Post-Licensure Nursing Student Handbook

2014 - 2015

Supplemental
to
The Record
(Undergraduate Catalog)
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Welcome to the School of Nursing at Western Carolina University (WCU). As you pursue a bachelor’s degree in nursing, please know that the faculty at WCU is committed to your success. Your course work is just a small fraction of the knowledge you need to excel within your professional career. It is up to you to go beyond that course work by immersing yourself in the professional literature, seeking new and challenging learning experiences, becoming involved in your student and professional organizations, and taking advantage of opportunities to become involved in the community.

This handbook contains important information about the nursing program at WCU. The School of Nursing policies and procedures here are to be used in concert with University requirements, policies, and procedures. In addition, the handbook contains other useful information such as suggestions to help promote your success while you are in the nursing program.

I am very glad that you selected WCU for your nursing education. I wish you great success in your studies. If you need to meet with me for any reason, please feel free to make an appointment.

Judy Neubrander, EdD, FNP-BC, CNE
Professor and Director of the School of Nursing
jneubrander@wcu.edu

Instructions to students concerning the Undergraduate Student Handbook for Nursing Majors

All students in the nursing program are responsible for reading and understanding the information contained in the Undergraduate Student Handbook for Nursing Majors and adhering to any policy changes and/or updates in subsequent editions. Each student must read the Undergraduate Student Handbook for Nursing Majors and submit a signed copy of the Student Handbook Agreement upon admission to the nursing program. The signed copy will be placed in the student’s file. The Student Handbook Agreement is located in the appendices and is accessible on the School of Nursing Forms & Guides website and in Blackboard RN to BSN Homeplace and RIBN Homeplace.
I. THE WESTERN CAROLINA UNIVERSITY SCHOOL OF NURSING

A. Introduction to Western Carolina University

Western Carolina University (WCU) is a regional comprehensive state-supported university comprised of the Graduate School and five undergraduate colleges: College of Health and Human Sciences (which includes the School of Nursing), Arts and Sciences, Business, Fine and Performing Arts, and Education and Allied Professions. Teaching and learning constitute the central mission of WCU. The commitment of the WCU community to service, research, and creative activities complements the central mission and extends the benefits of its scholarship to society.

The WCU general catalog, The Record, contains authoritative information concerning the University, student services, academic regulations, the University calendar, and degree requirements. The Record is published in both undergraduate and graduate versions. Students are to obtain a copy of The Record at their level and refer to it for guidance. The Record is available online at http://catalog.wcu.edu/.

B. Introduction to the School of Nursing

The North Carolina Legislature, at the urging of WCU and the people of the western counties, established a baccalaureate program in nursing at WCU in 1969 and appropriated funds for its support.

The first director of the program was Dr. Mary K. Kneedler, a nationally recognized leader in health care who helped develop the Head Start program under President Lyndon Johnson. The first class of BSN students graduated in 1973. In 1982, the RN to BSN program was started.

The master’s program was initiated in 1999 with the Family Nurse Practitioner as the first track. We now also offer tracks in Nursing Education, Nursing Administration and Nursing Anesthesia at the graduate level.

In May of 2007 we also started an accelerated entry option for our pre-licensure program for individuals with baccalaureate degrees in other fields. In July of 2007 we were re-named as a School of Nursing. Fall of 2009 marked the School of Nursing’s 40th anniversary.

In 2008 we added the Nurse Administration track to the master’s in nursing program. Soon thereafter we introduced the Regionally Increasing Baccalaureate Nurses (RIBN) Program. Joining forces with Asheville Buncombe Technical Community College, the RIBN Program allows students to be dually enrolled in the community college and WCU to earn both their Associate Degree in Nursing and Bachelor of Science Degree in Nursing within four years. This RIBN Program expanded in 2013 to include two additional regional community colleges. In 2013, the School of Nursing established a Doctor of Nursing Practice (DNP) program jointly with University of North Carolina Charlotte (UNCC).
The School now has well over 2000 alumni who practice in clinical and leadership roles nationwide. Students who graduate from our programs perform well on their licensure or certification exams with pass rates well above national averages.

Students have the opportunity for clinical experiences throughout western North Carolina in many different types of health care institutions and agencies. A strong element of our programs is that we offer clinical opportunities in rural and urban areas, providing students with diverse practice experiences.

The School of Nursing is approved by the North Carolina Board of Nursing and accredited by the Commission on Collegiate Nursing Education. The Master’s in Nurse Anesthesia is also accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs.

C. Organization of the School of Nursing

Please see the link below for a list of the faculty and staff of the School of Nursing.

nursingdirectory.wcu.edu

D. Introduction to the Post-licensure Baccalaureate Nursing Program

i. The RN to BSN Program awards the BSN degree to persons with diplomas or associate degrees who currently hold a license to practice as a Registered Nurse. RN to BSN Program coursework is conducted online (distance learning). Clinical nursing experiences are held at appropriate health care agencies geographically convenient to students.

ii. The RN to MSN Early Entry Option is designed to assist RNs with good academic records to move smoothly through the RN to BSN curriculum directly into MSN study for advanced nursing roles. The RN to MSN Early Entry Option is only available for the Nurse Educator, Nurse Administration, and Nurse Anesthesia programs. RN to BSN students may apply for consideration for this option after they have completed 12 hours of RN to BSN nursing courses. If accepted, the 500-level core graduate nursing courses will be applied to the RN to BSN requirement for up to 8 credits of undergraduate electives. Students maintain undergraduate status until completion of the BSN and are not guaranteed acceptance into the masters program. Students should refer to the Post-licensure Handbook, their RN to BSN advisor, and the coordinator of the RN to MSN Early Entry Option for questions about this program.

iii. The Regionally Increasing Baccalaureate Nurses (RIBN) is a separate option for students desiring a career as a bachelor-of-science educated registered nurse. Students are dually enrolled at Western Carolina University (WCU) and at
a collaborative community college. These students have to meet both schools/programs admission requirements. Major prerequisites and nursing courses for the first three years will be taken at the community college; students will take one liberal studies course per semester at WCU during that time. The fourth year will be full-time nursing courses at WCU.

E. Mission, Vision, and Philosophy of the School of Nursing

i. Mission of the School of Nursing
Educate nurse leaders who are dedicated to caring and participating with individuals, families and communities to meet health needs.

ii. Vision of the School of Nursing
To be recognized for excellence in the transformation of health care through the scholarship of teaching, practice and research.

iii. Philosophy of the School of Nursing
The Philosophy of the School of Nursing reflects the beliefs and values of the faculty and gives direction to the baccalaureate, masters and doctoral curricula. The baccalaureate graduate is a generalist who designs, provides, manages and coordinates nursing care in a variety of health care settings. The masters and doctoral curriculum build on the baccalaureate education and prepares graduates to practice in advanced roles.

Nursing is a discipline of knowledge and professional practice. Nursing occurs in relationship with self and others and requires the intentional presence of the nurse. The focus of nursing is to improve health outcomes with individuals, families and communities through caring.

The professionalization of caring in nursing includes:
Competence – knowledge, wisdom, skills, judgment, experience and motivation.
Compassion – a shared awareness and connectedness with the experiences of others.
Commitment – a deliberate choice to act in accordance with beliefs and obligations.
Conscience – a state of moral awareness.
Confidence – the internal belief that one will act in a right, proper, or effective way which fosters trusting relationships.
Comportment– demeanor, conduct, personal bearing, behavior (Roach, 1997).

Excellence in nursing requires a blending of science and art. Nursing science is the body of nursing knowledge derived from the integration of theory, research, and practice. The art of nursing is the creative integration of empirical, personal, ethical, intuitive, esthetic ways of knowing in practice. The art of nursing is that which humanizes the delivery of nursing care.
Learning in nursing occurs through the integration of multiple ways of knowing. Self-awareness, reflection, and ethical and critical reasoning are important aspects of the learning that occurs in practice situations and through interprofessional collaboration. A supportive environment for learning is one which respects and values the contributions of each person and is a collaborative relationship between faculty, and students. The completion of a nursing degree is not an end-point but the beginning of a life-long commitment to learning.


01/10/2013
F. Program Objectives and Curricula

i. List of Program Objectives

Upon completion of the BSN program (includes Pre-licensure, ABSN, RN to BSN and RIBN), graduates will be able to:

- Apply principles of therapeutic communication with individuals and communicate professionally both orally and in written form.
- Use elements and standards of reasoning within the nursing process.
- Collaborate in goal-directed manner when performing nursing care and working with other healthcare providers.
- Recognize the need to incorporate professional nursing values.
- Access data and information from print, electronic and other sources.

Upon completion of the MS(N) program graduates will:

- Demonstrate competence in a defined role or area of advanced nursing practice.
- Utilize the process of scientific inquiry to translate evidence into advanced practice nursing.
- Demonstrate cultural sensitivity and an understanding of human diversity in delivery of health care across the lifespan.
- Build and lead collaborative inter-professional care teams to improve quality outcomes.
- Lead in the integration of healthcare services across practice environments
- Promote excellence in practice environments through a commitment to lifelong learning.

Upon completion of the DNP program, graduates will:

- Analyze and integrate evidence from nursing science with evidence from other relevant scientific disciplines to form a scientific foundation for advanced practice in nursing.
- Apply clinical scholarship, scientific evidence, and analytical methods to improve health care outcomes.
- Develop and evaluate systems to enhance safety and quality of health care.
- Advocate and participate in collaborative interdisciplinary efforts to improve health outcomes at the practice/organization, community, state and national levels.
• Engage in culturally competent and ethically sound advanced nursing practice.
• Demonstrate leadership in the improvement of patient outcomes and transformation of health care delivery.
• Directly manage complex health problems of clients or develop and implement organizational systems to facilitate access and navigation of the health care system.

ii. **RN to BSN Curriculum Plan**

The RN to BSN required courses are laid out in four six-hour blocks plus electives.

**Introductory RN to BSN Block:** Must be taken as the first block alone or with electives

- NSG 301, Professional Transitions in Nursing, 3 hrs
- NSG 398, APA Writing Style and Format, 1 hr
- NSG 399, Clinical Update for RNs, 2 hrs

**Community Health Block:** May be taken as the second or third block

- NSG 302, Community Health Nursing I: Theory, 3 hrs
- NSG 305, Community Health Nursing, III: Intervention Project, 2 hrs
- NSG 384, Community Health Nursing II: Practicum, 1 hr

**Leadership Block:** May be taken as the second or third block

- NSG 460, Nursing Leadership I: Theory, 3 hrs
- NSG 483, Nursing Leadership II: Practicum, 2 hrs
- NSG 484, Nursing Leadership III: Intervention Project, 1 hr

**Research Block:** Should be taken as the final block

- NSG 471, Nursing Research I: Research Process, 2 hrs
- NSG 472, Nursing Research II: Critical Reading, 2 hrs
- NSG 473, Nursing Research III: Clinical Application, 2 hrs

**Electives:** Six to Eight hours of upper-division (300-400 level) electives (or 500 level MSN courses in the RN to MSN Early Entry option) taken at WCU complete the program.
iii. **RIBN Option Curriculum Plan**

RIBN students concurrently complete an online elective course through WCU during each semester of the first three years. Students must take NSG 346 at WCU during the summer between the 2nd and 3rd year. The 4th year curriculum is completed exclusively at WCU and consists of the following courses:

**Fall Semester**
- NSG 322 Concepts of Geriatric Nursing (2 hrs)
- NSG 327 Essentials of Baccalaureate Nursing Practice I (4 hrs)
- **Community Health Nursing**
  - NSG 302 Community Health Nursing I: Theory, 3 hrs
  - NSG 305 Community Health Nursing, III: Intervention Project, 2 hrs
  - NSG 384 Community Health Nursing II: Practicum, 1 hr

**Spring Semester**
- NSG 328 Essentials of Baccalaureate Nursing Practice II (3 hrs)
- NSG 329 Essentials of Baccalaureate Nursing Practice Practicum (3 hrs)
- **Research**
  - NSG 471 Nursing Research I: Research Process, 2 hrs
  - NSG 472 Nursing Research II: Critical Reading, 2 hrs
  - NSG 473 Nursing Research III: Clinical Application, 2 hrs
II. EDUCATIONAL POLICIES, PROCEDURES, AND INFORMATION

The Undergraduate Nursing Student Handbook for Nursing Majors (Post-Licensure Tracks) is available on the School of Nursing website and must be downloaded and read by the student. The student is responsible for following the School of Nursing policies as presented in this document.

As noted in the WCU Record (Undergraduate Catalog), the School of Nursing reserves the right to modify school policies and procedures. Students must periodically consult their nursing faculty advisor to obtain current information. The School of Nursing will make every effort to notify currently enrolled majors of any changes. Changes and updates to student information will be posted on the School of Nursing website. Students must keep the school informed of their current address, phone numbers, and email address, and update these both in MyCat and by email to wcunursing@wcu.edu.

A form acknowledging the student's receipt of the information in this Handbook is found at the end of this document. Another copy of this form will be provided for the student to sign; the signed copy will be placed in the student's academic file.

A. General Information

i. Admissions and Progression

a. RN to BSN Admission
Admission criteria for the RN to BSN Program can be found on the RN to BSN Program admission website.

b. RIBN Admission
Students must meet the admission requirements of the collaborative community college and Western Carolina University. Specific details can be found in the application materials available from the Student Success Advisor at the collaborative community college.

c. Transfer of Upper-Division Nursing Credits
Any student seeking a WCU BSN must take at least 25% of the total hours required for graduation by upper-division credit from WCU. According to The Record, “the applicability of transferred credits toward degree requirements is determined by the Registrar’s Office and the School of Nursing Director of the student’s major. In some cases, due to accreditation standards, validation of a course by successful completion of more advanced work in the same discipline or by examination may be required.”
The work must have been done at an institution “accredited by a nationally-recognized regional accrediting agency.”

*The Record* goes on to note that “there is no time limit on the course work accepted for undergraduate transfer credit. However, students who plan to schedule courses with stated prerequisites should consider auditing the prerequisite courses if no work has been attempted in the field within the past five years.”

d. **Credit by Examination**

Credit by examination is another option for students wishing to “place out” of upper-division nursing courses. The School of Nursing adheres to the WCU policy set forth in *The Record*. Students who want to try this option should contact the Program Director at least 30 days before the term starts to obtain course materials. The examination will be comprehensive, based on course objectives, and may contain both written and simulation components. Each examination attempted must be completed prior to the first class meeting in that course, so that if credit is not earned, the student may progress by taking the course as offered.

RIBN students must enroll in a WCU course concurrently during the first three years of the program. Consult the Office of Student Services to determine if the CLEP option would be advantageous to your plan of study.

e. **Progression in the Major**

**RN to BSN Progression**

An RN to BSN student must maintain a cumulative GPA of 2.5 and demonstrate professional and safe nursing practice. A student who receives a grade of C-, D, F or U in any required course (major or elective) will be dismissed from the program.

Students are expected to maintain a running calculation of their status as exam and paper grades accumulate. Students who find themselves in danger of falling below the standards should consult with their academic advisors about their weaknesses and available resources. Students who find it necessary to withdraw from a course or from the University are responsible for following procedures in *The Record* or run the risk of a grade of F on their transcripts. Any student who is dismissed has the option of appealing the decision (see Appeals) and/or of reapplying to the appropriate program.
Once dismissed from the RN to BSN Program, a student cannot register for nursing courses and may not be re-admitted for one year. RN to BSN students seeking readmission must petition in writing to the RN to BSN Program Coordinator and must reapply to the program. Approval for re-admission may be accompanied by additional requirements. A re-admitted student who receives any additional grade of C- or lower or a U in a course will be permanently dismissed.

**RIBN Progression**

The minimum standards for continuation in the RIBN track include meeting the following requirements:

1. During the first three years, students will complete the general education and nursing requirements to complete the associate degree in nursing. Students in RIBN will also be taking courses for the BSN at both the community college and with the university. The university courses during the first three years will satisfy the liberal arts curriculum as well as the pathophysiology course for the BSN. Students must start in year one of the program and be dual enrolled the first three years, as defined by the articulation agreement and curriculum outlined in this handbook.

2. During the final year, RIBN students will be full-time (12 credit hours/semester) in the WCU nursing program.

3. RIBN students must meet all academic requirements to continue in the RIBN track. A RIBN student must maintain a cumulative GPA of 2.25 and demonstrate professional and safe nursing practice. RIBN students must pass all courses with a grade of “C” or better. This includes all nursing and non-nursing coursework at both the community college and at Western Carolina University. Only during year one may a course be retaken to achieve a “C” or better and must be completed prior to the start of the second year. During years 2, 3 and 4 of the RIBN track, failure to achieve a “C” or better in all coursework will result in dismissal from the RIBN track. Please note the following:
   a. Some classes are only taught during certain semesters at the community college. For example, CHM 132 may only be taught during the spring term. If a grade of “C” or higher isn’t met, and the course cannot be taken at another community college, another university or at Western Carolina University, the student will be dismissed from the RIBN program.
b. A grade of an “incomplete” in any course must be resolved prior to continuation in the RIBN track to the next semester coursework.

c. Students should not drop a course without prior consultation with the Student Success Advisor to ensure that the course can be taken prior to the next year of nursing coursework. To ensure the highest chances of success, changing any sequence of classes is not recommended.

4. Progression to year 4 of the RIBN track option requires completion of all associate degree coursework and graduation from the community college; completion of all non-nursing coursework at Western Carolina University and a passing score on the NCLEX-RN examination. Students are not required to work during the fourth year of the RIBN track. It is not recommended that students work full time during their final year. Part-time hours need to be limited to focus on successful completion of their fourth year. RIBN students will be in school full time during their final year in the program.

5. Progression in any of the nursing programs is contingent upon
   - Following policy set forth in the Nursing program handbook and community college student calendar and catalog
   - Adhering to guidelines found in the course syllabus, calendar and description
   - Demonstration of clinical skills commensurate with progress in the program and supportive of safe nursing practice
   - Professional behaviors as outlined in the ANA code of ethics and handbooks
   - Meeting all requirements as per clinical agency contract to remain in the nursing program
   - Purchasing and maintaining all required materials

6. Each nursing program believes that professional behavior is an integral part of each student’s nursing education. You are expected to demonstrate the professionalism of a nurse as outlined by the American Nurses Association (ANA) Code of Ethics (as below), the community college student handbook and the nursing program handbook upon entering the nursing program. You are expected to
behave with professionalism whether you are in the classroom, lab, or clinical setting. Professional behavior may be reinforced by utilizing various college-specific policies and/or tools.

f. Maintenance of Current Licensure
It is the RN to BSN and RIBN student’s responsibility to maintain continuous state licensure as an RN in any state while enrolled in the Program. RN license or compact license is required for the state in which the clinical will be completed.

g. Readmission to the Major

RN to BSN Program
Students who forgo enrolling in any courses for 1-2 semesters must promptly notify their faculty advisor. Students who stop-out for 1-2 semesters must still adhere to program requirements such as clinical and health documentation deadlines that may occur prior to resuming enrollment. Re-enrollment in degree requirement courses is dependent upon seat availability.

Students who are not consecutively enrolled for 3 or more semesters (including Summer) and are in good academic standing must reapply to the University and the RN to BSN Program. Students must contact the Program Advisor to obtain a copy of the RN to BSN Program Application for Readmission. The deadlines to submit the RN to BSN Program Application for Readmission are April 10 for Summer or Fall semesters enrollment and September 10 for Spring semester enrollment. Re-admission to the program will be based upon available space, student’s previous performance and faculty recommendations.

If a student withdraws from the Introductory Block, the student must submit a new application for admission consideration. Admission for students who do not complete the Introductory Block courses will not automatically be deferred to a subsequent semester.

Current policies and procedures pertaining to grades, indebtedness, and refunds are applicable upon withdrawal from the University. A student who withdraws from the University either during or at the end of a term for any reason is responsible for clearing any indebtedness to the WCU Bookstore, Financial Aid Office, Controller’s Office, library, academic departments, and health services or other applicable University student services.
RIBN

**Year 1 of RIBN**: Students in RIBN must pass all first year classes with a “C” or greater, as outlined on the RIBN curriculum. If that standard isn’t met, application for re-entry into the first year of the RIBN program must be submitted during the regular admissions cycle. The student seeking readmission to the first year is required to submit a new application packet to the RIBN Student Success Advisor. GPA will be calculated at the time of application for readmission. The decision to admit students applying for readmission to the first semester is based upon the applicants’ ranked admission score in the overall applicant pool.

**Years 2 through 4**: Students who have failed (earned a course grade less than C) for two or more nursing courses are not eligible for readmission to the RIBN track. Students applying for re-entry into years two, three or four are required to submit a request for re-entry to both the community college and also Western Carolina University. Application for re-entry to both the community college and WCU should be submitted in one packet for review and should be submitted to the RIBN Student Success Advisor. There is an abbreviated application form that can be obtained from WCU School of Nursing Student Services. Consult the community college nursing department for the specific readmission policy. For consideration for re-entry to WCU, a student should submit a written request for readmission addressed to the chairperson of the WCU School of Nursing Undergraduate Student Affairs Committee. Approval for re-admission to years two, three or four is granted by the committee, acting as the program Admissions Committee. The written request for readmission should include an analysis of why the student did not progress, as well as a plan for success, which addresses strategies for improvement, as applicable. The committee reserves the right to interview the student seeking readmission, as well as the right to require the student to comply with additional requirements or conditions as deemed appropriate.

In addition, the committee must receive at least two letters of support from nursing faculty addressing the student’s previous performance and potential for successful completion of the nursing curriculum, if readmitted. Re-entry is based on availability of a seat in the RIBN track.

**ii. Academic Information**

*a. Introduction to WCU*

Due to the unique characteristics of the nursing program, attendance at orientation sessions is required at the beginning of each semester (face to face or online). Failure to attend orientation results in forfeiture of admission. Transfer students new to WCU are strongly encouraged also to attend general orientation sessions arranged by the University. All students should familiarize themselves with the WCU Catalog (The
Record) and the behaviors expected of WCU students

**b. Grading Standards**
The School of Nursing uses a standard grading scale for all non-clinical BSN courses taught in the major:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum</th>
<th>Maximum</th>
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<tbody>
<tr>
<td>A+</td>
<td>98 – 100</td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>93 – 97</td>
<td></td>
</tr>
<tr>
<td>A-</td>
<td>91 – 92</td>
<td></td>
</tr>
<tr>
<td>B+</td>
<td>88 – 90</td>
<td></td>
</tr>
<tr>
<td>B</td>
<td>85 – 87</td>
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<tr>
<td>B-</td>
<td>83 – 84</td>
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<tr>
<td>C-</td>
<td>75 – 76</td>
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<tr>
<td>D+</td>
<td>72 – 74</td>
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<td>D</td>
<td>69 – 71</td>
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<tr>
<td>D-</td>
<td>67 – 68</td>
<td></td>
</tr>
<tr>
<td>F</td>
<td>0 – 66</td>
<td></td>
</tr>
</tbody>
</table>

It is a School of Nursing practice to round up the final course grade when the first number to the right of the decimal point is a 5 or higher; e.g., 90.5 is an A-, but 90.49 is a B+. Clinical courses and independent study are graded Satisfactory/Unsatisfactory.

There is no make-up work for low or failing grades. Faculty will respond appropriately to student requests for rechecking the accuracy of grading. Feedback (grading) will be given within one week of the due date for student assignments or tests. If there will be any further delay in feedback, instructors will communicate this to the students.

Assignments are available to students at the start of the course. Five percent will be deducted per each calendar day late up to a total of 35%. At the end of the seven day period, the assignment will not be accepted, and the grade is zero. In courses graded S/U all written work must be submitted to the satisfaction of the professor or the student will receive a grade of U in the course.

RN to BSN students must earn a C or higher (C- or below is not acceptable) in all core RN to BSN courses and upper-division electives to progress in the program.

RIBN students must earn a minimum passing grade on exams as defined by each course syllabus must be achieved for progression in the major. See the RIBN Progression section for additional details.

The weighted exam average including the final must equal 77% or higher to pass the course. Once the 77% or higher is obtained, the grades for the additional assignments will be calculated into the final grade. If a 77% exam average is not achieved, the final grade will be the exam average.

**c. Format for all Student Documents**
All scholarly assignments must be submitted as Word documents using the most current edition of the *Publication Manual of the American Psychological Association’s APA style.*

Submit all assignments in Blackboard as an attached Word document
rather than in the body of an email. Students must use the following file naming convention when submitting course documents:

CourseID_lastname_firstname_daymonthyear_title
(Title means the NAME of the paper or assignment)

d. Laptop Requirement
Students are required to have a laptop computer for use throughout the nursing program. Students will complete all testing online and may be required to use the laptop in class regularly.

e. Online Testing Software
The School of Nursing currently uses an online testing program for all exams and tests. This is a required program and access must be purchased for all courses that have online testing. Students are responsible for insuring that their computers are up-to-date and compatible with the software.

f. Use of References for Assignments
The nursing faculty expects students to use references no older than 5 years. For variations to this policy, the student must consult the faculty. The standard reference manual for the School of Nursing is the most current edition of the *Publication Manual of the American Psychological Association*.

g. Penalties
Grade penalties are outlined in the Attendance Policy and in the criteria for each paper. All papers have a due date and time. In courses graded Satisfactory/Unsatisfactory (S/U) all written work must be submitted to the satisfaction of the professor or the student will receive a grade of U in the course.

h. Faculty Office Hours
Individual faculty posts office hours during each semester. Appointments are available during office hours and at other times as arranged with the faculty member.

i. Advising
The Office of Student Services will assign each student a nursing faculty advisor. Each student should make an appointment with the advisor before registration and whenever assistance is needed.

Please note: The ultimate responsibility for choosing classes, dropping classes, and meeting curriculum and graduation requirements rests with the student, not the advisor.
The student advisee is expected to:

- Consult *The Record* and the Schedule of Classes to become familiar with procedures and deadlines.
- Contact the assigned advisor to schedule an appointment, especially during early registration.
- Do preliminary planning and course selection prior to the advisor appointment; the later the registration date, the more options in courses and sections should be prepared.
- Fill out forms completely and accurately.
- Make final course selection and do course scheduling *after* having consulted with your advisor.
- Let the advisor know if major problems are expected or encountered (not just a section change).
- Keep the advisor informed about academic difficulties *as they occur*.
- Ask about changing advisors if the assigned advisor is not meeting the student’s needs.
- Complete evaluation of the advising process and advisor.

The Nursing Faculty Advisor is expected to:

- Post and keep office hours, including expanded schedules for early registration.
- Help the student find answers to questions regarding Liberal Studies and major requirements.
- Know about university resources and make referrals as needed.
- Sign completed university registration forms, as needed.
- Assist students with identifying University resources, and understanding academic policies such as the grade point average, effect of repeats and withdrawals, probation status, and the readmission process.
- Maintain confidentiality.
- Assist students in exploring alternative academic and career options as indicated.

j. Registration

Web registration is completed in MyCat. Dates, materials, and instructions for pre-registration are posted in Blackboard. Final grades may also be accessed by students through MyCat. The two data items needed by RN to BSN/RIBN students to enter and register through MyCat are the student 92 number and password. RIBN students must obtain their registration ALT PIN from their advisor.

k. Appeals Policy for the School of Nursing

A student has the right to appeal a final assigned grade or dismissal from a program level. A student may only appeal a final grade or program dismissal if he/she can show the grade or program dismissal was assigned
arbitrarily or impermissibly. A student who wishes to appeal a grade on a particular assignment or exam can do so if it affects their final assigned grade or dismissal from a program. Information and instructions for filing an appeal may be found in the undergraduate catalog, Academic Action Appeal Policy section.

iii. Expectations of Students

a. Academic Integrity
Honesty and integrity are fundamental values for the nursing profession and the University. Students will not lie, steal, or cheat in their academic endeavors, nor will the student tolerate the actions of those who do. It is the student’s responsibility to be aware of the consequences of violating academic honesty policies and the impact such violations can have on their standing in the Nursing program, the University, and in their careers.

Nursing students are held to the WCU Academic Honesty Policy, published in The Record (Undergraduate Catalog). Click on the Academic Integrity Policy link to review the policy in detail.

To maintain the public’s trust in nurses, dishonesty will not be tolerated. Professors have the right to determine the appropriate sanction or sanctions for academic dishonesty. Acts of academic dishonesty may result in penalties ranging from a grade of zero on the paper/project/test, or a “U” in a clinical course, to failure of the entire course and immediate dismissal from the program. Circumstances of the act of academic dishonesty and consequent sanctions will be documented in the student’s academic file and reported to the School of Nursing Director in accordance with WCU policy.

Examples of academic dishonesty:

- **Cheating** - Using or attempting to use unauthorized materials, information, or study aids in any academic exercise. This includes reproduction of any part of a web hosted examination (examples: saving, printing, “cut & pasting” or e-mailing), or unauthorized access of the examination.
- **Fabrication** – Creating and/or falsifying information or citation in any academic exercise.
- **Plagiarism** - Representing the words or ideas of someone else as one’s own in any academic exercise.
- **Facilitation** - Helping or attempting to help someone to commit a violation of the Academic Integrity Policy in any academic exercise (e.g. allowing another to copy information during an examination).

Click on the Plagiarism Resources link for specific guidelines about avoiding plagiarism.
b. Social Media Policy
See Appendix B.

c. Policy on Attendance
Students should refer to the course syllabus for specific attendance requirements. Students should also check each online course for email, discussion postings, announcements, and grades at least every 24 hours.

Students are expected to attend all scheduled learning activities, such as orientation, lectures, seminars, labs, observations, clinical rotations, evaluation, conferences, and other activities as scheduled by faculty. Refer to individual course syllabi for course specific attendance policies. No other activities are to be planned that conflict with scheduled learning activities. The professor must approve any exceptions to the attendance policy in advance.

Learning activities may be scheduled any time within a 24-hour period (including early morning, evening, night shifts, and weekends). Students are responsible for their own transportation to and from all scheduled learning activities. Attendance means arriving prior to the scheduled experience and staying for the duration of the learning experience. Late arrival is disruptive to a class/clinical setting and the faculty member has the option to exclude the student from the learning activity. Students who fail to comply with attendance policies may be issued a failing or unsatisfactory grade for the involved course.

d. Tardiness
Students are expected to attend all scheduled learning activities on time. Every effort should be made to notify the appropriate faculty member when unavoidable circumstances will cause lateness. Since late arrival is disruptive to a class/clinical setting, the faculty member has the option to exclude the student from the learning activity. Exclusion from class/clinical learning activity due to tardiness results in absence and will be treated as such.

e. Examinations
Students are expected to complete examinations on the scheduled dates. If a student is unable to take a scheduled exam, for whatever reason, she/he must notify the professor of the anticipated absence prior to the exam. Failure to notify the professor may result in a grade of zero for that exam. Faculty will evaluate patterns of missed exams individually. The student must make arrangements to make-up the exam when she/he notifies the professor that the exam cannot be taken as scheduled. Class time will not be used for make-up exams. At the discretion of the professor, the exam generally must be made up within a week of the original scheduled exam time. Failure to make up the exam at the rescheduled time will result in
the grade of zero for the exam. The format of the make-up exam is at the discretion of the faculty. The allocated time period for an exam will not be extended for a student who is late.

**f. Core Competencies Necessary for Students to Achieve Program Outcomes**

It is the policy of the School of Nursing and the College of Health and Human Sciences to adhere to the requirements of the Americans with Disabilities Act.

Students admitted to the School of Nursing are expected to be able to complete curriculum requirements which include physical, cognitive, communication and behavioral core competencies that are essential to the functions of the entry level professional nurse. These core competencies are considered to be the minimum and essential necessary to protect the public.

An applicant for any of the degree programs in Nursing must be competent in the following areas: observation, communication, motor, and intellectual-conceptual. An applicant must meet the competencies in spite of any handicap with or without reasonable accommodation.

Examples of competencies for each of the areas follow. Note that these descriptions are intended to be examples rather than all-inclusive.

- **Observation:**
  The applicant must be able to observe a client accurately at a distance and close at hand. Observation relies on the functional use of vision and touch, enhanced by the sense of smell.

- **Communication:**
  Communication includes speaking, writing, reading, and listening to obtain information, describe changes, and perceive non-verbal communication. A candidate must be able to communicate effectively and sensitively with clients and peers. The applicant must be able to communicate effectively and efficiently in oral and written form with clients, families, peers and other members of the health care team.

- **Motor:**
  An applicant should have sufficient motor function to obtain information from clients by palpation, auscultation, percussion, and other assessment techniques. The applicant should be able to execute motor movements required to perform general care and emergency treatment of clients such as (but not limited to) cardiopulmonary resuscitation, administration of intravenous medications, and manipulation of life support devices. These actions require
coordination of both gross and fine motor muscular movements, equilibrium, functional use of touch and vision senses.

- **Intellectual-Conceptual, Integrative and Quantitative Abilities:**
The applicant must be able to demonstrate critical thinking and problem-solving skills required of nurses. Essential intellectual abilities include measurement, calculation, analysis, synthesis, and clinical reasoning.

Prospective majors who believe they may have difficulty meeting the core competencies in one or more areas are encouraged to contact the School of Nursing for more information. However, students applying for admission to the program are not required to disclose any disability prior to admission.

After students have been admitted to the program, each student will be sent a packet of information, which will also include a statement to be signed by the student that the student is capable of meeting the core competencies. (See student handbook agreement.) This statement will become part of the student’s record.

If a student requires accommodation due to a stated disability, the disability must be documented through the Office of Student Support Services for academic disabilities or through the Office for Student Affairs for Section 504/ADA issues. Students need to be aware that the first clinical nursing course will require demonstration of physical mobility skills such as lifting, positioning, and the ability to see and hear, etc. The student is responsible for providing documentation of the disability to the professor and requesting accommodation(s).

Disability Services provides the student with a letter of suggested accommodations that the student gives to the professor. Examples of “reasonable accommodation” might include use of an amplified stethoscope (purchased by the student) or extra time to take a test for a student with dyslexia. If the professor, student, and the Disability Services cannot agree upon “reasonable accommodation”, the issue is then taken to the School Director and on to the Associate Dean, if necessary. In each of these steps, the student’s right to confidentiality must be protected.

- **g. Health and Behavioral Competencies**
The nursing faculty has an academic, legal, and ethical responsibility to protect students and members of the public from unsafe and/or unprofessional conduct. It is within this context that students can be academically sanctioned, disciplined, or dismissed from the nursing major.
Unprofessional conduct may be defined as, but is not limited to:

- An act or behavior of the type that is prohibited by the *North Carolina Nursing Practice Act* or *Administrative Code* (Rules) (available online at [www.ncbon.org](http://www.ncbon.org)).
- An act or behavior that violates the American Nurses Association statement of ethical standards, the *Code of Ethics for Nurses* (available online at [www.nursingworld.org](http://www.nursingworld.org)).
- An act or behavior that threatens, or has the potential to threaten, the physical, emotional, mental, or environmental safety of the patient, family member, another student, faculty member, other health care provider, or any member of the public.
- An act or behavior that constitutes a practice a student is not prepared, authorized, or permitted to perform.
- An act or behavior that interferes with the learning environment.

If a student is academically sanctioned and/or removed from the learning environment due to a behavioral problem, a conference will then be scheduled to include the student, faculty member, and the Associate Director to discuss the student behavior and retention and/or progression in the program. The conference will be documented in the student file. If the student is dissatisfied with the outcome, he/she may appeal in accordance with the Academic Appeals Procedures.

Professional ethics and North Carolina law require a nurse to protect patients from unsafe practice. Thus, the nursing student is obligated to reveal to nursing faculty her/his own or others’ questionable conduct that might interfere with safe professional practice.

**h. Alcohol and Illegal Drug Testing Policy**

The School of Nursing enforces the Alcohol and Illegal Drug Testing Policy of the College of Health and Human Services. The policy provides for drug testing upon entry to the Nursing major, when required by clinical agencies, and when there is reasonable suspicion of drug and/or alcohol abuse on the part of a student. Students who exhibit chemically impaired behavior in the classroom or clinical setting, or who violate state or federal law governing alcohol and drugs, will be subject to disciplinary action, up to and including dismissal from the Program. The Program Director, Associate Director and Director of the School of Nursing will collaborate with the Dean to implement the policy. The policy may be reviewed in its entirety on the [Policies for Students in the College of Health and Human Sciences](http://www.chhs.northcarolina.edu/policies) website. In addition, all students enrolled in the School of Nursing must sign the Acknowledgement and Consent Form located at the back of this handbook. The signed form attests to the student’s
acknowledgement of the provisions of the policy and the student’s consent to undergo any drug and or alcohol testing required by the policy.

i. Expected Respectful and Professional Behaviors

Basic to professionalism is maintaining an attitude of respect - towards others and yourself. Some of the following behavioral policies may only apply to face-to-face classes and clinical and distance learning courses.

- **Investment**: Your outcome in each course and the nursing program overall is based on what you invest. You are expected to come to class prepared, having done the assigned reading and completing assignments as posted.
- **Integrity**: Academic integrity is fundamental and expected of all nursing students; see the handbook for student nurses.
- **Attendance**: Prompt attendance at all learning activities is expected of all students. Arriving late to class is disruptive to other students as well as disrespectful to faculty and peers. Please arrive on time to class and remain in class until it is over. If an emergency causes you to arrive late, sit in the back of the room and speak with the professor about the reason for the tardiness after class.
- **Class breaks**: Professors will schedule breaks as appropriate. Please plan bathroom visits and snack times for breaks. Return from breaks promptly.
- **Talking**: Talking to other students (side conversations) in class causes at least 2 people to miss what is being presented or discussed. Students may be asked to leave the classroom if this behavior occurs. If you have a question or comment, raise your hand and wait to be called on.
- **Sleeping in class**: Students cannot learn if they are sleeping and it is a tremendous distraction to other students who watch them nod off.
- **Cell Phones**: Cell phone, beepers, and pagers must be turned off and placed out of sight during class. Texting or talking on cell phones during class is prohibited. You will not be permitted to use the calculator on your cell phones during exams.
- **Guests**: No children, friends, or guests are allowed in the classroom or clinical setting. Only registered WCU students may attend class.
- **Taping**: Taping or recording of class is allowed with the permission of the professor.
- **Class web sites**: You should check class websites daily. This is our primary avenue of communication with students and will have information about assignments, and what items you are to bring to class. Additionally, if a class must be cancelled or postponed, it
will be posted on the class website. Please be aware that student activity on class web sites can be tracked.

- **Computers**: Laptops or tablet devices may be used in the classroom for taking notes. Games, emailing, Facebooking, social media, and web surfing, etc. are prohibited.

- **Our Responsibility**: Faculty take seriously the responsibility we bear for maintaining a learning environment for *all* students. If you disturb others or do not adhere to the required behaviors, faculty will dismiss you from class.

**Testing policy for face to face classes**

- **During testing, no personal items are allowed on the desk or table.** This includes backpacks, notebooks, food and drink items, cell phones, and jackets. Ball caps or other hats with bills are *not* allowed during exams. If a student removes a layer of clothing, it is to be placed on the back of the chair, not in the student’s lap. Faculty reserve the right to require students to place personal items in a designated place in the classroom.

- **Once a student has completed the exam, he/she is to exit the classroom**: students should wait away from the classroom door so as not to disturb those who are still testing. Items may not be retrieved until all students have finished the exam.

- **Students are allowed to use earplugs during testing**: however, they are responsible for any announcements made, including those pertaining to allotted time left or test item clarification. Faculty reserves the right to inspect earplugs.

- **If you have questions about a particular test item or would like clarification, you should schedule an appointment** with the involved faculty and submit your question in writing, with a documented source from either lecture or the assigned textbook. This needs to be done within 7 days of the exam.

- **WCU School of Nursing conducts statistical analyses on all exams.** Based on those analyses, and in consultation with other faculty, items are examined for accuracy, reliability, and fairness.

- **You must notify faculty (the course professor of record, specifically) prior to missing a quiz or exam for it to be excused** (with the exception of emergencies, in which case notification should be made as soon as is feasible). You should call the professor of record’s office phone (number is posted in syllabus) and leave a message if he/she is not in the office. Excused absences may include illness (a note from a health care provider may be required) or death of a family member.

- **Make-ups for quizzes and exams** – please follow the instructions in each syllabus for course policies.
Expected respectful and professional behaviors:

- Faculty should be addressed by their appropriate titles, e.g. “Professor” or “Dr.,” rather than by their first names.

- Knock on doors before entering offices and ask permission to enter. Even if the door is open, faculty are often occupied or having private conversations with students or other faculty.

- Do not enter faculty offices when the faculty is not present, or without permission.

- Students should not be in faculty offices during class time.

- If you have a question or complaint about an issue, you should respectfully approach the person involved, whether it be faculty, staff, or a peer. If you have questions about a particular lecture/topic/assignment, you must go to the professor who presented that content.

- If your issue is not resolved by going to the involved faculty member, follow the chain of command: Professor → Program Director → Associate Director → School Director.

- Respect the role of faculty as teachers, mentors, and experts in the profession and maintain appropriate boundaries. Faculty desire to see all students succeed in school, and in the profession of nursing, and are supportive of students in the context of the student-faculty relationship; however, faculty are not trained counselors and cannot serve in the role of mental health counselor. When student issues arise, faculty may refer students for counseling or to other resources as needed.

- Clinical days and hours vary based on course requirements, clinical sites, and learning objectives. While clinical learning activities are generally scheduled during the week, there may be weekend and/or nighttime scheduling. Faculty make every attempt to give students as much advanced notice about schedules as possible, but as a rule, work or other activities should not be scheduled on clinical days.

B. Information Specific to Clinical Courses

i. Documentation Required for Clinical Placement
Placement for clinical nursing experience is influenced by a variety of factors such as consideration of students' learning needs, availability of
appropriate assignments, and availability of faculty or preceptors. Students are responsible for identifying clinical experience sites and preceptors and placement is then approved by the faculty.

Undergraduate nursing students must submit written preceptor requests and documentation for each clinical course in the RN to BSN or RIBN Program. Clinical experience and preceptor documentation must be submitted on the appropriate forms by the following deadlines:

Step One Preceptor Information due:  March 15 for Summer, April 15 for Fall semester and November 15 for Spring semester

Step Two Preceptor Information due:  First day of the respective clinical block semester

Failure of any student to conform to any documentation deadline will result in dismissal from the nursing program.

**ii. Proof of Completion of Cardiopulmonary Resuscitation (CPR) Training**

All students must submit current proof of the successful completion of a course in basic cardiac life support for Health Care Providers. Each student will provide a photocopy (front and back) of a card that documents successful completion. The American Heart Association **Health Care Provider Life Support** (BLS) is required. Some cards expire in 12 months; others are in effect for 24 months. The School of Nursing will abide by the expiration date specified on the card. It is the student’s responsibility to maintain a current status. Online courses for BLS (CPR) are not accepted.

**iii. Professional Liability (Malpractice) Insurance**

All students in a clinical course are automatically enrolled in the WCU student liability insurance policy at a low cost. Students will be billed for the insurance prior to the first semester and each semester thereafter on the student account.

**iv. OSHA Bloodborne Pathogens and HIPAA Training**

All students must complete Occupational Safety and Health Administration (OSHA) and Health Insurance Portability and Accountability Act (HIPAA) training prior to their first clinical/practicum semester and then annually thereafter. OSHA/HIPAA assessments are posted in Blackboard RN to BSN Homeplace and RIBN Homeplace.

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*a. OSHA Bloodborne Pathogens*

See Appendix A
b. HIPAA Guidelines

The Health Insurance Portability and Accountability Act of 1996 and its implementing regulations restrict WCU students and faculty ability to use and disclose protected health information (PHI).

Protected Health information means information that is created or received by a health care entity and relates to the past, present, or future physical or mental health or condition of a participant; the provision of health care to a participant; and that identifies the participant or for which there is a reasonable basis to believe the information can be used to identify the participant. Protected health information includes information of persons living or deceased.

It is the WCU School of Nursing’s policy to comply fully with HIPAA’s requirements. To that end, all students, faculty and staff of the WCU School of Nursing who have access to PHI must comply with all HIPAA Privacy Policies within the facilities in which we provide patient care or participate in learning experiences.

Each student and faculty member will be required to participate in an extensive HIPAA training program prior to starting their initial clinical experiences and annually thereafter.

v. Student Health Form: All students in clinical courses must have on file with the School of Nursing a completed School of Nursing Health Form. The School of Nursing Health Form must remain current for the time the student is enrolled in the program. The student must inform the program director of any changes in physical and emotional health which would interfere with providing safe care during the time the student is enrolled in the program. If there is a change in a student’s health status while in the program, the student must submit an updated health form or note from a health care provider stating that the student is physically and/or mentally able to continue with school activities as specified in the Core Competencies.

vi. Immunizations and TB Screening: Because students in all levels of School of Nursing programs will be performing patient care activities, there are additional health screening and educational requirements. Students may not participate in patient care activities until all immunization requirements are up-to-date. Immunizations must remain current through the end of all clinical rotations. Failure to meet these requirements may result in inability to attend clinical activities and dismissal from the program.
These include, but may not be limited to:

- **Annual Influenza Vaccination**
- **Hepatitis B vaccination (HBV) series**
- **Measles, Mumps, Rubella (MMR)**
- **Tetanus, Diphtheria, and Pertussis (TDaP)**

**Varicella**: Proof of vaccination (series of 2 at least 28 days apart), or a serum titer indicative of immunity, or medical verification of having had Chicken Pox (statement and signature of licensed physician, nurse practitioner, or physician assistant).

**Tuberculosis Testing**: Results must be submitted annually and expire 12 months from the test date. If student-learning activities take place at any clinical agency that requires more frequent TB testing, students assigned to that agency will be required to comply. Other Immunizations may be added as required by clinical facilities.

Students who have a known allergy to any required vaccine, which prohibits them from receiving it, may request a copy of the WCU School of Nursing Immunization Declination form. This form must be completed by a healthcare provider and submitted, along with all other health records documentation, by the stated deadlines. Any student completing a clinical or practicum on any Mission Hospitals campus who submits an immunization declination form for the influenza vaccination must also be approved by the Mission Hospitals Medical Director of Staff Health Services.

**vii. Criminal Background and Sanctions Checks**

All nursing students must have criminal background and sanction checks completed upon admission to the nursing program. Student criminal background and sanction checks are required by many of the clinical agencies that partner with the School of Nursing. Students may be required to repeat the checks based on clinical site requirements. Students admitted to any School of Nursing program must complete the process of the checks by deadlines stated in the admission packet. Failure to complete the checks by the stated deadline may jeopardize admission.

Criminal background and sanctions checks are performed by Certiphi® Screening Incorporated, a web-based service (www.certiphi.com). Students initiate the screenings online through the Certiphi® website. The student is responsible for cost of the Certiphi® criminal background and sanctions checks.
Results are reviewed by the Office of the Dean of the College of Health and Human Sciences. Positive findings will be reported to the Director of the School of Nursing and will be reviewed with the student.

Students with previous international residency may result in a delayed criminal background check screening. A delayed receipt of the criminal background check report may result in the postponement of a clinical rotation.

If a clinical agency declines to accept a student based on the result of the criminal background check, the student will not be eligible to complete the clinical course and progress in the program.

viii. Guidelines for Dress in the Clinical Setting

- **Clinical Attire**: RN to BSN and RIBN student dress in the clinical setting shall be “professional attire”. A WCU clinical ID badge must be worn at all times. A white lab coat with the RIBN patch will be worn in some RIBN clinical settings. A general rule of thumb is to dress like one’s preceptor.

- **Identification**: Departmentally approved identification badges are to be worn whenever the student goes into any clinical agency in any variation of professional attire or when representing Western Carolina University in a student capacity. Students who change their names must obtain new identification badges.

ix. Student Clinical Evaluations

1. Each student shall be evaluated by the preceptor before the end of the semester.
2. One form should be completed by each preceptor during the semester.
3. Each student is evaluated on his/her performance by the preceptor.
4. Each preceptor/clinical site is evaluated by the student and submitted to the instructor within Blackboard before the end of the semester.
5. Each student will receive a final semester clinical grade of S or U based on course requirements.
6. A student may not progress to the next semester unless they satisfactorily meet the semester’s clinical behavioral objectives. A student must receive an overall S grade in the clinical practicum to continue in the program.
III. STUDENT DEVELOPMENT

A. Organizations
Students are encouraged to take advantage of the opportunities to become involved in governance within the School of Nursing, College, and University. Organizations offer a wide variety of activities and learning experiences, as well as the opportunity to develop leadership skills and a peer network. You are encouraged to keep your academic schedule needs and student involvement responsibilities in balance. The following organizations are registered with WCU Student Affairs.

i. **Association of Nursing Students (ANS)**
   ANS at Western Carolina University is a pre-professional organization patterned after its parent organization, the American Nurses Association. Students are strongly encouraged to join and participate at the local (WCU ANS), state (NCANS), and national levels (NANS). The purpose of the association is to promote professionalism through leadership opportunities, professional contacts, networking, and applied community service learning. More information is available at [http://www.ncans.org/](http://www.ncans.org/).

The WCU ANS is open to all nursing and pre-nursing students. Yearly dues provide membership at the national, state, and local level. In addition to the membership benefits inherent in the association's purpose, members receive five issues of *Imprint*, the official magazine for nursing students; a state newsletter, and reduced rates for the semi-annual state conventions.

ii. **Nurses Christian Fellowship (NCF)**
   Nurses Christian Fellowship provides an opportunity for nursing students, faculty, and staff to share spiritual concerns from a Christian perspective. Membership is open to any interested pre-nursing student, nursing student, faculty, or administrator. More information is available at [http://ncf-jcn.org/](http://ncf-jcn.org/).

iii. **Eta Psi Chapter of Sigma Theta Tau, International Nursing Honor Society**
   The purposes of Sigma Theta Tau International are to recognize superior academic achievement, recognize the development of leadership qualities, foster high professional standards, encourage creative work, and strengthen commitment to the ideals and purposes of the profession. The Honor Society is open to pre-licensure, RIBN and RN to BSN students as well as graduate students, and community leaders by invitation. The top 35% of the pre-licensure students are eligible for nomination after completing at least half of their nursing courses. More information is available at [www.nursingsociety.org](http://www.nursingsociety.org).

B. Committees
RN to BSN students participate on Graduate committees. RIBN students participate on Undergraduate committees.

i. **Curriculum Committee (CC)**
   The Curriculum Committee is composed of faculty and student representatives. Student representatives are elected by their
peers at the beginning of the academic year. Students serve in an advisory capacity. This committee usually meets monthly during the academic year to evaluate and further develop policies and procedures related to curriculum, to ensure conformity and current-ness with present-day trends, and to provide leadership in developing the framework and design of the curriculum.

**ii. Student Affairs Committee (SAC)** The Student Affairs Committee is composed of faculty members and student representatives. The student representatives are elected by their peers. Students serve in an advisory capacity. Duties of this committee include annually reviewing policies and procedures concerning admission to undergraduate nursing programs and making recommendations for modifications as needed. The committee will act on appeals from students regarding admission, retention, and promotion. The committee develops student related policies for the School of Nursing.

**iii. School of Nursing Director’s Advisory Council (DAC)** This is a committee created to enhance students' ability to communicate with nursing faculty and administration. A student is selected to represent each level and type of program in the School of Nursing. The representatives meet once a semester with the School of Nursing Director and invited faculty to discuss student issues and goals and to plan School of Nursing events. Students should not hesitate to contact their representative at any time if they have ideas or concerns.

C. Engagement

**i. Visiting Scholars, Professional Meetings, & University Events**
When the School of Nursing is involved in extracurricular events, there will be opportunities for students to participate. Faculty will determine whether such events may constitute course requirements or extra credit. Regardless, students are encouraged to take advantage of these opportunities to participate in the professional or social life of the School of Nursing, College, and University.

**ii. Travel Abroad**
Students have the opportunity to participate in many educational and service opportunities abroad. The Office of International Studies lists many trips open to WCU students. In addition, the School of Nursing offers several travel courses and mission travel opportunities each year. Please talk to your advisor if you are interested in travel, contact the Office of International Studies, and watch the Blackboard BSN Homeplace for School of Nursing travel announcements.

D. Scholarships, Loans and Grants

Various financial sources, e.g., work-study, grants, and loans, are available to nursing students. To become eligible, application for financial assistance is made by contacting the WCU Financial Aid Office in person at Killian Annex, by telephone at 828-227-7290, or by email. More information about financial aid options is available at
Financial aid recipients are expected to comply with the guidelines established by each specific granting or loaning agency.

**i. Scholarships**
Most scholarships are contingent upon funding from outside sources. Recipients are expected to comply with the guidelines established by each specific funding agency or private donor. Generally, a scholarship award pays, or contributes a portion of the cost of tuition and fees. In most cases, eligibility criteria are provided in the scholarship application guidelines. However, most scholarship awards stipulate that recipients must meet the nursing program progression requirements and maintain at least a 3.00 average to retain eligibility for scholarship assistance.

**ii. Health Care Agencies**
Several western North Carolina health care agencies provide scholarships and/or tuition reimbursement programs for their employees enrolled in nursing programs. Information about employer scholarships and/or tuition reimbursement is available usually from the personnel office of your employing health care agency.

**iii. WCU**
To learn about scholarships available to all qualified WCU students, contact the WCU Financial Aid Office and visit the [Nursing Scholarships](#) website and Blackboard Homeplace.

E. Career Planning

**i. WCU’s Career Services Center**
The WCU Career Services Center offers a unique service by helping students (and alumni) identify employment opportunities, refine interviewing skills, and develop a professional file of reference letters and other documents for the Resume Referral Service. The Resume Referral Service is free and can be used indefinitely after graduation provided the file is kept current. To obtain instructions for developing a professional file, call the Career Services Center (828/227-7133) or check online with the Career Services website.

**ii. Letters of reference**
Letters of reference are ordinarily required for job applications. Although not obligated to do so, faculty are pleased to complete references on request. Students are asked to seek references only for serious employment considerations and/or to develop a file at the [Career Services Center](#). It is a courtesy to request a faculty member to complete a reference before submitting that person’s name, and to allow ample time for the request to be completed.
F. Graduation

i. Commencement
A University Commencement Ceremony (Graduation) is held at the end of the Spring and Fall semesters. The University provides information concerning the graduation ceremonies, rehearsals, ordering caps and gowns to students. Watch your Catamount email for specifics.

ii. Scholastic Status Check (Source: The Record)
"Each student is expected to know the information in the catalog and to verify that quantitative and qualitative requirements for a particular class rank and for proper progress toward graduation are being met. All students should check official records periodically to confirm their status. The university does not assume responsibility for the student's unexpected failure at the last minute to meet all requirements for graduation, whether failure is due to misunderstanding or negligence concerning those requirements or to an inability to meet them”.

iii. Filing Application for Diploma (Filing for Graduation)
All students must submit an application for graduation by the dates provided by the Registrar's Office. The application process is completed online through MyCat. It is the student's responsibility to initiate and complete the application for graduation process. Students and advisors collaborate to fulfill this important task.

G. School of Nursing Convocation
A School of Nursing Convocation is planned prior to commencement exercises by the Convocation Committee within the School of Nursing to recognize students who have completed a nursing degree at WCU. It provides an opportunity for students to reflect upon their educational experience, celebrate their graduation, and recognize the contributions of others in helping them achieve their nursing educational goals. Information will be provided about class photographs, School of Nursing pins, convocation invitations, and planning activities.

H. Awards for Graduating Seniors
The School of Nursing recognizes outstanding graduates through a variety of awards presented at the School of Nursing Convocation and at the College of Health and Human Sciences awards ceremony. Nursing faculty nominate eligible graduates. Information may be solicited from the nominees to facilitate faculty voting on the recipients. Awards may be initiated or added to by alumni and friends of the School of Nursing; contact the School of Nursing Director to make arrangements.

i. The Deitz Outstanding Student Award These awards honoring Dr. Vivian Deitz, Head of the School of Nursing from 1988 through 1996, are presented to a pre-licensure, RN to BSN and MSN graduate or alumna who have demonstrated outstanding qualities as a student.
ii. Eta Psi Leadership Award  This award is given by Eta Psi Chapter of Sigma Theta Tau to a student member who has demonstrated leadership qualities.

iii. ANS Award  The WCU ANS Chapter recognizes the ANS member who has made the most significant contributions to the organization for the academic year.

iv. Additional awards  Additional awards may be made available by various non-University sponsored agencies or organizations on a year-to-year basis.

I. Alumni

To maintain up-to-date records of alumni, graduates are asked to keep the School and the University informed of current addresses and employment. Graduates are encouraged also to recruit qualified students into the School of Nursing and to support the School's current students and special projects. Please join the School of Nursing Alumni Association prior to your graduation.
IV. APPENDICIES

Appendix A

BLOOD-BORNE PATHOGEN

Exposure Control Plan

Standard precautions will be observed with all human body fluids. According to the concept of standard precautions, all human body fluids are treated as if known to be infectious for Human Immunodeficiency Virus and Hepatitis B Virus and other blood-borne pathogens. The following guidelines are to be implemented in the on-campus nursing laboratory and in clinical settings. All faculty, staff, and students must attend an annual exposure control workshop. Additionally, each faculty member will review the following, as well as specific agency guidelines, at the beginning of each semester for on-campus laboratory experiences and at the beginning of each new clinical rotation.

1. Use nonsterile gloves when handling blood, body fluids, secretions or excretions. Disposable gloves must be replaced as soon as practical when contaminated. Utility gloves may be decontaminated for reuse if the integrity of the glove is not compromised. (See paragraph 4 in this section). Gloves will be changed after contact with each patient and before touching environmental surfaces.

2. Gowns or lab coats must be worn if soiling of clothes with blood or other body fluids is anticipated. Eye wear and a mask/face shields are necessary only when splatter of body fluids is possible.

3. Needles, syringes, and other sharp objects should be disposable and should be disposed of in rigid puncture-resistant, leak-proof containers. Further, needles should not be recapped, nor should they be removed from a disposable syringe, because needle stick injuries are most likely to happen during these activities. All needles shall be considered contaminated. Broken glassware, which may be contaminated, must not be picked up directly with the hands. Use a brush, dust pan, forceps, etc.

4. Instruments, work areas, and non-disposable items contaminated with blood or body fluids should be safely decontaminated with 1:10 dilution of 5.25% sodium hypochlorite (Clorox) and water or tuberculocidal disinfectants (e.g., osyl or septisol).

5. Reusable containers shall be handled with gloves.

6. There will be no eating, drinking, applying of lip balm, manipulation of contact lenses, or smoking in an on-campus laboratory or any potential exposure areas. There will be no storage of food in an on-campus laboratory or instructional/work areas or any potential exposure areas.

7. Commercially obtained laboratory reagents or controls derived from blood products should be treated as potentially contaminated specimens.

8. Infectious waste and items contaminated with body fluids (paper towels, sponges) shall be "red bagged" in leak proof containers which are labeled with the "Biohazard" symbol and autoclaved properly before discarding in the trash.

9. All students and faculty should wash their hands following the completion of on-campus laboratory activities, after removal of gloves and protective clothing, and before leaving the on-campus laboratory or contaminated work area of the clinical agency. If hand-washing facilities are not available, antiseptic hand cleansers are to be used. Hands are to be washed as soon as feasible.

10. In the event of an exposure to eyes, mouth, mucus membrane, non-intact skin or parenteral contact, the area contacted should be washed with soap and water immediately. A medical evaluation should be performed immediately and the WCU Safety Officer and the School of Nursing Director notified as soon as feasible by the faculty member for either student or faculty
member exposure. See section on "Post-Exposure Evaluation and Follow Up."

11. In the on-campus laboratory, any laundry suspected of possible contamination shall be handled wearing gloves and placed in "Biohazard" marked orange or red bags immediately after use. It should be handled minimally and not separated in the work area. In a clinical agency, contaminated laundry shall be handled according to the specific agency policy.

**Post-exposure Evaluation and Follow-Up**

In the event of exposure to body fluids, the student and faculty member adhere to the following guidelines.

1. If the exposure occurs on campus, the faculty member will inform the student to seek immediately a medical evaluation from his or her physician/health care provider, the WCU Health Services (i.e., Infirmary), the local health School, or an emergency treatment center. The faculty should remind the student to follow the procedures and/or recommendations of the individual(s) providing the medical evaluation. The student shall be responsible for any health care fees or charges associated with implementation of this policy. If the student refuses a medical evaluation, the faculty member will record this declination in the student's School record. The faculty member will also document the exposure incident in the student's School record.

2. If the exposure occurs in an off-campus location not owned or operated by the University and the exposure occurs while the student is completing a nursing course assignment, the faculty member will inform the student to seek immediately a medical evaluation at an emergency treatment center or from the student's physician/health care provider, the WCU or UNCA Health Services (i.e., Infirmary), or the local health School. The faculty should remind the student to follow the procedures and/or recommendations of the individual(s) providing the medical evaluation. The student shall be responsible for any health care fees or charges associated with implementation of this policy. If the student refuses a medical evaluation, the faculty member will record this declination in the student's School record. The faculty member will likewise record the exposure incident in the student's School record.

The student shall have the responsibility of following through with the protocol suggested by the individual(s) providing the medical evaluation. While the School cannot prescribe the protocol to be followed by a student, OSHA recommends that the following steps be taken by the individual(s) providing the post-exposure evaluation and follow-up:

1. Documentation of the route(s) of exposure, and the circumstances under which the exposure incident occurred.
2. Identification and documentation of the source individual, unless the School or the clinical agency can establish that identification is infeasible or prohibited by state or local law.
   a. The source individual's blood shall be tested as soon as feasible and after consent is obtained in order to determine HBV and HIV infectivity. If consent is not obtained, the School or the clinical agency shall establish that legally required consent cannot be obtained.
   b. When the source individual is already known to be infected with HBV or HIV, testing for either is not required.
   c. Results of the source individual's testing shall be made available to the exposed student within 15 days of the completion of the evaluation, and the student shall be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
3. Collection and testing of the exposed student's blood for HIV and HBV serologic status.
   a. The exposed student's blood shall be collected as soon as feasible and tested after consent is obtained.
b. If the student consents to baseline blood collection, but does not give consent at that time for HIV serologic testing, the sample shall be preserved for at least 90 days. If, within 90 days of the exposure incident, the student elects to have the baseline sample tested, such testing shall be done as soon as feasible.

4. Post-exposure prophylaxis should be administered when medically indicated.

5. Counseling on the immediate and long term effects of potential infectious agents should be discussed with the exposed individual.

6. The exposed student will be encouraged to report all related diseases and problems to his or her physician or health care provider for follow-up.

7. All information should be recorded by the evaluator and made available to the student. The student may be asked to provide documentation that he or she is complying with the recommended protocols.

8. Records should be maintained by the medical evaluator for 30 years following the completion of the evaluation.
Appendix B
Social Media Guidelines

Purpose:
The School of Nursing supports the use of social media for the purpose of engaging in professional and personal communication between the University, other students, prospective students, faculty, and staff. These WCU School of Nursing guidelines apply to anyone who engages in internet conversations for school-related purposes or school-related activities such as interactions in or about clinical and didactic course activities. Dissemination of sensitive and confidential information, which is protected under Health Insurance Portability and Accountability Act (HIPAA) of 1996, whether discussed through traditional communication channels or through social media is prohibited outside the appropriate setting. Our goal is to ensure that all participation online is respectful and upholds the mission, vision, and values of Western Carolina University and the School of Nursing.

Definitions:

Social media is defined as mechanisms for communication that allows for the creation and exchange of user-generated content, which is disseminated through social interaction, using various platforms that are immediately searchable and shareable. So, remember when publishing information on social media sites to remain cognizant that the information is available for anyone to see and can be traced back to you.

Social media is defined as, but not limited to, web-based or mobile technologies used for interactive communication. Examples include but are not limited to:

- Social networking sites – Facebook, MySpace, LinkedIn, Tumblr, blogs, podcasts and RSS feeds
- Photo-sharing and video websites – YouTube, Flickr
- Micro-bloggings sites – Twitter, Yammer
- Forums and discussion boards – Yahoo! Groups or Google Groups

Guidelines:

- Do not post confidential or proprietary information about the university, staff, students, clinical facilities, patients/clients, or others with whom one has contact in the role of a WCU School of Nursing student.
- Students are not to use ethnic slurs, personal insults, obscenity, pornographic images, or engage in any conduct that would not be acceptable in the professional workplace.
- No student shall videotape professors or fellow students for personal or social media use without the express written permission of the faculty or fellow student. Patients/clients are not to be videotaped or photographed without written permission of the patient/client and of the facility.
- Respect copyright and fair use. When posting, be mindful of the copyright and intellectual property rights of others and of the university. For guidance, visit the University’s Library or Copyright Office sites.
- Do not use WCU or the School of Nursing logos and/or graphics, on personal social media sites. Do not use WCU’s name to promote a product, cause, or political party or candidate.
- Use of the School of Nursing marks (logos and graphics) for School sanctioned events must be approved (posters, fliers, postings) by administration.
- The use of iPhones and other devices employed for social media will be used only as authorized by faculty.
- No personal phone conversations or texting are allowed while in patient/client areas or in the classroom. If the student needs to respond to an emergency text or phone call during class or clinicals, the student is asked to leave the classroom/clinical area to take the call.
- Use of computers (IPads, Notebooks, etc.) during class shall be restricted to note taking and classroom activities.
- If you identify yourself as a WCU student, ensure your profile and related content is consistent with the professional behavioral expectations of the University and the School of Nursing. Identify your views as your own. When posting your point of view, the student needs to ensure that it is clear that they are not speaking for WCU, unless you have been authorized to do so in writing.
- Ultimately, the student is solely responsible for what he/she posts. Be smart about protecting yourself, and others’ privacy, and confidential information, especially in regards to HIPAA. You are legally liable for what you post and remember individual bloggers have been held liable by the courts for comments made on social media sites that were proprietary, defamatory, libelous, obscene or copyrighted.

**Consequences:**

- All violations by students of patient/client privacy with an electronic device will be subject to HIPAA procedures/guidelines and consequences.
- Other social media violations in which students share confidential or unprofessional information will be reviewed by the Student Affairs Committee and may result in disciplinary action and/or dismissal from the program.
- Each student is legally responsible for individual postings and may be subject to liability if individual postings are found defamatory, harassing, or in
violation of any other applicable law as well as any copyrighted information (music, videos, text, etc.).

Related references:

V. COLLEGE OF HEALTH AND HUMAN SCIENCES & UNDERGRADUATE POST-LICENSEURE NURSING STUDENT HANDBOOK AGREEMENT AND CONSENT FORM

College of Health and Human Sciences Acknowledgement and Consent: I have read and understand the College of Health and Human Sciences Alcohol and Illegal Drug Testing Policy for Students (“Policy”). I also have had an opportunity to ask questions about the Policy.

By my signature below, I agree to comply with the requirements of the College, Program, this Policy, and all applicable policies and regulations of the University and affiliated clinical agencies. Further, as a condition of participation in the Program, I knowingly and voluntarily consent to submit to any requisite pre-placement drug testing, reasonable suspicion drug testing required by the University, or any random drug testing required by an affiliated clinical agency.

I hereby authorize the disclosure of any and all drug testing results to the Dean of the College of Health and Human Sciences.

I hereby agree, for myself and on behalf of my successors, heirs, and assigns, to hold harmless and waive any and all claims and release, satisfy, and forever discharge Western Carolina University and its trustees, officers, and employees, and the University of North Carolina and its governors, officers, and employees from any and all actions, claims, damages, judgments, demands, rights, and causes of action of whatever kind or nature, arising out of or in connection with the College’s, Program’s, and University’s administration of the Policy.

________________________________  __________________________________
Student Name                        Student Signature

________________________________
Date

Undergraduate Post-Licensure Nursing Student Handbook Agreement: I acknowledge that I have received and read the Undergraduate Student Handbook for Nursing Majors and understand that I am responsible for adhering to the current policies outlined therein and any policy changes and/or updates in subsequent editions.

________________________________  __________________________________
Student Name                        Student Signature

________________________________
Date

This contract will be filed in the student's School of Nursing academic folder after it is signed and dated.