will be considered a nursing course attempt and failure. If the student fails clinical prior to the drop/add date, the student may choose to drop the course and the course will not be documented on the

transcript; this will be considered a nursing course attempt. If the student fails clinical after the Union College withdrawal date, the student will receive an "F" on the transcript.

6. If a nursing course is failed, it may be retaken the following semester if clinical/class space is available.
7. If a student stops out or withdraws from all nursing courses after the drop/add date in the college calendar, the semester will count as one course attempt.
8. A student accepted on academic probation (see statement on probation) must demonstrate academic improvement (GPA) after the first semester to be removed from probation.
9. Academic probation is allowed for a total of only two semesters; non-academic probation is allowed for a total of only two semesters.
10. Students in levels two to five must achieve a 100% on the drug administration exam within three attempts prior to the drop/add date specified in the Union College calendar to continue in the clinical course(s) at the corresponding level of the Nursing Program. Unsuccessful completion of the drug administration exam within three attempts prior to the drop/add date specified in the Union College calendar will result in clinical failure of the clinical course(s) at the corresponding level of the Nursing Program. If the student fails clinical prior to the drop/add date, the student may choose to drop the course(s) and the course(s) will not be documented on the transcript; the clinical failure(s) will be considered a nursing course attempt(s). Students in NURS 208: Fundamentals must achieve a 100% on the drug administration examination within three attempts by the date and time specified on the course calendar. In level one of the Nursing Program, failure to successfully complete the drug administration examination in three attempts will result in clinical failure of the NURS 208: Fundamentals course. Students may reenter the clinical nursing courses the following semester pending successful completion of all components of the Back to School Fair. Students will not be allowed in clinical facilities (with exception of the Union College Skills Lab and Simulation Center) prior to successful completion of the drug administration exam.
11. No one nursing course may be attempted more than twice to achieve a grade of "C" (2.0). Students may petition the Admissions and Academic Evaluation Committee (AAEC) if extenuating circumstances exist.
12. Health policy requirements (immunizations, annual TST, etc.) must be met and appropriate documentation to verify must be uploaded to CastleBranch. See Immunizations.
13. Students are allowed a maximum of two course failures or unsuccessful attempts and then must exit the Nursing Program. Students who have been terminated from a nursing program (including Union College) and accepted (or re-accepted) to the nursing program are allowed one course failure or unsuccessful attempt and then must exit the nursing program.
14. Once a student is admitted to the Union College Nursing Program, all nursing courses must be completed at Union College.
15. Withdrawal from NURS 305: Physical Assessment requires withdrawal from NURS 208: Fundamentals. See course syllabi.
16. A course audit involves classroom theory only; no tests, quizzes, paper, or clinicals are included. Registration to audit a class prior to the beginning of the course is not considered an attempt.
17. Students must complete all components of the Back to School Fair Expectations for their level in the Nursing Program prior to deadlines specified on the form each semester. Unsuccessful completion and/or completion after the deadline will result in an Incident Report.
18. When a nursing faculty member or the Admissions and Academic Evaluation Committee (AAEC) refers a student to the Student Success Center for consultation, it is expected that the student will meet with an academic coach to determine an academic plan. This plan may include ongoing coaching, meeting with the Director of Disability Information and Access, or referral to additional resources.

19. Students who have been accepted into the Nursing Program will have a maximum of five years to complete the requirements for a bachelor of science in nursing degree including transfer nursing courses (excludes LPN-BSN and RN-BSN nursing students). Students in the LPN-BSN and RN-BSN programs will have a maximum of two times the length of the full-time academic program to complete the requirements for a bachelor of science in nursing degree.
20. Graduates must have 65 credit hours of nursing courses. Transfer students may need to take additional nursing courses to reach the 65 credit hour requirement. Nursing courses transferred from another school are considered part of the 65 credit hour requirement.

Rev/Rev: 08/13/12; 05/09/16; 05/11/18; 05/14/19; 05/14/20, 05/16/23

### **Time Frame for Completion**

Students who have been accepted into the Nursing Program will have a maximum of five years to complete the requirements for a bachelor of science in nursing degree including transfer nursing courses (excludes LPN-BSN and RN-BSN nursing students).

Students in the LPN-BSN and RN-BSN programs will have a maximum of two times the length of the full-time academic program to complete the requirements for a bachelor of science in nursing degree.

Rev/Rev: 05/09/12; 05/14/19

### **Stop Out**

On occasion, students experience or choose to take a break from their Nursing Program. A "stop out" from nursing occurs when the student is unable to continue or chooses to interrupt his/her program for a specified period of time. Examples of a stop-out might be student mission service, health or personal reasons, or curriculum sequencing. Each student's situation is unique and the plan for a program break will be individualized to best meet the student's needs and the program's requirements. When a student considers a student missionary or task force position the Nursing Program recommends pursuing a position in healthcare if available.

The following procedure will enable the student and Nursing Program to plan a successful stop-out:

1. Student completes a request for stop-out on the Stop Out form and secures signature of advisor and the Nursing Program Director. The Stop Out form is available in *Nursing Program – All Students* in Canvas.
2. Stop out paperwork must be finalized during the semester prior to the stop out. An expected return date must be specified on the Nursing Program Stop Out form.
3. Students must notify the Nursing Program Director of his/her intent to return for the fall semester by March 1 and by October 1 for the spring semester.
4. If stop out time exceeds the agreed upon amount of time, reapplication to the Nursing Program may be necessary. The stop out cannot be longer than one year.
5. If a student stops out from all nursing courses after the Add/Drop date in the college calendar, the semester will count as one course attempt.
6. The Nursing Program curriculum must be completed in the time frame specified in the Nursing Student Handbook policy for Time Frame for Program Completion.
7. Following the stop out, validation of clinical skills and Assessment Technologies Institute (ATI) content mastery may be required at the student's expense.
8. Return to the Nursing Program is contingent on availability of clinical space.

Rev/Rev: 08/05/14; 05/09/16; 05/14/19; 07/09/20



## **Academic Petition**

According to the Nursing Student Handbook General Information section, “a student or applicant to the Nursing Program has the right to request an exception to any published policy using the petition procedure.”

- The Academic Petition form must be completed by the student and include appropriate signatures as indicated below. The Academic Petition form is available on the Union College website (under Records Office).
- Petitions related to academic issues in the Nursing Program will require the academic advisor’s signature and a *recommend or not recommend* statement. These petitions will be given to the Nursing Program Director to be processed.
- Petitions related to academic issues or a course outside of the Nursing Program require signatures along with *recommend or not recommend* comments from each of the following: 1) the faculty advisor, 2) the Nursing Program Director, and 3) the program director of the program that offers the course.
- The Nursing Program Director may refer some petitions to the Admissions and Academic Evaluation Committee (AAEC) for a decision.
- Expediency of action on a petition will be indicated by the time-sensitive nature of the petition request. Some petitions will require an immediate action; others can wait until a scheduled meeting time. The student will be notified of an expected time frame for a decision.

Rev/Rev: 05/09/12; 05/11/15; 05/11/18; 05/14/20

## **Graduation**

The candidate for graduation from the Nursing Program at Union College shall comply with the following:

- Meet all general college policies for graduation listed in the Union College Bulletin
- Meet Nursing Program academic requirements for general education and nursing courses as specified in the Union College bulletin.
- Achieve a cumulative GPA of 2.50 or higher in all college level courses and an overall nursing GPA of 2.50 or higher with no grade lower than a “C” (2.0) in nursing courses or cognates.
- Meet progression requirements as specified in the Nursing Student Handbook section on Progression.
- Be in good standing with the Nursing Program.
- If a student is on non-academic probation at the time of registering for the final semester in the Nursing Program, adequate evidence for removal of the probation status must be demonstrated during the final semester for the student to be eligible for graduation (see policy on discipline, probation, suspension, and termination).
- Graduates must complete 65 hours of nursing courses.

Rev/Rev: 05/14/12; 05/09/16; 05/11/18; 05/14/19; 05/14/20

## **Grading**

To pass nursing courses, the student must achieve the following:

- An overall course grade of 76% or higher (“C” letter grade). Overall course grades will not be rounded.
- A course theory grade of 76% or higher. Course theory includes unit exams, final exam, and required ATI assessment. NURS 243: Evidence-Based Practice is a writing course and has a different grading expectation (see course syllabus for details).
  - A course theory grade of 76% must be achieved prior to the addition of points for classroom and clinical learning activities including assignments, quizzes, service hours, clinical paperwork, etc. See course syllabi for details on items and grading categories.

- If the achieved theory grade is less than 76%, the student will receive the theory grade as the documented semester grade. For example, a 73% would be a “C-.”
- A course clinical grade of 76% or higher, if the course has a clinical component. The clinical grade includes clinical performance and clinical learning activities. Clinical performance evaluation grades will not be rounded.
  - If a student does not achieve a 76% in the clinical learning activities portion of the course at the end of the semester, but passes clinical performance, the student will receive the clinical learning activities grade as the documented semester grade, even if the course theory grade is passing.
  - If a student does not achieve a 76% in both theory and clinical learning activities, but passes clinical performance, the student will receive the theory grade as the documented semester grade.
  - According to Union College policy, if the student fails clinical performance prior to the withdrawal date, the student may choose to withdraw from the course and receive a “W” on the transcript. This will be considered a course attempt and failure.
    - A course attempt occurs when the student continues in the course after the drop/add date as published in the Union College academic calendar. If a student fails the clinical performance portion of the course at any point during the semester, this will be considered a course attempt.
  - If the student fails clinical performance after the Union College withdrawal date, the student will receive an “F” as the documented semester grade.
- An overall course grade of 76% or higher in writing and elective courses. The writing course is NURS 243: Evidence-Based Practice. The elective course is NURS 391: Global Health Nursing.

According to the Progression Policy, if a student needs to retake a failed course, and is eligible to do so, the student can retake the course the following semester if clinical/class space is available. No nursing course may be attempted more than twice to achieve a grade of “C.”

The grading scale for the Nursing Program is as follows:

A	94-100%	C-	73-75
A-	91-93	D+	70-73
B+	88-90	D	67-69
B	85-87	D-	64-66
B-	82-84	F	<63
C+	79-81	FA	Failure Due to Absence
C	76-78		

A grade of “FA” (Failure Due to Absence) will be given to a student who fails due to discontinued class attendance. A student receiving an “FA” grade may be in jeopardy of losing financial aid already received for the current semester.

Rev/Rev: 01/10/2013; 05/11/15; 08/09/18; 05/14/19; 05/14/20

### **Rounding Rules for Drug Administration Examinations**

The Nursing Program will utilize the rounding rules detailed in the Assessment Technologies Institute (ATI) RN Pharmacology for Nursing book. As a reminder, students should only round the final answer of the mathematical process.

In addition to the ATI rounding rules, the Nursing Program will utilize the following rule for **tablets**:

- If half available:

- [0.1 0.2] Round down      [0.3 0.4 0.5 0.6 0.7] Round to half      [0.8 0.9] Round up
- If half NOT available:
  - [0.1 0.2 0.3 0.4] Round down      [0.5 0.6 0.7 0.8 0.9] Round up

Orig: 05/14/19; rev: 12/15/20

### **Late Work**

**Classroom Learning Activities:** Classroom assignments designated for class preparation are due at the beginning of class, will not be accepted late, and will be given a grade of zero. Other classroom learning activities will have 10% deducted from the score per school day up to 50% off the total points. If late work causes the final grade of the course to fall below 76%, the student will receive a failing grade. Classroom learning activities will not be accepted after the unit exam.

**Clinical Learning Activities:** Clinical paperwork designated for clinical preparation is due at the beginning of clinical, will not be accepted late, and will be given a grade of zero. The student will be sent home from clinical with an unexcused absence. Clinical paperwork completed after clinical will be accepted time-stamped from 1 minute to 24 hours late with a penalty of 50% the total points possible. After 24 hours, the clinical paperwork will receive a zero, and failure to submit completed clinical paperwork at all will result in clinical failure. Clinical paperwork must be time-stamped of the submission date/time will be documented when the clinical adjunct or professor picks up the paperwork. If late clinical paperwork causes the clinical learning activities grade to fall below 76%, the student will receive a failing grade (see grading policy).

Rev: 05/12/16; 05/11/18; 05/14/20

### **Examinations**

- All hats/caps must be removed during exam time.
- All personal items such as electronics (i.e. smart watches, smart pens, and cell phones), purses, books, backpacks, and notebooks must be left in a designated area during testing.
- Notify the professor prior to leaving the classroom during an examination.
- Calculators, whiteboards, erasers, and markers may be provided for examinations, and no sharing is allowed.
- Students may be randomly seated for examinations at the discretion of the professor.
- Students must complete the exam in the allotted time.
- Keep electronic devices off or in airplane mode during exams and silenced during class unless prior arrangements have been made with the professor.
- Students are required to exit Respondus Lock Down Browser and show the professor the computer screen prior to leaving the classroom.
- The Union College Nursing Program uses computerized testing for unit and final exams. Students must make an appointment with the professor to review the exam within a week of taking the exam. If the student wishes to review the exam, it must be done prior to the next unit exam. The student will then have up to 15 minutes to review the exam with the professor. It is the responsibility of the student to contact the professor and schedule an appointment. Exams will not be available for review at the end of the semester.

Rev: 08/05/14; 05/12/16; 05/11/17; 05/11/18; 05/14/19; 05/14/20; 08/09/22

### **Extra Credit**

There may be extra credit opportunities in a course. The professor will let you know about those opportunities as they are available. Do not depend on extra credit to salvage your grade in this course as the opportunities are usually minimal. Extra credit will not raise the final course grade more than 2%. Points awarded for conferences and educational offerings will not be added into the

theory grade (unit or final exams, ATI assessment if applicable), but may be included in the Classroom or Clinical Learning Activities categories.

Rev: 08/03/17

### **Failing Exams/Disability Information and Access (also referred to as TLC) Referral**

If a student fails two exams in a course, the faculty member may require the student to: a) complete a Loma Linda analysis of the exam; b) attend any review sessions offered prior to the next exam; and/or c) submit the formal referral form to the Director of Disability Information and Access based on academic performance. Additional learning opportunities may also be required or encouraged.

If the nursing student is formally referred, the faculty member will complete a formal referral form that is also signed by the student. A copy of the signed referral form will be placed in the student's academic file. The student must make an appointment with the Director of Disability Information and Access and have the referral form (provided by the faculty member) signed to verify the appointment. The completed form is then brought back to the faculty member by the student and is placed in the student's academic file (replacing the previous copy).

If the student does not follow through with the formal referral and attend an appointment, the faculty member will document failure to complete the referral process place it in the student's academic file.

Orig: 2005; Rev: 05/13/16; 05/14/19; 05/14/20;08/08/23

### **Accommodations**

Union College is committed to providing educational opportunities and an inclusive environment for students with disabilities by honoring Section 504 of the Rehabilitation act of 1973, and with the Americans with Disabilities Act of 1990 and as amended in 2008, which prohibits discrimination on the basis of handicap against persons in programs or activities benefiting from federal assistance. In a post-secondary setting, federal regulations mandate accommodations which are designed to provide equal access for people with disabilities

Disability Information and Access (DIA) – Your access is our focus Teaching, Learning, Collaborating (TLC) is an initiative through DIA to create partnerships for an accessible college environment. One important step in this partnership includes providing access for students with disabilities through accommodations or strategies. If you would like to inquire more about establishing accommodations for a disability please call 402.486.2600, ext. 2080 or Email: [debbie.forsheesweeney@ucollege.edu](mailto:debbie.forsheesweeney@ucollege.edu)

Reasonable accommodations are made on an individual basis and determined in consultation between the student and the Director of Disability Information and Access. Determining appropriate accommodations is not meant to be an obstacle course for the student with a disability; rather, it is intended to support the student. The process for determining individual accommodations may depend on three of the following: an interview with the student, observation of such disability, and documentation. Every student's situation is different and therefore the lack of documentation will not prevent a student from meeting with the director.

If you have a documented disability and would like to request accommodations, please schedule an appointment with the Director of Disability Information and Access.

All nursing students will be given the same time limits for standardized assessments and course exams unless accommodations are made through the Director of Disability Information and Access (in compliance with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act). The Director of Disability Information and Access works with students to determine the

nature/extent of accommodation that might be necessary for equal participation in the program. Students are responsible for requesting accommodations for a disability, and accommodations begin after the student's plan is established. The Nursing Program does not grant retroactive accommodations. Accommodations may include extended time on exams, textbooks in an auditory format, ability to use an amplified stethoscope in clinical rotations, and other accommodations as determined on an individual basis. Where other organizations are involved, the college may be limited in the types of accommodations permitted. For example, where patient safety or child protection is involved, or where state regulations and other institutional policies may supersede college guidelines, specific accommodations may not be granted.

Nursing students may apply for accommodations on the NCLEX-RN and should consult the respective State Board of Nursing for additional details.

Orig: Unknown; Rev: 08/03/16; 08/03/17; 05/14/19; 07/09/20; 12/19/21; 08/08/23

### **Assessment Technologies Institute (ATI) Assessments**

The Nursing Program uses the ATI Content Mastery Series assessments for Fundamentals, Medical-Surgical III, Maternal Child Health, Mental Health, Pharmacology, Management & Leadership, and Community Health.

Levels 1, 2, 3 are potential scores for the proctored assessments. Level 2 was selected as the proficiency level for Union College Nursing Program proctored assessments. Students must complete 2 practice assessments prior to the first proctored assessment. When proctored assessments are completed, points will be awarded to students based on their scores (see flow chart). The first proctored assessment must be completed by the deadline as assigned by the professor.

ATI content proctored assessments are included as a total of 5% of the student's theory grade in the following courses as detailed:

- Fundamentals (Fundamentals ATI)
- Medical-Surgical III (Adult Medical Surgical ATI)
- Maternal Child Health (Nursing Care of Children ATI and Maternal Newborn ATI)
- Mental Health (Mental Health ATI)
- Management & Leadership (Leadership ATI)
- Community Health (Community Health ATI)

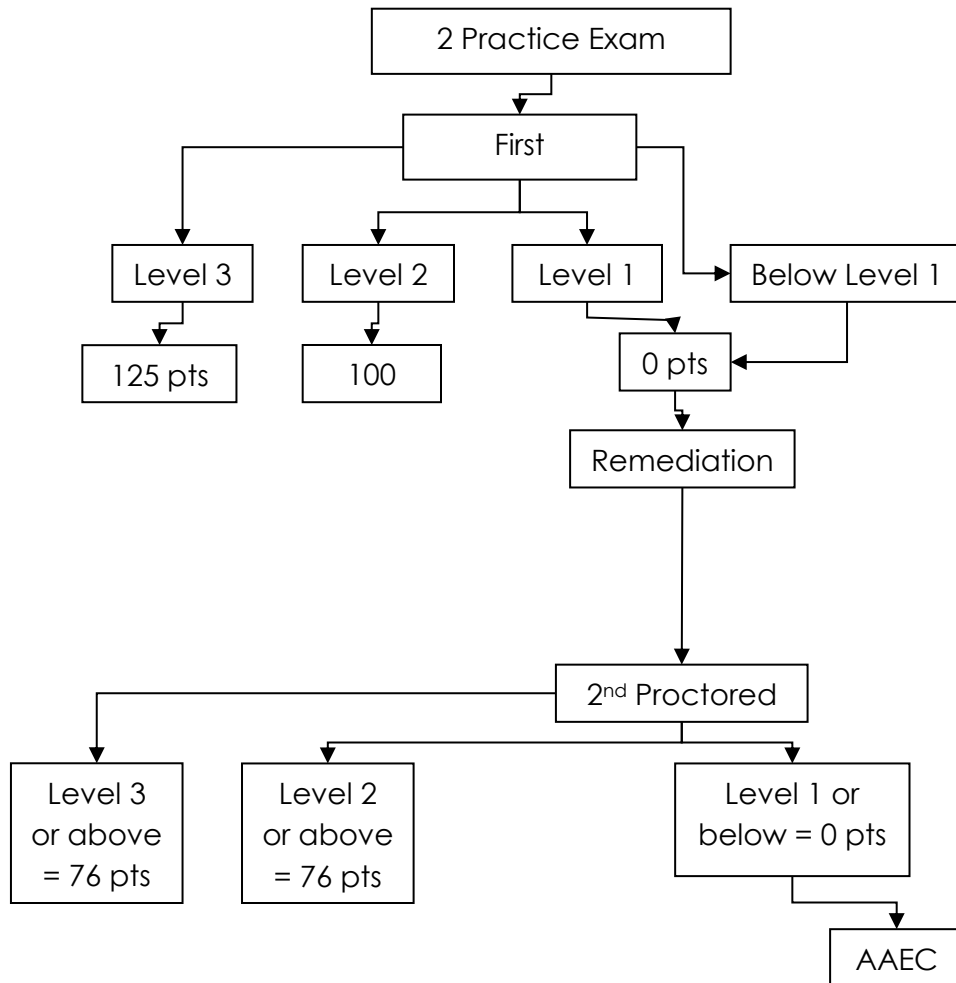
Grading for the 5%: Level 3—125/100 points, level 2—100/100 points, and level 1—0/100. Grading after remediation and retesting as detailed on the flow chart below: Level 3—76/100 points, level 2—76/100 points, level 1 and below—0/100.

Remediation policy: If a student earns a score of a level 1 or below, they will select one of the following remediation options prior to taking the second proctored assessment (see following flow chart):

- Write a paragraph or three bullet points on each missed content area noted on the ATI Focused Review.
- Spend a minimum of 2.5 hours in the ATI Focused Review as remediation.

The student will submit remediation to the course professor and receive clearance prior to the second proctored assessment. The second proctored assessment must be taken prior to dead days. If the second proctored assessment is not completed prior to dead days, the student will be ineligible to take the final exam or the second proctored assessment. This results in failure of the course.

If a level 2 is not achieved on the second proctored assessment, a referral to the AAEC will be made by the course professor. The following is a flow chart of how ATI standardized assessments will be implemented for all students.



The ATI Pharmacology content proctored assessment is included as 2.5% of the student's theory grade in each of the following courses:

- Pathophysiology & Pharmacology II
- Transition to Professional Practice

In Pathophysiology & Pharmacology II, students complete 2 practice assessments before the proctored assessment. There is only one proctored assessment given in Pathophysiology & Pharmacology II. Grading for the 2.5% Pharmacology proctored ATI assessment in this course: Level 3—150/100 points, level 2—125/100 points, level 1—100/100, and below level 1—76/100.

In Transition to Professional Practice, students complete 2 practice assessments before the first proctored assessment. There is only one proctored assessment given in Transition to Professional Practice. Grading for the 2.5% Pharmacology proctored ATI assessment in this course: Level 3—125/100 points, level 2—100/100 points, and level 1 and below—0/100.

Rev/Rev: 08/05/14; 05/13/15; 08/03/17; 05/11/18; 12/03/19; 08/09/22, 05/16/23

### **Assessment Technologies Institute Comprehensive Predictor (ATI-CP)**

In an effort to support student achievement, the faculty has implemented the following policy. This policy addresses a student's academic preparation for the NCLEX-RN®. The following information

details the policy for implementation of the ATI Comprehensive Predictor Assessment (ATI-CP) in the NURS 495: Transition to Professional Practice course.

1. Students must complete 2 practice assessments prior to the first proctored assessment.
2. The Union College Nursing Program faculty has selected a 95 percent predicted probability of passing the NCLEX-RN® as the proficiency level for the ATI Comprehensive Predictor.
3. The first proctored ATI-CP will be taken at the pre-announced scheduled time in the NURS 495: Transition to Professional Practice course.
  - a. A student who does not score at least a 95 percent predicted probability of passing the NCLEX-RN® on the first proctored assessment must complete a minimum of 500 NCLEX-RN® review questions in addition to the 400 required questions for the NURS 495 Transition to Practice course for a total of 900 NCLEX-RN® practice questions and turn in documentation of completion to the course professor.
4. Students are required to participate in a live NCLEX-RN® review or live-online review through a vendor selected by the Nursing Program. This review will be scheduled as a component of the NURS 495: Transition to Professional Practice course. Attendance at the ATI live review course is expected. Unexcused absences for any duration of time will be referred to the Nursing Program Director for consequences.
5. Following completion of the scheduled NCLEX-RN® review, all students are required to complete the second proctored ATI-CP regardless of success in achieving the 95 percent predicted probability on the first proctored ATI-CP. The ATI-CP will be taken at the pre-announced scheduled time.
6. The proctored ATI-CP assessment is included as 7.5% of the student's theory grade in NURS 495: Transition to Professional Practice. Grading for the 7.5% will be determined by the student's percentile proficiency level on the ATI-CP with achievement of the 95 percent predicted probability equaling 100% (see following table). The student's average predicted probability level on the two proctored attempts will be used as the student's grade.

Predicted Probability of Passing NCLEX-RN® (percentage)	Points/100
95-100	100
85-94	60
70-84	40
50-69	20
0-49	0

7. Students who do not achieve the 95 percent predicted probability on either proctored assessment are required to meet with the Nursing Program Director prior to leaving campus.  
Rev/Rev: 08/20/14; 05/11/15; 05/11/17; 05/11/18; 05/14/20, 08/08/23, 01/05/2024

## **Clinical Performance Evaluations**

### **Daily Clinical Evaluation:**

Daily clinical evaluations are incorporated into each clinical course. The faculty member will inform the student that this process is occurring and a copy of the daily clinical evaluation will be provided to the student. Clinical instructors complete the daily evaluation during the hospital/facility clinical experience as well as simulation or focused learning and give it back to the student at the end of each clinical experience to review. Both the clinical instructor and student initial the form for each clinical experience. Student refusal to sign the daily evaluation does not negate the validity of the clinical performance daily evaluation. Criteria for the daily clinical evaluations relate to the clinical outcomes and the final clinical evaluation. Clinical instructors use the following scale to evaluate student clinical performance on the daily clinical evaluation form:

- +3 Exceeds Requirements
- +2 Meets Requirements
- +1 Making Progress
- 0 Marginal
- 1 Unsatisfactory
- NO Not Observed

#### Mid-Term Clinical Performance Evaluation:

Mid-term clinical evaluations are completed at the mid-term point in the student's clinical rotation including hospital/facility clinical, simulation, and focused learning. A copy of the clinical performance evaluation tool will be provided to the student to complete a self-evaluation prior to meeting with their clinical instructor. The student's self-evaluation will be provided to the instructors prior to meeting with the student. The clinical performance evaluation tool is completed by the lead course professor in collaboration with the clinical instructor(s). The lead course professor and/or clinical instructor will meet with the student to discuss the student's clinical performance. Both the student's self-evaluation as well as the clinical performance evaluation tool completed by the instructor will be kept in the lead course faculty's office until it is utilized again at the final clinical evaluation. If a student does not demonstrate a passing level of "C" on the mid-term clinical performance evaluation, the clinical instructor and lead course professor will complete a remediation plan with the Nursing Program Director for the student including detailed expectations for the remainder of the clinical rotation. Faculty use the following scale to evaluate student clinical performance on the mid-term and final clinical performance evaluation tool:

- 4 Self-Directed
- 3 Supervised
- 2 Assisted
- 1 Novice
- 0 Dependent

#### Final Clinical Performance Evaluation:

The final clinical evaluation is based on course and clinical outcomes. Final clinical evaluations are completed upon completion of the entire clinical component of the course. The student's copy of the clinical performance evaluation tool will be provided to the student to complete a self-evaluation prior to meeting with their instructor(s). The student's self-evaluation will be provided to the lead course professor and clinical instructor prior to meeting with the student. The lead course professor and clinical instructor(s) will complete an evaluation of the student's clinical performance at the end of the clinical rotation and meet with the student to discuss their clinical performance. Both the student's self-evaluation as well as the clinical performance evaluation tool completed by the instructor will be placed in the student's academic file. See Grading Policy for additional details.

Orig 5/12/09; Rev: 08/05/14; 05/12/16; 05/14/20

#### **Safe and Unsafe Clinical Practice Definitions**

##### Safe Clinical Practice:

- Students are expected to demonstrate growth in clinical practice through application of knowledge and skills from previous and concurrent courses; to develop growth in clinical practice as they progress through courses; to meet clinical expectations outlined in the daily and final clinical evaluation tools; and to prepare for clinical practice in order to provide safe, competent care.

##### Unsafe Clinical Practice:

- Any behavior that places anyone in either physical or emotional jeopardy. Physical



jeopardy is the risk of causing harm. Emotional jeopardy means that the student creates an environment of anxiety or distress which puts the patient, family, staff, or faculty at risk for emotional or physiological harm. Unsafe clinical practice is an occurrence or pattern of behavior involving unacceptable risk.

Rev: 08/03/17; 08/09/22

## **Discipline, Probation, Suspension, and Termination**

### **Nursing Program Discipline**

The nursing faculty is committed to promoting and maintaining a high standard of moral excellence and professional development. The faculty of the Nursing Program supports the policies of the Union College Student Handbook. Responsibility for the welfare of others demands integrity and adherence to professional standards and Christian values.

### **Incident Reports**

- Instances of inappropriate and unprofessional student behavior are documented by the faculty member in writing on the Nursing Program Incident Report form. A copy of the incident report including required remediation will be given to the student by the completing faculty member. The faculty member submits the completed incident report to the Nursing Program Director. The original will be placed in the student's academic file.
- Each incident report will be evaluated by the Nursing Program Director for potential referral to the AAEC. Following a third incident report, the student will meet with the Nursing Program Director. Following the fourth incident report, the student will be referred to the AAEC for review of the student's academic file. Continued unprofessional behaviors inconsistent with the Christian/Professional Values of the Nursing Program and Union College may result in non-academic probation, suspension, or termination from the Nursing Program.
- There are circumstances in which an immediate decision must be made by the involved faculty member and/or the Nursing Program Director to suspend the student from attending clinical experiences or the course. Based on the discretion of the Nursing Program Director, the student may also be suspended or terminated from the Nursing Program.

Students with potential for success in nursing who are experiencing problems in either the academic or non-academic area may be placed on probation. Probation is a gift which is offered to a student as an opportunity to participate in academic or behavioral remediation. Most decisions related to probation and termination are made by the Admissions and Academic Evaluation Committee (AAEC); however, urgent decisions may also be made by the Nursing Program Director as detailed below.

### **Academic Probation**

- A student may be placed on academic probation for a wide variety of academic issues that do not align with the standards and expectations of the Nursing Program and Union College.
- Criteria for Academic Probation in the Nursing Program includes any or all of the following:
  - Cumulative GPA below 2.50.
  - Nursing GPA below 2.50.
  - Academic issues that do not align with the standards and expectations of the Nursing Program and Union College.
- Process:
  - a. Following an end of semester review by the AAEC, the student will be notified in writing by the Nursing Program Director if he/she is being placed on, continued on, or taken off of academic probation. To support potential for academic success, students on probation may be required to complete additional remediation or restrict the number of course credit hours taken during the semester. A recommendation may also be made for

students on probation to reduce work hours and/or involvement in extracurricular activities.

- b. After final grades are issued each semester, the AAEC will review the student's academic file to determine if the student should be removed from probation, given additional remedial measures, remain on probation, and/or be terminated from the Nursing Program.
- c. If after the first probationary semester/term, the student shows significant improvement but still has not achieved the required GPA, academic probation may be continued for a total of two academic semesters. At the end of a total of two academic semesters, the student must either be eligible to return to good and regular standing (cumulative and nursing courses GPA is 2.50 or higher), or must demonstrate strong potential as determined by the AAEC, and/or show evidence of significant progress to continue on probation.
- d. If a student is placed on academic probation before mid-term, that semester will be counted as the first semester of academic probation. If a student is placed on academic probation after mid-term, the next semester will be counted as the first semester of academic probation.

### Non-Academic Probation

The decision of whether to place a student on non-academic probation or to ask the student to withdraw from the program for non-academic reasons requires the exercise of wisdom and judgment of the AAEC.

- A student may be placed on non-academic probation for a wide variety of unprofessional behaviors or behaviors that do not align with the Christian/Professional Values of the Nursing Program and Union College.
- Criteria for non-academic probation includes any of the following:
  - Behavior that places the patient, student, faculty, peers, or staff in either physical or emotional jeopardy. Physical jeopardy is the risk of causing harm. Emotional jeopardy means that the student creates an environment of anxiety or distress which puts themselves and/or others at risk for emotional or physiological harm. These behaviors may be an occurrence or pattern of behavior involving unacceptable risk.
  - Conviction of a misdemeanor or felony while enrolled in the Nursing Program.
  - Failure to follow policies of the Nursing Student Handbook.
- Process:
  - a. The student will be notified in writing by the Nursing Program Director if he/she is being placed on or taken off of non-academic probation.
  - b. After final grades are issued each semester, the AAEC will review the student's academic file to determine if the student should be removed from probation, given additional remedial measures, remain on probation, and/or be terminated from the Nursing Program.
  - c. Nursing students may be on non-academic probation for a total of 2 semesters. If a student is placed on non-academic probation before mid-term, that semester will be counted as the first semester of non-academic probation. If a student is placed on non-academic probation after mid-term, the next semester will be counted as the first semester of non-academic probation.

### Suspension

Students may be suspended from the Nursing Program only or in conjunction with a suspension from Union College. Suspensions are utilized if the AAEC determines that additional time is necessary to facilitate the student's long-term success in the Nursing Program. Following completion of the remedial requirements during suspension as determined by the AAEC and Union College, the college and the AAEC will determine if reentry into the college and/or Nursing Program is allowed.

### Termination

Students may be terminated from the Nursing Program only or in conjunction with an expulsion from Union College. A student may be terminated from the Nursing Program for a variety of academic and non-academic reasons including, but not limited to, the following:

- Academic probation for a maximum of two school semesters without progress toward resolution of the problem.
- Non-academic probation for a maximum of two school semesters without significant improvement or resolution of the problem.
- Exhibition of unsafe behavior unchanged by remedial activities. There are circumstances in which an immediate decision must be made by the involved faculty member and/or the Nursing Program Director to suspend the student from attending clinical experiences or the course. Based on the discretion of the Nursing Program Director, the student may also be suspended or terminated from the Nursing Program.
- Failure to matriculate in the Nursing Program curriculum according to the progression and graduation policies of the Nursing Student Handbook.
- Process for Determination of Termination
  - a. The student will be notified when termination is being considered for his/her status in the Nursing Program.
  - b. The student has the right to present his/her perspective in writing and/or in person/video-technology to the AAEC. The student also has the right to bring a support person (not legal counsel) when presenting his/her perspective.
  - c. A decision regarding continuance or termination shall be communicated to the student verbally and in writing as soon as possible after the decision is made.
  - d. When a student is terminated or withdraws voluntarily from the Nursing Program, the nursing academic advisor or Nursing Program Director will complete an Exit Form.
  - e. All students have the right to due process following the Guidelines for Resolving Problems referenced in the Nursing Student Handbook. The grievance policy of Union College is published in the official college bulletin.
- Process for Determination of Potential for Readmission
  - a. Students who are terminated from or voluntarily withdraw from the Nursing Program may reapply according to the application deadlines using the application steps available on the Nursing Program website. The AAEC will review the application as well as performance in previous nursing courses to make decisions based on the applicant's potential for success in the Nursing Program and the nursing profession. Readmission is not guaranteed. Students readmitted on probation are allowed a total of one semester of academic probation and one semester of non-academic probation. Any disciplinary action resulting in the additional need for academic or non-academic probation following the first readmission semester will result in final termination from the program.

Rev/Rev: 08/05/14; 05/11/15; 08/03/17; 05/11/18; 05/14/19; 12/03/19; 05/14/20; 09/07/20; 08/09/22

### Nursing Assistant Certification

Students who successfully complete NURS 204: Introduction to Professional Nursing, NURS 208: Fundamentals, and NURS 305: Physical Assessment are eligible for certification as a nursing assistant in the state of Nebraska. Students who choose to pursue certification should notify the Nursing Program Director and communication will be sent to the Nebraska State Board of Nursing for processing. This certification has a duration of 2 years from the completion date of the NURS 204: Introduction to Professional Nursing, NURS 208: Fundamentals, and NURS 305: Physical

Assessment level one nursing courses and requires practice as a certified nursing assistant (CNA) to maintain certification.

If a student is already a certified nursing assistant (CNA), this process does not fulfill the practice requirements for maintenance of the certification. Additionally, a student whose certification has lapsed is required by the Nebraska State Board of Nursing to retake both the written and skills exam.

If a student prefers to practice in another state, the CNA certification may be transferrable. See the state's Board of Nursing website for specific details.

Orig: 05/11/18; 05/14/19; 05/14/20

### **Personal Computer Requirement**

The Nursing Program utilizes computerized testing to prepare students for the NCLEX-RN. Students may also choose to utilize textbooks in an online format both in class and clinical. Students are required to own a personal laptop computer and the Nursing Program recommends a Windows-based computer as Macs are more difficult to use with campus technology.

Minimum requirements necessary for a Windows-based personal computer include:

- Intel Core i5 Processor
- 4GB RAM
- Windows 11
- More than 200 GB hard drive
- 802.11n wireless internet interface
- Microsoft Office Home and Student 2019 or above

Minimum requirements necessary for a Mac personal computer include:

- MacOS OS X 13 or higher
- Microsoft Office Home and Student 2019 or above

Microsoft offers up to 5 free licenses (Mac or PC) for faculty, staff, and students. Because Union College has "purchased Office organization-wide for all faculty/staff via the Microsoft Volume Licensing program," we qualify.

To get the 5 free copies of Microsoft Office, first you will have to request a Union College email address in the Union College portal. Once you have been issued a Union College email address, go to the following link and click the green button that says "Find out if you're eligible." You will need to enter your full "xxxxxx@ucollege.edu" email address on the next page:

<https://www.microsoft.com/en-us/education/products/office>

Rev/Rev: 05/11/15; 05/11/18; 05/14/19; 08/09/22; 05/16/23

### **Use of Personal Electronic Devices**

Personal electronic devices such as smartphones and personal digital assistants (PDAs) are permitted in class and clinical for educational purposes such as accessing electronic clinical resources. Used properly and according to Nursing Program policy, electronic devices can assist in maximizing student learning and providing safe, patient-centered care. However, to maintain patient and healthcare organization privacy, it is imperative that students understand and demonstrate electronic professionalism.

Utilization of personal electronic devices for classroom and/or clinical learning will be directed by the lead course professors or clinical adjuncts. Personal electronic devices are not to be used for personal reasons during any clinical learning experiences unless prior authorization from the lead course professor or clinical adjunct is obtained.

All faculty and students will adhere to healthcare organization policies regarding the use of personal electronic devices in the clinical setting including the regulations of the Health Insurance Portability and Accountability Act (HIPAA). See the Protected Health Information/HIPAA Policy in the Nursing Student Handbook. Capturing any personal health identifiers or any other information pertaining to specific patients on personal electronic devices is strictly prohibited. During clinical experiences, including, but not limited to, clinical rotations, simulation, observations, and skills labs, telephone and camera functions on smartphones must be turned off by placing the device on “airplane mode.” The smartphone should also be silenced.

To facilitate trust and the building of a professional rapport with patients, families, and other members of the healthcare team, students should always explain the reason for the use of the personal electronic device prior to using the device in their presence.

Like any piece of equipment in the clinical setting, electronic devices can serve as a vector for the spread of infection. Students and faculty are encouraged to review the manufacturer guidelines for proper cleaning of their device; however, general recommendations include:

- Wash hands before and after device use.
- Never use the device with contaminated gloves.
- Avoid setting device down in an area that may be contaminated such as a bedside table or patient bed.
- Do not take the device into an isolation room.
- Wipe down the device using solutions recommended by the manufacturer or per healthcare organization policy.

Use of handheld electronic devices for non-educational related functions is prohibited in the classroom and in the clinical setting. Students using handheld electronic devices for non-educational related functions may be asked to leave the classroom or clinical area and may result in disciplinary action up to and including dismissal from the nursing program.

The student is solely responsible for care and maintenance of personal electronic devices. The Nursing Program, college, and healthcare organization are not liable for lost or damaged personal electronic devices.

Orig: 07/09/2020, Rev: 05/16/23

### **Student Records**

Records are maintained in the Nursing Program on applicants, current students, former students who did not graduate, and graduates. The purposes for maintaining these records are the following:

- Monitor progress through the Nursing Program.
- Serve as source of data for program evaluation.
- Supply information for recommendations to prospective employers or other educational institutions.
- Provide a source of information for advising the student.
- Maintain a record of communications and transactions between the Nursing Program and the student.
- Serve the legal purpose of supporting decisions made regarding the student.

Records are governed by the following policies:

- Continuous and unrestricted access to records is limited to Nursing Program faculty and administrative staff having official business concerning the individual names in the record.
- The subject of the record, once admitted to the program, may review the record upon written request to the Nursing Program Director.

- The subject of the record may not deface, destroy, or remove any materials from the record but may place documents or statements in the record.
- The subject of the record may obtain copies of material(s) in the record upon payment of the photocopying fee.
- Records of students currently enrolled or those who have been enrolled in nursing courses may contain information such as application materials, transcripts of grades (unofficial), correspondence between the Nursing Program and the student, incident forms, petitions to the Nursing Program and actions taken on the petitions, proficiency examination results, and clinical evaluations.
- An electronic copy of each graduate's academic file will be kept for 15 years to be used as a reference on request of the graduate to a potential employer or an educational institution.

Rev/Rev: 07/08/13; 05/11/17; 05/11/18; 05/14/20

### **Copyright Guidelines**

Refer to the Union College Library Copyright resources available on the Union College Library website.

Turnitin: To foster academic integrity by learning and applying ethical practices in research and writing, nursing courses may use Turnitin software to generate a similarity report along with grammatical and mechanical guidance for students. This software compares the students writing to the writing of other students in the Turnitin repository, internet sources, and academic databases. Submissions may be stored for future use. The goal of employing Turnitin in a course is to help students develop a better grasp of the use of paraphrasing, summarizing, and citing skills. By taking a course that uses Turnitin, the student agrees to Turnitin's use as a learning tool.

Orig: 05/16/08; Rev: 08/05/14 Rev 08/08/23

### **Integrity of Scholarship**

Union College adheres to high academic and ethical standards. Inspired by the values of both the Christian and the scholar, its faculty, staff, and students commit to exhibit integrity and truth in all academic endeavors. Thus, scholarly endeavors carry the broad expectation that they have been accomplished with honesty, whether by professors in research and developing coursework or by students preparing assignments and taking examinations.

Among other examples, dishonest conduct by students includes cheating on examinations and the submission of assignments that violate expected standards of integrity. Unauthorized multiple submissions, excessive revision by someone else, unauthorized collaboration, forged signatures, plagiarism, unauthorized copying and pasting from sources including those gathered from artificial intelligence bots (AI), misused copyrighted material, and the fabrication or unauthorized use of data all constitute violations of academic integrity. In addition to honesty in creating their own work, students should refrain from suspicious behavior themselves and deny others the opportunity to use their works in an unethical manner. Similarly, Union College expects professors to exhibit trustworthiness in their work, both in and out of the classroom, and to commit to working in redemptive ways with students regarding academic honesty.

Academic integrity violations range from incidental to significant to egregious. Descriptions of each level of violation, the processes and the corresponding consequences are explained in the Academic Policy and Procedures on the Academic Administration section of the Union College website.

The consequences of violating integrity can range from remediation to receipt of a failing grade for an assignment to dismissal from the course and even expulsion from the college.

A student who feels unjustly charged with misconduct after the appropriate process should appeal to the Vice President of Academic Administration, and if still not satisfied then to the President. Reports of academic integrity violations and their consequences are maintained by the Academic Integrity Committee Chair and serious violations may be noted in a student's permanent academic record (i.e., official transcript) as explained in the Academic Integrity Policy and procedures on the website <https://ucollege.edu/integrity>.

Rev: 06/30/16; 08/03/17; 05/11/18; 05/14/20; 08/08/23

### **Protected Health Information/ HIPAA**

The Health Insurance Portability and Accountability Act (HIPAA) became law in 1996. It requires that patients' healthcare information be protected and it gives patients more access and control over how their health information is used. Specifically, HIPAA regulations give patients a stronger say in who can access their personal health information, what they can do with it, and under what circumstances. The three main responsibilities of a nursing student regarding HIPAA are the following: 1) understand privacy standards; 2) understand and abide by policies of clinical facilities; and 3) report suspected violations using the approved chain of command.

Protected health information (PHI) is subject to privacy standards whether it is written or electronic documents, spoken word, or audio recordings. The following items are examples of PHI:

- Name
- Age
- Address
- Phone number
- Email address
- Social security number
- Medical record number
- Vehicle ID and serial number
- Device identifier and serial number
- Web URLs
- IP addresses
- Biometric identifier
- Full face photograph
- Any unique identifying characteristic, number, or code
- Tests ordered and results
- Diagnostic codes
- Identifiers relating to clinical and financial information

The nurse/student nurse is responsible for the confidentiality of all PHI. Under HIPAA only individuals with a 'need to know' are allowed to access patient information to accomplish the tasks they must perform for a patient. Individuals with a business-related 'need to know' are allowed to access only as much information as needed to accomplish the tasks they must perform for the patient. This amount of information is referred to as the 'minimum necessary'. Patient's initials are to be used in all academic written work. All healthcare organization generated papers must not be removed from the organization.

Students may only share information with individuals involved in an assigned patient's care and may only share the amount of information needed to accomplish tasks that the student must perform for the patient. Not everyone needs to know everything about a patient. This includes the patient's family and friends. Before freely discussing patient information with a patient's family and friends, the student must first ask the patient's permission. It is important to take HIPAA responsibilities seriously because violating HIPAA laws has serious consequences. Releasing any protected health information outside the guidelines of information sharing is a HIPAA violation.

Violations of HIPAA law are very serious and may include criminal penalties in addition to Nursing Program consequences. For nursing students, consequences for HIPAA violations can include an incident report, probation, suspension, and/or termination from the Nursing Program as well as potential job loss, fines, and jail time. If a student witnesses a potential violation of the privacy statutes, the student should immediately notify the clinical instructor.

Orig: 08/03/16; Rev: 05/14/20

### Attendance

You are now a member of a community of scholars that has standards of excellence in behavior and academic conduct. In light of these expectations, the following are in place. Regular and prompt attendance at all classes and clinical activities is a professional expectation of nursing students and promotes a community of learning built on the intellectual collaboration among peers and the faculty. The interactive learning experience is an intentional component of the professional development of aspiring nursing professionals and attendance is expected. It is the student's responsibility to communicate with the professor prior to missing class and clinical activities.

Valid reasons for an excused absence to class and clinical include: illness which confines the student to bed and/or fever of 100.4 degrees F or higher; quarantine/isolation; death in the family; or an approved college field trip.

#### Class

Attendance during class is a professional expectation and will be monitored. Students are responsible for all material presented and announcements made in class, regardless of attendance. A quiz missed due to an unexcused tardy or absence cannot be made up. Absence from 10% or more of class hours may result in academic consequences.

#### Clinical

Students are expected to arrive on time and be prepared for clinical experiences (written care plan, drug information, knowledge of patient's condition and anticipated treatments, as required by the lead course professor and clinical instructor). Failure to meet these requirements may result in being sent home for the day and receiving an unexcused absence. Repeated tardiness or failure to prepare for clinical will result in failure of the clinical component of the course.

Attendance at clinical experiences is required as scheduled. Illness which confines the student to bed and/or fever of 100.4 degrees F or higher, quarantine/isolation, death in the family, or an approved college field trip are valid reasons for an excused absence.

- a. In the case of clinical absence, the student must converse with the lead course professor at least 2 hours prior to the missed clinical. The lead course professor's contact information can be found on the first page of the course syllabus. The lead course professor will communicate with the clinical instructor.
- b. When a future excused clinical absence is anticipated (i.e. approved college field trip), the lead course professor must be notified as soon as possible and not less than one week before the clinical experience will be missed.
- c. Students may make up no more than two excused clinical absences during a clinical course. More than two clinical absences will result in referral to the AAEC for continuation in the course. All excused clinical absences must be made up as arranged by the lead course professor.
- d. Unexcused clinical absences may be referred to the AAEC for continuation in the course. If an unexcused clinical absence (clinical rotation, simulation, lab) is



approved for make-up, an hourly fee will be charged for additional clinical instructor time. If an unexcused clinical observation is approved for make-up, a flat fee will be charged for additional lead course professor time. See Attendance in course syllabi for additional details. Failure to complete the make-up clinical/alternative assignment within the assigned time-frame may result in failure of the course.

Students who are up to 5 minutes late to clinical may stay at the discretion of the clinical instructor. If a pattern emerges an incident report will be completed.

### Examinations

To take a scheduled exam at a later time, the student must: a) have a valid reason for missing the exam, b) converse with the lead course professor BEFORE missing the exam, c) provide verification of the illness at the discretion of the professor, and d) make up the exam within one week. It is the responsibility of the student to make arrangements with the lead course professor to make up a missed exam.

An exam missed due to an unexcused absence cannot be made up and results in referral to the AAEC.

Rev/Rev: 11/04/11; 08/03/17; 05/14/19; 05/14/20; 12/10/20; 05/16/23

### Dress Code

With the goal of ensuring the professional image of the Union College Nursing Program, Union College, and the nursing profession, Union College nursing students are required to wear the following uniform in the clinical/lab setting. Examples of clinical/lab settings include: health screening activities, facility orientation or tours, observations, simulation, etc. The Nursing Program reserves the right to determine what is appropriate and may require students to make changes as necessary to ensure compliance with Union College Nursing Program expectations. Inappropriate dress is unacceptable and may result in being sent home from clinical. An incident report will be completed, and the incident may be referred to the Admissions and Academic Evaluation Committee (AAEC).

- Approved **Professional Clinical Uniform** for the Union College Nursing Program:
  - The approved professional clinical uniform for Union College nursing students for clinical/lab consists of the following: approved gray scrub uniform top with embroidery on the right front and the college shield on the left upper arm, approved gray scrub pants, black or gray socks, approved white lab coat with school embroidery on the right front and college shield on the left upper arm, Union College Nursing Program picture identification name badge, watch that indicates seconds, a stethoscope (with diaphragm and bell), bandage scissors, and penlight. Shoe wear will consist of dedicated black/gray (at least 90%), low, rubber-heel, non-skid, closed-toe and heel shoe that are easily cleaned and reserved for clinical only.
  - The approved gray scrub jacket is optional.
  - ⊖ If students choose to wear a shirt underneath the approved scrub top, it must be solid black or gray (short or long-sleeved), with no logos or print.
  - Purchase Requirements for Professional Uniform:
    - Each student is required to purchase two approved gray scrub tops, one approved white lab coat, two pairs of approved gray scrub pants, one stethoscope, and one blood pressure cuff. These uniforms must be purchased through the Nursing Program approved vendor.
    - Pregnant students may purchase two short sleeved “snapped” gray tops and wear with a solid black or gray shirt underneath.

- Granger Condor Oxulux OTG anti-fog, scratch-resistant safety glasses are purchased by the student directly from the supplier upon entry to the Nursing Program. Safety glasses can be used for 1-3 years depending on soiling.
- Name Badge:
  - Each student entering the Nursing Program is provided with a Union College Nursing Program picture identification name badge. If a replacement badge is necessary, the student will be charged \$5 per badge. Students may not participate in clinical learning activities without their Union College Nursing Program picture identification name badge per clinical facility regulations. This results in an unexcused absence with referral to the AAEC.
  - Students are required to turn in their name badge at the completion of each semester, at the time of a stop out, or upon exit from the Nursing Program.
- **Approved Professional Business Attire:**
  - For clinical experiences that require professional business attire, students are expected to wear the following: approved white lab coat with school and the Union College Nursing Program picture identification name badge. Men are to wear black slacks with a collared shirt or sweater. Women are to wear black slacks with a dress shirt, blouse, or sweater.
  - Inappropriate attire includes, but is not limited to, jeans/denim, miniskirts, leggings, low cut tops, crop tops, T-shirts with graphics or slogans, gym attire, sweat pants or sweat shirts, torn or frayed clothing, shorts, tennis shoes/sneakers, flip-flops, and open-toed or open-heeled shoes.
- **Other Expectations Regarding Dress Code:**
  - Other expectations required of Union College nursing students and consistent with the professional image of nursing include the following:
    - Uniform should fit appropriately.
    - Uniform must be clean, ironed, and in good condition (free of tears, holes, stains, dirt, and patches) at the beginning of every clinical experience.
    - Undergarments must not be visible.
    - Good personal hygiene is required at all times (for example: no halitosis or body odor).
    - No chewing gum in the clinical/lab setting.
    - Hair is to be clean and neatly styled away from the face and worn up if it is longer than shoulder length. Hair must be a natural color.
    - Headbands must be modest in appearance with no embellishments and black in color.
    - Beards are acceptable if neatly trimmed and groomed.
    - Make-up should be natural.
    - Nails should be clean and well-trimmed. Neutral nail polish without chips is acceptable at the discretion of the clinical/lab instructor/professor. Acrylic nails, gel dip, and shellac are not acceptable in clinical/lab facilities as recommended by Centers for Disease Control (CDC).
    - Jewelry worn must be acceptable in regard to safety, infection control, and professional appearances.
    - No more than three stud earrings per ear. Facial piercings are limited to one nostril stud.
    - No other visible body jewelry is acceptable.
    - Only a watch and medical alert bracelet can be worn on the wrist.
    - No necklaces or neck chains are allowed. Only wedding or engagement rings can be worn.
    - Tattoos deemed as inappropriate, vulgar, or obscene must be covered.

- Unless otherwise specified, professional clinical uniform or professional business attire should be worn when attending meetings, making presentations, or otherwise representing the Union College Nursing Program.
- The Union College Nursing Program uniform should be worn for Union College clinical learning activities and Nursing Program-sponsored events only. You must obtain permission from the Nursing Program Director prior to wearing the uniform for another cause.

Rev/Rev: 09/16/14; 08/04/16; 08/09/18; 05/14/19; 05/14/20; 08/16/21; 08/08/23

### **Clinical Facility Onboarding**

In compliance with the expectations of our clinical facilities, students are required to complete the necessary training and onboarding processes designated by each facility. Failure to complete requirements prior to clinical may result in an unexcused absence with referral to the AAEC for continuation in the course.

Orig/Rev: 08/05/14; 05/14/19; 05/14/20; 08/08/23

### **Social Media**

The Union College Nursing Program abides by and supports the American Nurses Association (ANA) and National Council of State Boards of Nursing (NCSBN) guidelines for the use of social media for nurses. The [NCSBN White Paper on Social Media Use](#) is a valuable resource to guide use of social media as nursing students and as nursing professionals.

Examples of violations of proper use of social media include, but are not limited to, posting confidential or proprietary information about the college, staff, students, clinical facilities, patients/clients, or others with whom one has contact in the role of a Union College nursing student. Students found to be in violation of the principles associated with the Union College Nursing Program, ANA, and/or NCSBN recommendations for proper use of social media will be subject to referral to the AAEC.

Rev: 11/30/12; 05/12/16; 08/03/17; 05/14/20

### **Canvas**

Canvas, the Union College Course Management System, is utilized as the primary form of communication in the Nursing Program. All students are required to have access to Canvas and are required to check it daily for updates and resources.

Orig: 08/05/14; 05/13/15; 05/14/19; 05/14/20

### **Student Email**

The Union College issued email address of firstname.lastname@ucollege.edu will be the primary email address used by the Nursing Program and college departments for academic purposes. A student may choose to forward the email from that account into a personal account of the student's choice; however, the student is responsible for all communication sent to the Union College issued email account. All nursing students are required to check email daily for communication.

Orig: 08/03/16; 05/14/19

### **Personal Health Insurance**

Nursing students are required to verify personal health insurance coverage (health and hospitalization insurance) via the Union College registration checklist and maintain continuous enrollment throughout Nursing Program. Students may choose to add needlestick coverage to their personal health insurance plans although it is not required.

Injuries incurred on the Union College campus or assigned educational experiences off campus must be reported immediately to the Union College Campus Health Nurse or Nursing Program

Director. An occurrence report will be completed for documentation purposes. Students are responsible for any associated healthcare costs. Students coming to Union College with any known physical conditions are responsible for their medications and treatments resulting from these conditions. Medications, referrals, treatments, diagnostic tests or other special services, etc., will be at the student's own expense.

Students are required to follow Union College policies when using the Campus Health services for illnesses and health needs.

Orig: 11/02/18; 05/14/19; 05/14/20

### **Malpractice Insurance**

Students are responsible for their own actions within the framework of their education and experience. Professional liability insurance is carried by Union College for nursing students while they are engaged in nursing clinical activities of the college. Nursing students may also carry their own professional coverage if they so choose. Students are responsible for their own professional liability insurance if they perform any non-Union College sponsored nursing activities.

Rev/Rev: 03/07/08; 05/14/19

### **Children in the Learning Environment**

As an institution of higher education, the Union College Nursing Program is committed to developing student excellence and promoting an educational environment conducive to learning. The faculty understands that balancing school, work, and family can present challenges to parents particularly when it comes to childcare. However, the presence of children in class, lab, and clinical activities can create dilemmas in confidentiality, disruption, appropriateness, and safety. To preserve a proper learning environment, the Nursing Program prohibits the presence of children in class, lab, and clinical activities. It is the responsibility of the student to make proper childcare arrangements that will enable him/her to meet the obligations of the Nursing Program.

Rev/Rev: 3/26/10; 05/14/19; 05/14/20

### **Transportation**

Students are responsible for their own transportation to and from clinical experiences. Students who carpool should show common courtesy by paying their share of the travel expenses. Students who transport other students to clinical assignments are responsible for maintaining their own adequate insurance coverage and meeting the policies of Union College regarding student drivers detailed on the college website. Students and faculty are **NEVER** allowed to transport patients in their car.

Rev/Rev: 08/05/14; 05/13/15; 05/14/19; 05/14/20

### **Service Hours**

The Nursing Program views service as a part of professional development. To foster this behavior in nursing students, four hours of community service are expected in each semester of the on-campus Nursing Program. Service hours will be reported in a specific course each semester.

Criteria for service hours:

- Service hours are to occur off campus and, in the community, (excluding family) unless approved by the Nursing Program Director.
- Service activities cannot be associated with clinical credit in any course.
- Students will report their service hours on the Service Hours Report form, have it signed by an agency representative or faculty member, and submit it to the faculty member (or designee) of the assigned course. The Services Hours Report form is available in *Nursing Program – All Students* in Canvas.

The following classes in each semester will allocate 2% of their course grade—not theory—for service hours: Physical Assessment, Medical-Surgical I, Medical-Surgical II, Medical-Surgical III, and Management & Leadership. Each hour equals 0.5% credit toward the 2%. All 8 hours must be completed within an academic year. If a student has summer volunteer hours, up to 8 hours may be used for the following school year, 4 hours each semester. For questions regarding service hours, contact the Nursing Program Director.

Rev/Rev: 11/30/12; 05/09/16; 05/11/17; 05/11/18; 05/14/19; 05/14/20

### **Student Employment**

The faculty recognizes that students often need to be employed. However, because of the academic rigor and the value that is placed on the development of the whole person, the Nursing Program suggests that students consider academic and personal responsibilities when contemplating employment. When academic needs conflict with employment, the educational requirements must take priority so that the student's academic standing is not in jeopardy. If there are any problems or questions, the student is encouraged to discuss them early with his/her academic advisor. The advisor will assist the student in problem-solving related to educational endeavors that uphold academic standards.

Rev/Rev: 11/12/10; 05/14/19; 05/14/20

### **Simulation**

The Nursing Program uses the Nursing Simulation Center as a clinical rotation site for all clinical courses. All expectations and policies applying to clinicals at healthcare organizations also apply to the simulation environment.

Simulations are designed to create opportunities for students to further the application of theory in clinical practice using critical thinking and clinical reasoning to demonstrate clinical skills and clinical judgment in providing safe, patient-centered care as a member of the interprofessional healthcare team. Simulations are also utilized to evaluate student competency for safe clinical practice at the corresponding level of the nursing curriculum.

Simulations may be audio and video recorded for debriefing and educational purposes (as detailed in the simulation confidentiality form). Additional use will be disclosed to the student and requires consent.

Clinical attendance expectations detailed in the Nursing Student Handbook and course syllabi also apply to the simulation environment. If a student is absent to simulation for an excused reason or the AAEC approves a clinical make-up in simulation for an unexcused absence, and the Simulation Center is not available as a make-up clinical site, an alternate assignment may be assigned.

Practice time in the simulation environment is scheduled in levels 1 and 2 of the nursing curriculum. Students in levels 3-5 interested in practice time in the simulation environment must discuss their request with the Nursing Program Director.

Orig: 05/14/19; 05/14/20

### **Simulation Center and Skills Lab Safety Guidelines**

- **Latex Warning**  
Some equipment in the Skills Lab and Simulation Center may contain latex products. Students with a sensitivity/allergy must contact the Skills Lab Coordinator or Simulation Center Coordinator prior to scheduled activities in the Skills Lab or Simulation Center.
- **Physical Safety**  
It is expected that students will use proper body mechanics at all times. Students should not lift another person or manikin without assistance. All accidents or injuries should be

reported immediately to the instructor. The Skills Lab Coordinator or Simulation Center Coordinator will complete a health incident report. Students may not use the defibrillator in the Simulation Center unless they have been trained and are under the direct supervision of an instructor.

- Infection Control  
All used gloves and supplies should be properly disposed of in non-biohazard trash cans. All sharps must be handled properly and disposed of in appropriate sharps containers. If the sharps container is full, please inform the instructor.
- Medication  
All medication in the Simulation Center and Skills lab are simulated medications and are **not** for human use.
- Needle Sticks  
In the event of a needle stick, the Skills Lab Coordinator or Simulation Center Coordinator must be notified immediately so first aid can be provided. An occurrence form will be completed, and the student will be referred to the Union College Campus Health nurse.
- Security and Emergencies  
All doors are to remain closed and locked to the Skills Lab and Simulation Center when not in use. It is the responsibility of each individual to be aware of the location of emergency exits and fire extinguishers for the Skills Lab and Simulation Center. In case of a fire, individuals are expected to evacuate the building and relocate to the tennis courts. The campus crisis/safety information sheet is posted in the Skills Lab and in the Simulation Center.

Rev: 05/14/19

### **Simulation Confidentiality**

Students in the Nursing Program will be asked to sign the agreement that covers the following information upon entry into the nursing program. It will state the following:

As a student at Union College, I will be participating in clinical simulations. I understand the content of these simulations is to be kept confidential to maintain the integrity of the learning experience for myself and my fellow students. I also understand that in working side by side with my fellow students, I will be witnessing their performance. It is unethical and violates Nursing Program policy for me to share information regarding student performance with any person(s) outside of the simulation laboratory.

I agree to adhere to the following guidelines:

1. Simulation is a part of my clinical learning experience.
2. The simulation center is a safe place where I am expected to use critical thinking to transfer classroom learning into appropriate patient care based on the nursing process using clinical judgment and interprofessional collaboration.
3. I will observe strict patient and peer confidentiality about the scenario, team member's actions, and the debriefing discussion at all times.
4. Simulation may occur with the group divided into participants and observers. If I am an observer, I may be watching via a live video feed in a designated area. I will be expected to observe as a professional and to participate fully during the debrief.
5. I will engage in and participate in the learning experience fully as a professional and treat simulation as a realistic patient care experience.
6. During simulation work, I am committed to help support and guide my peers in a positive, professional manner. I will not use demeaning, mocking, or negative conduct whether verbal, written, or body language, about any participant's actions, thoughts, or behaviors before, during, or after the simulation.

7. Observers in the simulation center will not attempt to help or interfere in any way with a simulation in progress.
8. Inappropriate viewing, discussion, or disclosure of the simulation experience with fellow learners outside of the simulation center will be considered cheating and is a violation of the Nursing Program policy, and may be a violation of HIPAA and other state and federal laws. Any cheating will result in disciplinary action.
9. All information is privileged and confidential regardless of format: video recording, electronic, written, overheard, or observed.
10. I understand that simulated clinical experiences will be audio and video recorded for debriefing and education purposes. Additional use will be disclosed to the student and requires consent.
11. Students are not allowed to take video or photos of simulation or utilize cellphones or other electronic devices without prior permission of the Simulation Center Coordinator.
12. All Simulation Center equipment is to be treated professionally and with respect. Any intentional abuse of equipment will result in referral to the Admissions and Academic Evaluation Committee (AAEC).
13. As an educational facility, simulations may be viewed by visitors.

Orig: 2/19/10; Rev: 05/11/15; 05/14/19; 05/14/20; 08/08/23

### **Guidelines for Resolving Problems/Chain of Command:**

The academic chain of command is in this order:

1. Clinical Instructor (if a clinical issue)
2. Course Instructor/Professor (clinical or theory issue)
3. Nursing Program Director
4. Academic Dean
5. Vice President for Academic Administration
6. President
7. Board of Trustees

Rev/Rev: 08/05/14; 05/11/15; 05/14/19; 05/14/20

### **Formal Complaint**

Formal complaints are defined as non-trivial complaints submitted in writing, dated, signed by the student, and submitted to the Vice President for Academic Administration (VPAA). Formal complaints are kept on file, and the Nursing Program and VPAA maintain a record of each formal complaint and its resolution.

Orig: 05/15/20

### **Grievance Process**

Nursing Program:

- Students who believe that unfair or unjust action has been taken are expected to utilize the following grievance procedure:
  1. The student will discuss the problem with the clinical instructor or course professor and attempt to solve the issue.
  2. If the outcome from the clinical instructor/course professor and/or the AAEC is unsatisfactory, the Nursing Program Director will discuss the problem with those involved (within 3 working days) to facilitate resolution of the problem.
  3. If the problem cannot be resolved within the Nursing Program, the student and instructor/professor will present a description of the problem in writing to the appropriate Academic Dean for consideration and mediation.
  4. If the problem cannot be resolved with the Academic Dean, the student and instructor/professor will present a description of the problem in writing to the appropriate Vice-President (academic or student life) for consideration and mediation.

5. If resolution of the problem is not made, a hearing by the College Grievance Committee may be requested through the president's office.

Rev/Rev: 01/06/2013; 08/05/14; 05/11/18; 05/14/19; 05/14/20

College-Wide:

- The Nursing Program follows the Union College Grievance Process as outlined in the official Union College bulletin.

Rev/Rev: 11/04/11; 05/11/18; 05/14/20

## PROFESSIONAL ORGANIZATIONS

### Nursing Club

The Nursing Club encourages Union College pre-nursing and nursing students to participate in activities that stimulate and promote professional, social, and spiritual growth.

Rev/Rev: 01/10/13; 05/11/17

### Nurses Christian Fellowship Club

Nurses Christian Fellowship (NCF) is a focused ministry of InterVarsity Christian Fellowship USA. The vision of NCF is to see nurses and nursing students know and follow Jesus in nursing. NCF is a student organization and a professional membership. Students may participate as part of one or both memberships. NCF creates a space on campus for students to process nursing school, support one another and grow in the unique way they reflect God's caregiver nature in the world.

Orig: 8/08/23

### Mentor Program

The Nursing Student Mentor Program is a voluntary opportunity designed for upperclassmen nursing students to mentor fellow students entering the program. Mentors provide guidance, support, and encouragement to mentees throughout the first semester of the Nursing Program. This program encourages the professional values of leadership, through teamwork and interprofessional communication, and service to others.

Orig: 05/11/15; 05/14/19; 05/14/20

### Sigma Theta Tau International (STTI)

Sigma Theta Tau International (STTI) is the International Honor Society of Nursing. Its purpose is to recognize superior achievement, develop leadership qualities, foster high professional standards, encourage creative work, and strengthen commitment to the ideals and purposes of the profession. Level four and five nursing students may be asked to join our local chapter, Nu Rho. According to Sigma Theta Tau International (2014), candidates qualify for membership if eligibility requirements are met. Candidates must demonstrate superior academic achievement, academic integrity, and professional leadership potential.

Rev: 05/11/15; 05/14/20

### Student Representatives to Faculty Association Committee (FAC)

The importance of having student representation at the Faculty Association Committee meetings is crucial for student input and perspective. Student representatives to the Faculty Association Committee (FAC) shall be recommended by the nursing student body and approved by the Faculty Association Committee (FAC) vote.

Five individuals, one from each nursing level in the Nursing Program, will be solicited and will serve for a term of one semester. There are no limits on the number of terms a student may serve. Student representatives will meet with the Nursing Program Director at least once per semester to



provide student input and may, upon invitation, present to the Faculty Association Committee (FAC).

Rev/Rev: 05/12/10; 12/08/15; 05/11/18; 05/14/19; 05/14/20

## HEALTH AND SAFETY

### CastleBranch

Students are required to be current with all immunization requirements and cardiopulmonary resuscitation (CPR) certification throughout their duration in the Nursing Program. Detailed information about these requirements can be found in the Immunizations and CPR policies in the Nursing Student Handbook. Students are expected to maintain current records of immunizations and CPR certification through a Nursing Program contracted agency, CastleBranch. Students are expected to review and update their profile prior to the Back to School Fair each semester. Failure to comply with requirements prior to clinical may result in an unexcused clinical absence with referral to the AAEC for continuation in the course. Likewise, if any of these will expire during the semester, the student is responsible for completing the requirements prior to the expiration date and providing documentation through [www.castlebranch.com](http://www.castlebranch.com).

Orig/Rev: 08/05/14; 05/09/16; 08/03/17; 05/14/19; 05/14/20; 08/08/23

### Background Check & Drug Screen

All students are required to undergo a criminal background check and drug screen upon conditional admission to the Nursing Program. The initial criminal background check and drug screen are paid by the student as a component of the confirmation fee. All additional costs associated with background checks or drug screens required by the Nursing Program throughout the student's duration in the program will be the responsibility of the student. The student must further agree that all health and background results are available to the program and the clinical sites associated with the program as requested. Both the criminal background check and the drug screen must be completed satisfactorily as determined by the Union College Nursing Program prior to finalizing admission to the Nursing Program. It is the student's responsibility to self-disclose to the Nursing Program Director any changes in their background check or drug screen while a student in the Nursing Program. The Nursing Program cannot guarantee eligibility for a nursing license upon completion of the nursing curriculum. Each state board of nursing reviews background check and fingerprint results individually to determine eligibility for the nursing license.

- Background Checks: Students must clear a criminal background check before finalizing admission to the Nursing Program. Failure to undergo the background check will result in termination from the program. If the background check indicates criminal behavior, the student may be terminated from the program. Students may appeal the decision and will have the opportunity to present information to dispute the background check. Determination by the Nursing Program that a student has passed the criminal background check does not guarantee that every clinical facility will accept this assessment and allow the student to participate in clinical experiences. Should a clinical facility refuse to place a student based on the outcome of the criminal background check, the Nursing Program has no responsibility for arranging alternate clinical placements. Additionally, a student who has a gap in continuous enrollment in the program may be required to undergo another criminal background check prior to readmission into the program.
- Drug Screen: Students must clear a urine drug screen before finalizing admission to the Nursing Program. Failure to undergo the drug screen will result in termination from the program. If the student fails the screen, the student has the right to request that the sample be retested at a second location (provided the request is made in writing and the

second drug screen is completed within seven days after the results of the first failed screen). Students may be screened at any other time for reasonable suspicion or evidence of alcohol or drug use. Violation will result in disciplinary action up to and including termination. Additionally, a student who has a gap in continuous enrollment in the program may be required to undergo another drug screen prior to readmission into the program.

Orig: 08/04/16; 05/14/19(adapted from Pacific Union College)

### **Immunizations**

To participate in the Nursing Program at Union College, nursing students must comply with the minimum immunization guidelines established by the Nursing Program in collaboration with local healthcare facilities utilized for clinical learning experiences.

The **required** immunizations are:

<b>Communicable Disease Prevention Requirements</b>	
Rubella/Rubeola/Mumps	(1) Documentation of blood test indicating immunity OR (2) Documentation of two vaccinations given after one year of age and given at least 4 weeks apart. (Vaccinations may be documented as MMR.)
Varicella	(1) Positive Varicella Zoster Titer OR (2) Documentation of two doses of Varicella Zoster vaccination at least 28 days apart.
Tuberculosis*	One current 2 step tuberculin skin test (TST) or blood test- IGRA upon admission to the program.
Hepatitis B	Vaccination with the 3-dose series OR positive Hepatitis B Surface Antibody titer
Tetanus, Diphtheria, Pertussis (Tdap)	Students who will have direct patient contact must receive a single dose of Tdap vaccine as soon as feasible if they have not previously received a Tdap booster.
Influenza	Annual vaccination
Covid- 19	Fully Vaccinated

Immunization records must show that immunizations are up to date before a student will be allowed in a clinical setting. Nursing students consent to the release of their academic, health, and background information to the program and the clinical sites associated with the program as requested.

\*Upon acceptance to the Nursing Program, students will complete a 2-step TST or blood test-IGRA. All students and faculty will receive the tuberculin skin test (TST) or blood test prior to clinical. Students/faculty who have had a positive TST reactions and/or BCG immunization in the past will not be given a skin test but will be required to have an *initial* chest x-ray and then complete a yearly assessment form provided through the Student Health Office. A QuantiFERON® – TB Gold In-Tube test (QFT-GIT) may also be an option for students/faculty who have had positive TST reactions and/or BCG immunization in the past – refer to Union College Student Health for current recommendations.

Request for exemption:

- **Medical Exemption** – A student may request an exemption from an immunization requirement for medical reasons. The student should prepare a letter describing the reasons for the student’s request for an exemption including a letter from the primary healthcare provider with appropriate documentation regarding the medical reasons for delaying a diagnostic health test or immunization. The student’s letter, the provider’s letter, and appropriate documentation should be submitted to the Nursing Program Director.
- **Covid-19** A student may request an exemption from the Covid-19 vaccination(s) for medical or religious reasons. The student should complete a Covid-19 Vaccination Waiver Request form and submit it to the Nursing Program Director and upload the documentation to CastleBranch. A student who is not vaccinated against Covid-19 may be required to perform weekly Covid-19 testing at the student’s expense.
- Depending on verbal and written communications with a clinical agency, the student may or may not be able to participate in clinical learning experiences at a clinical site based on their immunization status regardless of exemption status. Patients, families, and healthcare personnel have greater risk for exposure to disease when students have not been vaccinated or screened for disease. An agency may permit a student to participate in clinical, but the agency may require additional personal protective equipment, such as wearing a facemask when the student is present in patient care areas or in the clinical agency. If a student does not meet the requirements specified by a healthcare organization used for clinical, the student may be unable to successfully complete the requirements of the course and the nursing curriculum thus resulting in course failure and potential termination from the Nursing Program.

Rev/Rev: 08/17/11; 05/13/15; 05/11/17; 08/03/17; 05/11/18; 05/14/19; 05/14/20; 08/08/23

### **Bloodborne Pathogens Exposure**

Any exposure to bloodborne pathogens as a Union College nursing student should be reported immediately to the clinical instructor or course professor no matter how small it might be. If the student is exposed at a clinical facility, the student will follow that facility’s policy regarding bloodborne pathogen exposure. If the student is exposed on the Union College campus or in a facility without post-exposure procedures, the student should immediately notify the Union College Campus Health Nurse or Nursing Program Director for further instructions. Documentation of the occurrence will be completed by the student and clinical instructor after the student receives appropriate post-exposure care.

Orig: 08/03/17; 05/14/19; 05/14/20

### **Cardiopulmonary Resuscitation (CPR) Certification**

All students are required to maintain current American Heart Association Healthcare Provider BLS Provider CPR certification as required by partner clinical facilities. No exceptions.

Rev/Rev: 03/30/12; 05/13/15; 05/11/17; 05/11/18; 05/14/19

### **Chemically Impaired Student**

All students are expected to comply with Union College drug and alcohol policies. Nursing students involved in clinical activities must uphold the standards of the nursing profession to ensure safe and effective care to their patients. Because an impaired nursing student may have altered judgment and skills, appropriate management of abuse and addiction is critical for nursing education and practice. Clinical agencies affiliated with Union College also have drug and alcohol policies and require that nursing students comply with their drug testing policies in a similar manner as their employees. This policy is in addition to any drug and alcohol testing policies and procedures at the clinical sites, and while students are engaging in clinical activities, the drug and alcohol testing policies and procedures of the clinical site will govern.

The testing of nursing students will be based on “reasonable suspicion” of drug or alcohol use. Reasonably suspicious behavior includes conduct that prevents the student from performing essential functions of the student role that could pose a direct threat to the safety of others. The instructor/professor, supervisor, or designee bases reasonable suspicion of the use of alcohol or drugs on the behavior, speech, body odor, or appearance of a student. Validation of reasonable suspicion from another instructor/professor or co-assigned nurse is encouraged. If drug or alcohol use is suspected, the student will be removed from the clinical activity and contact will be made with the Nursing Program Director as well as the Union College Vice President for Student Services and the Dean of Students if the student is a dorm resident. If a drug and alcohol test is required according to the Union College policy, it is conducted at the student’s expense. The student will be suspended from clinical activities until results of drug and alcohol testing are available and pending recommendations have been made by the College and the Nursing Program Admissions and Academic Evaluation Committee (AAEC).

Rev: 05/09/16; 05/14/19; 05/14/20

### **Technical Standards**

The Union College Nursing Program welcomes qualified students with disabilities who meet the technical standards of the program, with or without accommodations. The technical standards detailed below are examples to inform incoming and enrolled students of the performance abilities and characteristics that are necessary to successfully complete the requirements of the nursing curriculum and provide effective and safe healthcare. To enroll and matriculate through the program, with sufficient education, students must meet the following technical standards with or without reasonable accommodations and maintain related satisfactory demonstration of these standards:

#### **Acquire Information:**

- Acquire information from demonstrations and experiences in nursing courses such as lecture, group, and physical demonstrations.
- Acquire information from written documents and computer systems (e.g., literature searches and data retrieval).
- Recognize and assess patient changes in mood, activity, cognition, and verbal/non-verbal responses.

#### **Use and Interpret:**

- Use and interpret information from assessment techniques/maneuvers such as those involved in assessing respiratory and cardiac function, blood pressure, blood sugar, neurological status, etc.
- Use and interpret information related to physiologic phenomena generated from diagnostic tools (i.e. sphygmomanometer, otoscope, ophthalmoscope) during a comprehensive examination of a client or patient.

#### **Motor:**

- Possess psychomotor skills necessary to provide holistic nursing care and perform or assist with procedures, treatments, and medication administration.
- Practice in a safe manner and appropriately provide care in emergencies and life support procedures and perform universal precautions against contamination.

#### **Communication:**

- Communicate effectively and sensitively with patients and families.
- Communicate effectively with faculty, preceptors, and all members of the healthcare team during clinicals and other learning experiences.
- Accurately elicit information including a medical history and other information to adequately and effectively evaluate a client or patient’s condition.

#### **Intellectual Ability:**

- Measure, calculate, reason, analyze, and synthesize data related to patient diagnosis and treatment of patients.
- Exercise proper judgment and complete responsibilities in a timely and accurate manner according to the advanced generalist role.
- Synthesize information, problem solve, and think critically to judge the most appropriate theory or assessment strategy.

**Behavioral:**

- Maintain mature, sensitive, effective relationships with clients/patient, families, students, faculty, staff, preceptors, and other professionals under all circumstances.
- Exercise skills of diplomacy to advocate for patients in need.
- Possess emotional stability to function under stress and adapt to changing environments inherent to the classroom and practice settings with or without accommodations.

**Character:**

- Concern for others, integrity, accountability, interest, and motivation are necessary personal qualities.
- Demonstrate intent and desire to follow the American Nurses Association (ANA) Standards of Care and Nursing Code of Ethics.
- Demonstrate intent and desire to follow the Union College Nursing Program Christian/Professional Values.

Union College wishes to ensure that access to its facilities, programs, and services are available to students with disabilities. Students who, after review of the technical standards determine that they require accommodation to fully engage in the program, should contact the Director of Disability Information and Access at [debbie.forshee-sweeney@ucollege.edu](mailto:debbie.forshee-sweeney@ucollege.edu) or 402.486.2600 ext. 2080 to confidentially discuss accommodation needs. Given the clinical nature of the Nursing Program, additional time may be needed to implement accommodations. Accommodations are not provided retroactively; therefore, timely requests are essential and encouraged. (Rush University, 2018; See Accommodations policy in Nursing Student Handbook for additional information).

Rev/Rev: 08/17/11; 08/09/18; 05/14/19; 07/09/20; 08/08/23

### **Union College Campus Security Alerts and Emergency Phone Numbers**

In the case of an emergency (i.e. bomb threat, tornado, etc.), participating faculty and students will receive a text message Campus Safety notifying them of correct procedures. Students and faculty are expected to follow Union College guidelines to maintain safety.

#### **Union College Safety and Security Reference Numbers:**

Security, Fire, Medical Emergency	911
Campus Safety 24/7 monitored line	402-486-2911
Campus Safety Office during business hours	402-486-2196

Note: Dialing 911 from any campus phone connects the caller with the Lincoln Police Department.

Students who would like a security escort while on campus can call 402-486-2911.

Rev/Rev: 12/2012; 08/03/17; 05/11/18; 08/08/23

### **Adverse Weather**

Students are notified by text, email, website, social media and TV regarding weather related cancellations and delays.

Weather related cancellation of school sometimes occurs after clinicals are scheduled to begin. The lead course professor is responsible for making the decision to cancel/delay clinical. If a student is

unable to attend clinical due to weather, it is the student's responsibility to communicate with the lead course professor regarding the absence and the absence may be excused. Students must still follow course/clinical absence policy.

Rev/Rev: 08/18/10; 05/11/18; 05/14/19; 05/14/20

## FORMS

Forms referenced in this document are available on the Union College [website](#), the Nursing Program [webpage](#), or in Canvas as described in the document.

## HANDBOOK REVIEW

The Nursing Student Handbook in its entirety was last reviewed, revised, and approved by the Faculty Association Committee on August 8, 2023