School of Nursing

RN-BSN Student Handbook

2018-2019

James Madison University
School of Nursing
MSC 4305
540-568-6314
Purpose

The information in this RN-BSN Student Handbook is intended to provide you with the current policies and guidelines important to your success as an undergraduate student in the School of Nursing. The policies and procedures and other information contained within this handbook are in compliance with and are supplements of the JMU Undergraduate Bulletin and other JMU policies as specified.

Every reasonable effort has been made to ensure the accuracy, reliability, and completeness of the policies and guidelines found in the handbook. However, if any discrepancies exist between the information in the handbook and official University Undergraduate Bulletin or other JMU policies, the information in the official policies shall take precedence.

All students are responsible for following the policies and procedures in the RN-BSN Student Handbook. The plans, policies and procedures described in this handbook are subject to change by the School of Nursing at any time without prior notice.
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SCHOOL OF NURSING

Program Overview

- The baccalaureate degree in nursing program, master’s degree in nursing program and the Doctor of Nursing Practice program at James Madison University is accredited by the Commission on Collegiate Nursing Education (http://www.ccneaccreditation.org)
- Fully approved by the Virginia State Board of Nursing
- Leads to a Bachelor of Science in Nursing Degree (BSN)

As a graduate of the James Madison University (JMU) School of Nursing RN-BSN Program, you will be prepared to practice as a registered nurse to provide nursing care to patients in a variety of settings. The program enjoys a positive reputation within the Commonwealth of Virginia and beyond.

Teaching Methods

Online Program Format: Didactic courses in the RN-BSN program are delivered in an asynchronous online format. In order to prepare and enhance students learning in this fully online program a one day face to face orientation will be required of all students entering the program and all returning students. All of the online courses in the program are delivered using the learning platform provided by JMU.

Community Health Clinical: Students participate in a single 45 hour community clinical experience during one summer semester. This clinical consists of 35 direct contact hours and 10 indirect hours.

Program Philosophy

The JMU Nursing faculty is committed to nursing education grounded in the arts, sciences and humanities, meeting professional standards for nursing education and practice. Nursing is a humanistic profession that enhances the quality of life by promoting health and preventing illness through the effective delivery of coordinated health care. Nursing knowledge is advanced through thinking critically, engaging in scholarship, and applying knowledge to the delivery of nursing care. The values of altruism, autonomy, human dignity, integrity, and social justice are the foundation for professional nursing practice. Through community collaboration graduates are prepared to assume multiple roles to impact the profession, health care systems, and communities.
School of Nursing Mission, Values, and Purposes

We engage students, faculty and communities through dynamic and innovative nursing education, practice and scholarship to influence health in our world. We value integrity, caring, excellence, collaboration and advocacy.

In order to support and accomplish this mission the nursing faculty has identified the following purposes:

1. Prepare nursing professionals who provide culturally competent, holistic, evidence-based nursing care to individuals, families, aggregates, and communities in a wide variety of settings.

2. Promote a community of learning that models professional values and lifelong professional development for both faculty and students.

3. Promote service-learning activities that include collaborative, interdisciplinary initiatives and partnerships between nursing education and the practice arena to meet the future health needs of consumers.

4. Conduct research and creative scholarship to generate nursing knowledge and disseminate that knowledge though collaboration, publication, and presentations.

Student Learning Outcomes

The graduate of the JMU baccalaureate nursing program will be able to demonstrate:

Health Promotion/Illness Care:

Provide health protection and promotion, risk reduction, disease prevention, illness care, rehabilitation, and end of life care to patients within a holistic framework in a variety of settings.

Rationale: Graduates will be generalists who offer a service, nursing care, within the context of the nursing process (see Critical Thinking). Includes assessment, planning, intervention, and evaluation for actual and potential health needs for patients (individuals, families, aggregates, and communities). Health is a dynamic and individual state of being that includes wellness and illness. Health Protection describes the regulatory and environmental measures used to enforce protective strategies for specified population groups. Health Promotion describes strategies designed to increase the physical, social, and emotional health, growth, and development of individuals, families, and communities. Risk Reduction is the application of selected interventions to control or reduce risk factors and minimize the incidence of associated disease and premature mortality. Disease Prevention is behavior
directed toward reducing the threat of illness, disease, or complications. *Illness Care* describes the care given to a client who is experiencing an illness of disease process. *Rehabilitation* is the process of restoring a person’s ability to achieve the maximum self-care in physical and psychological fitness after a disabling injury or illness. *End of Life Care* describes palliative and bereavement care for terminally ill individuals and their families.

*Critical Thinking:*

Synthesize knowledge, skills, and technology from the established practice and science of nursing, the biological and psychosocial sciences, and the humanities to engage in critical thinking, clinical reasoning and the nursing process in the care of patients.

*Rationale:* Nursing involves the evaluation and integration of theory, principles, and technology from science, using clinical skills. *Critical thinking* is defined as purposeful, reflective thought process that guides what to believe and do. Levels of critical thinking progress from:

1. The discrimination of factors that influence or affect common clinical situations;
2. The ability to interpret the significance of multidirectional and interrelated factors that affect clinical decision-making;
3. The ability to engage in complex clinical reasoning that leads to predictions, proactive decisions, and influences change. Critical thinking is foundational to the nursing process, or the nursing decision-making process of assessment, planning, implementation, and evaluation.

*Therapeutic Relationships:*

Develop caring relationships with patients that are sensitive to diverse personal, socio-cultural, and environmental characteristics, which encourage patients to assume primary responsibility for health care decisions, and in which the nurse functions as advocate and advisor.

*Rationale:* This criterion elaborates the expectation that graduates will establish *caring relationships.* Nurses in caring relationships respect and incorporate the culture, values and beliefs of patients when planning care. This relationship implies that patients and their families have primary responsibility for their own health care decisions.

*Communication:*

Use effective communication and information technology to communicate interpersonal and health care information.

*Rationale:* *Communication* refers to an interactive process of giving and receiving written, verbal and/or nonverbal messages which convey information, feeling, attitude, and ideas in a social context.
Professional Role Development:

Enhance professional role development.

Rationale: Role development is the development of a professional identity and the enactment of functions of a professional nurse. These include nurse as provider, coordinator, and advocate of care. The graduate will be a member of a profession which actively participates at all levels within the health care system. The nursing professional influences the process of health policy formation along with its impact on nursing and the health care delivery system. All professional nurses must display characteristics of leadership and engage in leading and managing activities, either at the bedside or in other positions of responsibility within organizations and communities.

Ethical and Professional Self Development:

Engage in activities to promote self-awareness, self-growth, ethical accountability, and legal responsibility in the practice of nursing.

Rationale: This criterion articulates the ethical and legal accountabilities we expect of a graduate. Self-awareness means that graduates have insight into their own values, strengths, and needs; self-growth refers to the idea that graduates value ongoing learning and professional service; accountability means being responsible for one’s own behavior and the consequences of that behavior; and responsibility implies that the nurse will practice according to societal expectations, professional standards of practice, and the legal parameters of licensure.

Scholarship:

Contribute to excellence in nursing practice by identifying and critiquing research evidence and integrating it with clinical practice, client preference, cost-benefit, and existing resources.

Rationale: In the scholarship of discovery students are involved in assembling and evaluating evidence through high quality integrative reviews. The scholarship of integration involves the synthesis and critique of existing knowledge across disciplines. The scholarship of application involves developing competence in practice that is evidence-based.

ADVISING AND ADMISSION TO THE PROGRAM

Preadmission Advising

The RN-BSN program offers preadmission transcript review and brief advising. Interested RNs who wish to have a preadmission transcript review complete may contact Theresa Jennings, the program
admission coordinator, at jennintl@jmu.edu or 540-568-2990. Once the review is completed she will communicate the transcript findings and advice regarding the admission process.

Advisement in the Program

Nursing Academic Advisor/Faculty Advisor

In your 1st semester, you will be assigned to a RN-BSN Program Faculty Advisor who will be your point of contact until you graduate. The faculty program advisor will review and complete a semester update on the student’s plan of study beginning when a student enters the program. Your faculty advisor can assist you if you have questions related to the following:

- Progression through the program – Students may seek advice regarding progression through the program. Examples of topics include course selection, completion of General Education courses, and transfer credit.
- Students may seek counsel related to personal and interpersonal difficulties that have an impact on the academic experience.
- Students may seek counsel related to difficulty with time management, organization, study skills, or academic achievement.
- During summer semesters, students will contact the program coordinator and/or administrative assistant to seek advice for all program related or personal questions and concerns.

RN-BSN Program Support Specialist

The RN-BSN program support specialist can be reached at 540-568-7612. They can answer questions about processes and procedures once you enter the RN-BSN program.

RN-BSN Program Coordinator

You may contact the RN-BSN Program Coordinator, Dr. Karen Jagiello, if you have unresolved advising issues or questions after you have contacted your faculty advisor. Please seek assistance first from your current advisor. To schedule a meeting with the RN-BSN Program Coordinator, please contact the RN-BSN program support specialist at 540-568-7612. If you continue to have unresolved issues you may meet with the Undergraduate Program Director, Dr. Joe Tacy, who can be reached at tacyjx@jmu.edu.

Admission Procedures

Complete the RN-BSN Requirements and Prerequisites

- Admission to the RN-BSN program of study in Nursing is competitive. Prospective students must have the following qualifications:
• Associate Degree or Diploma in Nursing from a community college or diploma nursing school.
• Transcripts reflecting a cumulative GPA on all college work attempted of 2.5 or better on a 4-point scale. Transcripts below 2.5 will be reviewed on an individual case by case basis.
• TOEFL scores greater than 570 for international applicants.
• Current unrestricted RN license in any state, Washington D.C., or a U.S possession or territory.
• Graduates of foreign nursing schools, who are licensed outside of the United States, are required to pass the Qualifying Exam of the Commission on Graduates of Foreign Nursing Schools (CGFNS).
• Employment as an RN for a minimum of six months or plans to practice concurrently with coursework.
• Ability to meet the School of Nursing’s Technical Standards for nursing practice (posted on the nursing website).
• Complete a transcript review with the RN-BSN program which reflects all pre-requisite courses have been or will be completed by the time a student will enter the first semester. A transcript review can be completed by contacting the program admission coordinator, Theresa Jennings, at jennintl@jmu.edu or 540-568-2990. Note: Students requesting consideration of AP scores for transfer credit should have College Board send their AP scores to the Office of Admissions. They should also notify the program admission coordinator of AP scores upon initial contact.

Complete the RN-BSN Application to the Nursing Program:

• Complete the RN-BSN Online Application. Specific directions on how/when to complete will be given by the admission coordinator once a transcript review has been completed.
• The School of Nursing will respond only to applications that are complete.

Submit the RN-BSN application by the following set dates:

There are two admission deadlines each year for the RN-BSN Nursing program.

For Fall admission: August 1
For Spring admission: December 1
Students who are accepted to the RN-BSN program will be required to attend the face to face orientation prior to beginning course work. If a student is unable to attend the required mandatory orientation then the student will have to defer until the next semester when an orientation is offered. Deferment can be completed following the procedures noted under Deferment/Leave or absence section below.

**Admission Appeals**

The admission appeal process is the means by which a denied applicant for admission to the JMU RN to BSN Program may request a second review by the RN-BSN Admissions and Progression committee. The appeal process is not the means by which a denied student should request consideration for admission for a future academic semester. In that case, a new application must be submitted during the RN-BSN application time frame. Any applicant denied admission or placed on the wait list to the RN-BSN program who has met all the prerequisites stated by the School of Nursing may submit a formal appeal. If a student does not meet the minimum requirements stated by the School of Nursing an appeal will not take place. The committee’s decision is academic in nature. They are interested in circumstances beyond the student’s control and additional information not submitted or available at the time the student applied for admission. Life experiences that may have impacted the student’s academic performance are also considered.

Appeal procedure:
If a student wishes to appeal the admission decision, the student will need to:

1. Submit a formal letter of appeal stating the reason for appeal along with discussing any circumstances that he or she believes may not have been considered within the first round of decisions. This written appeal should be no longer than one page.
2. The students should also provide the committee with any updated transcripts and/or grade reports. 3. Appeals must be submitted by mail or brought to HBS 4089. (Faxes and email appeals will not be accepted)

Appeal review calendar:
A student must request an appeal to the decision within two weeks of receiving the initial decision of denial. If a student does not request an appeal within that time frame the committee will not review the decision. Once the appeal is submitted the student will be notified of a decision within 3 weeks of the receipt of the appeal. Students submitting appeals will be notified of the final appeal decision via US Mail and email.

In preparing your appeal, please understand the following:
- There is a limit of one appeal per academic term. Decisions rendered are final and non-negotiable.
- Letters of recommendation will not be considered.
- Reporting errors made on the application are not a basis for the reversal of a decision.
· Appeals letters must be submitted by the applicant.
· Appeal letters written by anyone other than the applicant will not be considered.

Required Admission and Program Completion Documentation

Documentation of Clinical Practice
Admitted Students must submit proof of employment as a RN and completion of the required 540 hours of practice as a RN.

- New graduates must show proof of employment as a RN by the time of orientation.
- All students must provide proof to the program coordinator and/or the RN-BSN program support specialist that the 540 practice hours have been completed during their last semester in the program. Proof is defined as a letter on official company letterhead from the student’s employer (manager or supervisor) stating student’s hire date and hours worked to date.

TrueScreen

The School of Nursing requires students to enroll in TrueScreen’s electronic service that provides online management of student screenings required by JMU-affiliated clinical facilities. Components of TrueScreen include a background check and drug screen (completed through Application Station), CPR certification, immunizations, and signed program forms, including verification of meeting program technical standards (completed through myRecordTracker.) All forms are available for download in myRecordTracker.

Students will be required to maintain current documentation in myRecordTracker throughout program progression.

The RN-BSN program documentation noted below is required to meet regulatory requirements from the Virginia State Board of Nursing:

<table>
<thead>
<tr>
<th>Initial Requirements (on admission to program)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immunization Tracker (activated concurrently with background check and drug screen)</td>
</tr>
<tr>
<td>You will upload all clinical documentation requirements to your TrueScreen account.</td>
</tr>
<tr>
<td>Varicella (2 Vaccines OR Titer OR History of Disease)</td>
</tr>
<tr>
<td>One of the following is required: Proof of 2 vaccinations OR positive antibody titer (lab report required) OR medically documented history of disease.</td>
</tr>
<tr>
<td>Hepatitis B (Series in process OR Titer OR Declination)</td>
</tr>
</tbody>
</table>
One of the following is required: 3 vaccinations OR positive antibody titer (lab report required) OR declination waiver.

MMR (2 Vaccines OR 3 Titors)
One of the following is required: 2 vaccinations OR positive antibody titer for all 3 components (lab report required.)

TDAP Vaccine
Upload documentation of a Tdap booster within the past 10 years. The renewal date will be set for 10 years from the administered date of the booster.

TB
Please note this form must be signed by a registered health care provider.
*If additional action is warranted – you will need to submit documentation of a negative
  - 2 Step TB Skin test (1st test within the last 12 months and subsequent 2nd test done upon entering the program –if 1st test is older than 12 months will be required to complete 2 test 1-3 weeks apart)
  - QuantiFERON Gold Blood Test
  - Chest X-ray

CPR Certification
Must be the [American Heart Association Healthcare Provider](http://www.americanheart.org) course for CPR AED for adult, infant & child. Upload front & back of the card and card must be signed.

Upload signed Notice of Reportable Conditions Form ([Available on My Record Tracker](http://www.myrecordtracker.com))

Upload signed Ethical / Risk Form ([Available on My Record Tracker](http://www.myrecordtracker.com))

Upload signed Health Insurance Verification Form ([Available on My Record Tracker](http://www.myrecordtracker.com))

Upload Nursing Education Confidentiality Agreement ([Available on My Record Tracker](http://www.myrecordtracker.com))

Upload RN-BSN Handbook Agreement ([Available on My Record Tracker](http://www.myrecordtracker.com))

Upload Technical Standards Verification ([Available on My Record Tracker](http://www.myrecordtracker.com))

10 Panel Drug Screen and Criminal Background Check Ordered from certifiedbackground.com with My Record Tracker.

Upload current RN License
TB – completed Virginia Department of Health TB risk assessment form.
(Available on My Record Tracker)
Current CPR Certification
Current RN License

Immunizations

See above section for required immunizations for program entry.

Varicella titer and immunizations may be done at any location or provider of the student’s choice.

Documentation of TB, CPR and RN licensure MUST be kept current during all semesters of the Nursing program.

CPR Certification

All students must be CPR certified by the approved certification prior to program entry and maintain current certification throughout enrollment in the program. Students failing to maintain current and/or approved certification course will not be permitted in the clinical setting. All clinical facilities mandate that all students have current health provider CPR certification. The approved CPR certification course is the American Heart Association Healthcare Provider course for CPR AED for adult, infant & child. Students are responsible for verifying that they register for the correct CPR course.

The copy must show front & back of the card and the card must be signed. Students should be aware that it usually takes 3-4 weeks after completing a course to receive the card. Plan to take the CPR course at least 5-6 weeks prior to the deadline for uploading the initial CPR card and for the renewal process and card.

Unresolved Student Documentation Hold

Failure to provide initial documentation or to maintain current documentation will result in an Unresolved Student Documentation Hold being placed on the student account. This hold will prevent students from registering for classes, requesting transcripts, and receiving their diploma. Students may contact the RN-BSN program support specialist to help with resolution of this hold.

Program Requirements

Tuition and Estimated Program Costs

The Financial Aid Office considers expenses on this list in determining financial need and eligibility levels for nursing students. This is the list of estimated expenses to assist the student in submitting
financial aid applications.

The following expenses are reasonable anticipated costs based on the following rates:

**In-State:** $398 per credit hour  
**Out-of-State:** $408 per credit hour

The below table is based on *in-state* tuition rates.

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Part Time</th>
<th>Full Time</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Estimated Program Total</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$12,923</td>
<td>$12,916</td>
<td></td>
</tr>
<tr>
<td>Textbooks (all semesters total)*</td>
<td>$670</td>
<td>$670</td>
</tr>
<tr>
<td>TrueScreen fee (one time at program entry) with a renewal fee of $7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$71/ renewal $7</td>
<td>$71</td>
<td></td>
</tr>
</tbody>
</table>

*Estimated total cost* per semester based on anticipated number of credits for PT and FT study

<table>
<thead>
<tr>
<th>Semester</th>
<th>Part Time</th>
<th>Full Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>$2,786</td>
<td>$5,174</td>
</tr>
<tr>
<td>Spring</td>
<td>$2,388</td>
<td>$4,776</td>
</tr>
<tr>
<td>Summer*</td>
<td>$2,225</td>
<td>$2,225</td>
</tr>
<tr>
<td>2nd Fall for PT study</td>
<td>$2,388</td>
<td>$2,388</td>
</tr>
<tr>
<td>2nd Spring for PT study</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Textbook costs based on the price of new books purchased on Amazon. Does not include optional textbook costs.  
*Summer tuition is based on the regular undergraduate rate for online courses. These are the 2017-2018 rates and will change when the new academic year rates are posted.

**Textbooks**

The School of Nursing faculty members have selected textbooks best identified to promote mastery of nursing knowledge and clinical reasoning as students’ progress through the RN-BSN curriculum. Students have the choice of purchasing either standard textbooks or electronic textbooks.

**Technology Proficiency/Online Student Orientation**

**All** entering JMU students are required to demonstrate a minimum level of computer and internet competency. Each student must demonstrate the competency by the successful completion of the NSG 324 Strategies for Success course and any online learning/technology assessments assigned in this course. For additional assistance or computer help sessions, contact the JMU computing helpdesk at 540-568-3555 or at [http://www.jmu.edu/computing/helpdesk](http://www.jmu.edu/computing/helpdesk)

The following are considered the minimum level of competency needed to participate in the
The online program and the NSG 324 course will provide validation that students have successfully mastered the following competencies:

1. Use an internet browser to log onto websites and other applications with a user ID and password.
2. Download and use required internet browsers, such as Firefox, Chrome or Internet Explorer.
3. Use the Library databases to retrieve articles.
4. Receive, send, and reply to JMU email account and attach files to emails as required.
5. Develop, file, revise, edit, and print Microsoft Word documents.
6. Follow and participate in an online discussion, chat or blog.
7. Log on and navigate Canvas effectively, including using Canvas and/or Weebly e-portfolio and uploading Word documents, PowerPoint presentations, and video files.
8. Be able to participate in a Skype session and have this app downloaded to a laptop computer.

**Computer Hardware and Software Requirements for Online RN-BSN Program**

These are recommendations. In general, any computer up to 3 years old should be able to access and use JMU’s resources. Performance may be impacted with the age of the computer.

Visit [www.jmu.edu/computing/quick/student.shtml](http://www.jmu.edu/computing/quick/student.shtml) to get answers to your computing questions including:

- information on acquiring Microsoft Office for free
- academic pricing on Dell and Apple computers available through the JMU Bookstore that meet or exceed these recommendations

If you already own a computer, we recommend these minimum specifications:

<table>
<thead>
<tr>
<th>Recommended Minimum Configuration for Existing Computers</th>
<th>June 2018</th>
</tr>
</thead>
</table>
| **PC** | **Processor** | Optiplex: 3.4 GHz Intel Quad Core i5  
Latitude: 2.6 GHz Intel Dual Core i5 |
| RAM | 8 GB |
| **Operating System** | Windows 10 Enterprise for JMU-owned computers (Windows 7 if there is pressing academic or business need)  
Windows 10 Professional for student-owned computers |
| **Office Application** | Microsoft Office 2016 Professional Plus for JMU-owned computers  
Microsoft Office 365 ProPlus(Office 2016 applications) for student-owned computers |

12/4/2018
### Recommended Minimum Configuration for New Computers

**June 2018**

| PC (Dell Optiplex/Latitude) | Processor | OptiPlex: 4.1 GHz Intel 6 Core i5  
Latitude: 1.7 GHz Intel Quad Core i5 |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>RAM</td>
<td>8 GB</td>
<td></td>
</tr>
</tbody>
</table>
| Operating System           | Windows 10 Enterprise for JMU-owned computers (Windows 7 if there is pressing academic or business need)  
Windows 10 Professional for student-owned computers |
| Office Application         | Microsoft Office 2016 Professional Plus for JMU-owned computers  
Microsoft Office 365 ProPlus(Office 2016 applications) for student-owned computers |

<table>
<thead>
<tr>
<th>Macintosh</th>
<th>Processor</th>
<th>3.0 GHz Intel Core i5/i7 (1.8 GHz for Dual Core i5/i7 MacBook Air)</th>
</tr>
</thead>
<tbody>
<tr>
<td>RAM</td>
<td>8 GB</td>
<td></td>
</tr>
<tr>
<td>Operating System</td>
<td>macOS Sierra</td>
<td></td>
</tr>
</tbody>
</table>
| Office Application | Microsoft Office 2016 for JMU-owned computers  
Microsoft Office 365 ProPlus (Office 2016 applications) for student-owned computers |

**Computers must have both video and audio capabilities.**
RN-BSN CURRICULUM

Prerequisite Courses, Co-requisite Courses, and General Education Requirements

Prerequisite Course Requirements (all must be completed prior to entering the RN-BSN program):

<table>
<thead>
<tr>
<th>Prerequisite Course (based on the Virginia Community College Equivalents)</th>
<th>JMU Gen. Ed. Equiv.</th>
<th>Min. CH</th>
</tr>
</thead>
<tbody>
<tr>
<td>English 111 (Composition I) *</td>
<td>WRTC 100</td>
<td>3</td>
</tr>
<tr>
<td>English 112 (Composition II) *</td>
<td>WRTC 103</td>
<td>3</td>
</tr>
<tr>
<td>Biology 141 (A &amp; P I) *</td>
<td>BIO 270</td>
<td>4</td>
</tr>
<tr>
<td>Biology 142 (A &amp; P II) *</td>
<td>BIO 290</td>
<td>4</td>
</tr>
<tr>
<td>Psychology 230 or 231 &amp; 232 (Developmental Psych.) *</td>
<td>PSYC 160</td>
<td>3</td>
</tr>
<tr>
<td>Laboratory Science – 4 credit Microbiology or Chemistry (Microbiology BIO 150 or BIO 205 or Chemistry CHM 101 or 111 or 121 AND 122 or CHM 125*)</td>
<td>BIO 280 or SCI 101</td>
<td>4</td>
</tr>
<tr>
<td>Nursing 100 &amp; 106 (or equivalents)</td>
<td>NSG 350 &amp; NSG 351</td>
<td>6</td>
</tr>
<tr>
<td>Nursing 210 &amp; 211 (or equivalents)</td>
<td>NSG 356 &amp; 356L</td>
<td>7</td>
</tr>
</tbody>
</table>

*CHM 125 is a 3 credit course. Students taking this course to satisfy their Laboratory Science prerequisite will need to use 1 credit from an optional course for credit (see below).

Co-Requisite Courses: These courses are not required to enter the RN-BSN program but must be completed before the diploma will be awarded for BSN completion.

<table>
<thead>
<tr>
<th>Co-requisite Course</th>
<th>Min. CH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philosophy 225, 226 or 227*</td>
<td>PHIL 270 or 262</td>
</tr>
<tr>
<td>Sociology 200, 201, or 215*</td>
<td>SOCI 000, 101 or 374</td>
</tr>
</tbody>
</table>

General Education Requirements: These courses are not required to enter the RN-BSN program but must be completed before the diploma will be awarded for BSN completion.

General Education Cluster Two Requirements: Choose one course in each section as it applies to your individual advising record.
<table>
<thead>
<tr>
<th>Virginia Community College Equivalents</th>
<th>JMU General Education Courses</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Human Questions: Choose one</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HIS 111 or HIS 112</td>
<td>HIST 101 or HIST 102</td>
<td>3</td>
</tr>
<tr>
<td>PHI 100, 101, 102, 200, 211, 212</td>
<td>PHIL 101</td>
<td>3</td>
</tr>
<tr>
<td>HUM 201 or HUM 259</td>
<td>HUM 250</td>
<td>3</td>
</tr>
<tr>
<td>HUM 202 or HUM 260</td>
<td>HUM 251</td>
<td>3</td>
</tr>
<tr>
<td>HUM 211 or HUM 212</td>
<td>AMST 200</td>
<td>3</td>
</tr>
<tr>
<td>HUM 215</td>
<td>HUM 252</td>
<td>3</td>
</tr>
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<td>REL 101</td>
<td>3</td>
</tr>
<tr>
<td><strong>Fine Arts: Choose one</strong></td>
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</tr>
<tr>
<td>ART 100, 105, 111, 112</td>
<td>ART 200</td>
<td>3</td>
</tr>
<tr>
<td>ART 101 or ART 201</td>
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<td>THEA 210</td>
<td>3</td>
</tr>
<tr>
<td><strong>Literature: Choose one</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENG 245, 246, 257, 273, 274, 276, 278</td>
<td>ENG 221</td>
<td>3</td>
</tr>
<tr>
<td>ENG 230, 236, 237, 250, 256, 260, 267, 268, 271, 272</td>
<td>ENG 222</td>
<td>3</td>
</tr>
<tr>
<td>ENG 243 or ENG 245</td>
<td>ENG 235</td>
<td>3</td>
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<tr>
<td>ENG 244</td>
<td>ENG 236</td>
<td>3</td>
</tr>
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</tr>
<tr>
<td>ENG 241</td>
<td>ENG 247</td>
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</tbody>
</table>
General Education Cluster Four Requirements: Choose either the two HIS courses or one of the PLS courses to fulfill this requirement.

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<td>HIS 121 AND HIS 122*</td>
<td>HIST 225, HIST 000</td>
<td>4, 2</td>
</tr>
<tr>
<td>PLS 130, 135 or 211**</td>
<td>POSC 225</td>
<td>3</td>
</tr>
</tbody>
</table>

* Must complete both parts at same VCCS School for General Education credit
** These courses are only 3 credit hours total. An optional course for credit will be needed if a PLS course is taken.

Optional Courses for Credit

These courses may be taken for additional credit when taking CHM 125 and/or PLS 130, 135 or 211

- Medical Terminology (HLT 143 or HLT 144)
- Speech Communication (CST 100, 105 or 110)
- Statistics (MTH 157 or MTH 240)
- Nutrition (HLT 230)

JMU offers 3 full-time or 5 part-time semesters leading to a Bachelor of Nursing degree.

Students must earn a C- or higher in all prerequisite courses before they can enter the program. All General Education Courses must be completed before diplomas can be awarded. The following tables depict course sequencing for the program based on semester of entry and PT/FT tracking.
<table>
<thead>
<tr>
<th>Spring Semester</th>
<th>Spring Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSG 461 Pathophysiology (3 cr)</td>
<td>NSG 461 Pathophysiology (3 cr)</td>
</tr>
<tr>
<td>NSG 464 Introduction to Nursing Research (3 cr)</td>
<td>NSG 464 Introduction to Nursing Research (3 cr)</td>
</tr>
<tr>
<td>NSG 460 Informatics (3 cr)</td>
<td>NSG 460 Informatics (3 cr)</td>
</tr>
<tr>
<td>NSG 471 Leadership and Management in Healthcare (3 cr)</td>
<td>NSG 471 Leadership and Management in Healthcare (3 cr)</td>
</tr>
<tr>
<td><strong>Total Credits: 12</strong></td>
<td><strong>Total Credits: 12</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer Semester</th>
<th>Summer Semester</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSG 466 Community Health Practicum (1 cr)</td>
<td>NSG 466 Community Health Practicum (1 cr)</td>
</tr>
<tr>
<td>NSG 469 Caring for the Public’s Health: Community Health Nursing (4 cr)</td>
<td>NSG 469 Caring for the Public’s Health: Community Health Nursing (4 cr)</td>
</tr>
<tr>
<td><strong>Total Credits: 5</strong></td>
<td><strong>Total Credits: 5</strong></td>
</tr>
</tbody>
</table>

**Part time sequence***

<table>
<thead>
<tr>
<th>Fall 2nd Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSG 325 Concepts of Aging (3 cr)</td>
</tr>
<tr>
<td>NSG 463 Professional Role Transition (3 cr)</td>
</tr>
<tr>
<td><strong>Total Credits: 6</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Spring 2nd Year</th>
</tr>
</thead>
<tbody>
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<tr>
<td>NSG 471 Leadership and Management in Healthcare (3 cr)</td>
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<tr>
<td><strong>Total Credits: 6</strong></td>
</tr>
</tbody>
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*** All part time students must take a minimum of two courses per semester in nursing unless otherwise approved by the RN-BSN Admission and Progression Committee for extenuating circumstances. See Academic Progression policies section for further explanation.

<table>
<thead>
<tr>
<th>Full time Sequence</th>
<th>Part time Sequence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring Entry</td>
<td>Spring Entry</td>
</tr>
<tr>
<td>NSG 324 RN-BSN Strategies for Success (1 cr)</td>
<td>NSG 324 RN-BSN Strategies for Success (1 cr)</td>
</tr>
<tr>
<td>NSG 461 Pathophysiology (3 cr)</td>
<td>NSG 461 Pathophysiology (3 cr)</td>
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<tr>
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</tr>
<tr>
<td><strong>Total Credits: 13</strong></td>
<td><strong>Total Credits: 7</strong></td>
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<table>
<thead>
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</tr>
</tbody>
</table>
### RN-BSN Course Descriptions

**NSG 324: RN-BSN Strategies for Success (1cr)**—This course is designed to provide strategies for academic success in an online learning environment for students in the R.N.-B.S.N. program. Students will apply concepts of scholarly writing and identify research. An emphasis is placed on competence with technology and working collaboratively within an online environment.

****This course has one day of face to face meetings on the JMU campus and the remainder of the course will be delivered online. This course is mandatory and is delivered in both fall and spring semesters for all admitted students

### Fall Courses

**NSG 325 – Concepts in Aging**—(3 credits) This online course examines evidence based knowledge needed to provide holistic care for an aging population. Issues related to legal and ethical aspects of care, health promotion, chronic health conditions, and special issues related to gerontological nursing care are examined. **Prerequisite: Admission to RN-BSN program.**

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<table>
<thead>
<tr>
<th>Total Credits: 5</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall Semester</strong></td>
<td><strong>Fall Semester</strong></td>
</tr>
<tr>
<td>NSG 333 Health Assessment (3cr)</td>
<td>NSG 333 Health Assessment (3cr)</td>
</tr>
<tr>
<td>NSG 462 Issues in Contemporary Nursing Practice (3 cr)</td>
<td>NSG 462 Issues in Contemporary Nursing Practice (3 cr)</td>
</tr>
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<tr>
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<tr>
<th>Total Credits: 6</th>
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<tbody>
<tr>
<td><strong>Spring Semester</strong></td>
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</tr>
<tr>
<td>2nd Year</td>
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</tbody>
</table>

***All part time students must take a minimum of two courses per semester in nursing unless otherwise approved by the RN-BSN Admission and Progression Committee for extenuating circumstances. See Academic Progression policies section for further explanation.***

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12/4/2018
NSG 333 – Health Assessment – (3 Credits) This course examines the principles and techniques of nursing assessments focusing on health history taking, review of systems and physical examination techniques for individuals across the lifespan. Clinical decision making is emphasized using a holistic approach that takes into account physical, genetic, cultural, psychological, social, spiritual and environmental variables that impact health. Prerequisite: Admission to the R.N.-B.S.N. program.

NSG 462 – Issues in Contemporary Nursing Practice – (3 credits) This course examines contemporary issues related to the profession of nursing. Historical and modern day influences that impact the profession of nursing are explored. Students are introduced to resources that support the individual nurse and the profession of nursing to navigate current issues and create resolutions. Multiple asynchronous course activities are utilized to engage the adult learner. Prerequisite: Admission to R.N.-B.S.N. program.

NSG 463 – Professional Role Transition – (3 credits) This online course expands the students’ current knowledge of concepts related to nursing theory, nursing image and professional role development at the B.S.N. level. Emphasis will be placed upon leadership and management skill development at the personal level. Prerequisite: Admission to R.N.-B.S.N. program.

Spring Courses

NSG 461 – Pathophysiology and Pharmacology – (3 credits) This course, offered to RN-BSN program students, provides an examination of complex physiologic responses and clinical sequel in major body systems in relation to pathologic processes. Emphasis is placed upon physiologic compensation and defense responses. Pharmacologic management of pathology is investigated. Prerequisite: Admission to RN-BSN program

NSG 464 – Introduction to Nursing Research – (3 credits) This online course will focus on the study of research methods that generate quantitative and qualitative data. Students will examine the research process with an emphasis on critique of research methodologies and application of research findings to nursing practice. Prerequisite: Admission to RN-BSN program

NSG 460 – Healthcare Informatics – (3 credits) This course focuses on the nature and functions of present and future applications of health care informatics. Emphasis is on preparing current and future health care professionals to plan, design, collaborate with other health care disciplines, and utilize healthcare informatics for effective health care delivery, health organizational management, and improved client outcomes. Prerequisite: Admission to RN-BSN program.

NSG 471 – Leadership and Management in Health Care – (3 credits) This online course explores the role of the nurse as a leader in professional health care delivery through an examination of healthcare organizations, leadership theories and management styles, organizational change, conflict
resolution, fiscal and economic issues, and professional political responsibility. *Prerequisite: Admission to RN-BSN program.*

**Summer Courses**

**NSG 466 – Community Health Practicum** – (1 credit) This practicum, for RN-BSN students, transitions practice into the BSN role through mentored clinical experiences at selected community sites. Emphasis is on collaborative nursing care with individuals, families and groups within the community. Experiences include concepts of health promotion and disease prevention and management of acute or chronic illness. *Prerequisite: Admission to RN-BSN program.*

**NSG 469 – Caring for the Public’s Health: Community Health Nursing** – (4 credits) This course provides RN-BSN students a perspective of professional nursing at the community level of practice. Course content will provide an overview of specific issues and societal concerns that affect community health nursing practice including historical impact of public health, epidemiology, health promotion and disease prevention, vulnerable populations; communicable disease risk and prevention; and the diversity of the role of the community health nurse. *Prerequisite: Admission to RN-BSN program.*

**RN-BSN Co-Enrollment Program**

The RN to Co-Enrollment Program is designed for nursing students enrolled at select Virginia Community College System (VCCS) schools who wish to obtain an Associate of Applied Science Degree (A.A.S.) in Nursing at one of the participating schools and complete a Bachelor of Science in Nursing (B.S.N) Degree via the RN-BSN Program at JMU. All co-enrollment students must adhere to the current RN-BSN handbook policies. In addition, the following policies are specific to this group of students:

**Admission Requirements**

- Satisfactory admission to the nursing program of their individual school.
- Transcripts reflecting a cumulative GPA on all college work attempted of 2.5 or better on a 4-point scale with a minimum GPA of 2.5 in Nursing (if applicable).
- Completed all prerequisite courses with a grade of “C” or better.
- Ability to meet the JMU School of Nursing’s Technical Standards for nursing practice (posted on the nursing website).
- Complete a transcript review with the RN-BSN program that reflects all pre-requisite courses have been or will be completed by the time a student will enter the first dual enrollment semester.
**Academic Progression**

Co-enrollment students approved for admission into the JMU RN-BSN program will simultaneously be enrolled as a part-time student in an associate degree nursing program. Applicants for the co-enrollment program will provide the following:

1. Students must provide documentation and/or academic advisor confirmation of enrollment status in the associate’s program prior to starting the first semester of the RN-BSN program.

2. Students must sign a permission form allowing JMU RN-BSN program administrators/program academic advisors to discuss the student’s academic progress with administrators/academic advisors from the associate’s program. This collaborative academic advising assists to foster success for the co-enrollment student.

**CO-ENROLLMENT CURRICULUM**

**Prerequisite Courses, Co-requisite, and General Education Requirements**

**Prerequisite Courses (all must be completed prior to entering the RN-BSN program as a special student):**

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BIO 141 Human Anatomy &amp; Physiology I*</td>
<td></td>
</tr>
<tr>
<td>ENG 111 College Composition I</td>
<td></td>
</tr>
<tr>
<td>PSY 230 Developmental Psychology (PSY 231 or PSY 232 may substitute for PSY 230)</td>
<td></td>
</tr>
<tr>
<td>SDV Student Development</td>
<td></td>
</tr>
<tr>
<td>General Education (College Option)**</td>
<td></td>
</tr>
</tbody>
</table>

* Human Anatomy & Physiology classes must have been completed within the previous eight (8) years

** General Education (College Option) refers to a course of the college’s choice that fulfills a general education requirement specific to the college. Examples are: SOC 200, 201 or 215; PHI 225, 226 or 227; ENG 112.

**Co-Requisite Courses: These courses are not required to enter the RN-BSN program but must be completed before the diploma will be awarded for BSN completion.**

<table>
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<th>Course</th>
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**RN to BSN Co-Enrollment Curriculum**

12/4/2018
Students must earn a C- or higher in all prerequisite courses before they can enter the program. All Co-requisite and General Education Courses must be completed before diplomas can be awarded. The following tables depict course sequencing for the program based on semester of entry and PT/FT tracking.

<table>
<thead>
<tr>
<th>Semester</th>
<th>VCCS Nursing Curriculum</th>
<th>JMU RN-BSN Curriculum</th>
<th>Total Credits</th>
</tr>
</thead>
</table>
| Fall Year 1 | NSG 100 Introduction to Nursing Concepts (4)  
NSG 106 Competencies for Nursing Practice (2)  
NSG 130 Professional Nursing Concepts (1)  
NSG 200 Health Promotion and Assessment (3) | NSG 324 Strategies for Success (1)  
NSG 325 Concepts of Aging (3) | 14 |
| Spring | NSG 152 Health Care Participant (3)  
NSG 170 Health Illness Concepts (6) | NSG 464 Introduction to Nursing Research (3) | 12 |
| Summer | None – Students may work on completing general education courses | None – Students may work on completing general education courses | |
| Fall Year 2 | NSG 210 Health Care Concepts I (5)  
NSG 211 Health Care Concepts II (5) | NSG 462 Contemporary Issues in Nursing (3) | 13 |
| Spring | NSG 230 Advanced Professional Concepts (2)  
NSG 252 Complex Health Care Concepts (4)  
NSG 270 Capstone Clinical (4) | NSG 464 Informatics (3) | 13 |

**End of Co-Enrollment: Student will be Automatically Admitted into the Traditional Degree Seeking RN-BSN Program (RN Degree + License Required)**

<table>
<thead>
<tr>
<th>Semester</th>
<th>VCCS Nursing Curriculum</th>
<th>JMU RN-BSN Curriculum</th>
<th>Total Credits</th>
</tr>
</thead>
</table>
| Fall Year 3 | *NSG 333 Health Assessment (3)  
NSG 463 Role Transition (3) | | 6 |
| Spring | NSG 461 Patho & Pharm (3)  
NSG 471 Leadership and Management in Healthcare (3) | | 6 |
Co-enrollment students entering the program in the spring will take NSG 324 and NSG 464. There is a mandatory one-day RN-BSN Orientation held on campus before the start of the semester that counts toward the 1 credit course NSG 324 – Strategies for Academic Success. Students must attend this orientation day.

**General Education Requirements:** These courses are not required to enter the RN-BSN program but must be completed before the diploma will be awarded for BSN completion.

**General Education Requirements:**

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</tr>
<tr>
<td>CST 130 or CST 141</td>
<td>THEA 210</td>
<td>3</td>
</tr>
</tbody>
</table>

**Literature: Choose one**

| ENG 245, 246, 257, 273, 274, 276, 278 | ENG 221 | 3  |
| ENG 230, 236, 237, 250, 256, 258, 260, 267, 268, 271, 272 | ENG 222 | 3  |
| ENG 243 or ENG 245 | ENG 235 | 3  |
| ENG 244 | ENG 236 | 3  |
| ENG 249, 251, 252, 255, 270 | ENG 239 | 3  |
| ENG 241 | ENG 247 | 3  |
| ENG 242 | ENG 248 | 3  |
| ENG 253 or ENG 254 | ENG 260 | 3  |
| ENG 233, 258, 271, 272 or HUM 111 or HUM 112 | HUM 200 | 3  |

General Education Cluster Four Requirements: Choose either the two HIS courses or one of the PLS courses to fulfill this requirement.

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<th>Virginia Community College Equivalents</th>
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<tr>
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<td>POSC 225</td>
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</tr>
</tbody>
</table>

* Must complete both parts at same VCCS School for General Education credit
** These courses are only 3 credit hours total. An optional course for credit will be needed if a PLS course is taken. Please see the RN-BSN website for a list of these optional courses.
ACADEMIC PROGRESSION POLICIES

Expected Program Completion for Full-Time and Part-Time students

- FT students are expected to complete the program within 3 semesters (including a summer session)
- PT students are expected to complete the program within 6 semesters (including a summer session)

Deferment /Leave of Absence

Students who wish to take a deferment or leave of absence will be required to complete the following:

- Notify the program coordinator and/or the faculty program advisor of the requested leave or deferment
- Complete the required documentation noted on the registrar’s student page [http://www.jmu.edu/registrar/students/Leaving_JMU.shtml](http://www.jmu.edu/registrar/students/Leaving_JMU.shtml) by the deadlines listed on the following page: [http://www.jmu.edu/registrar/students/print_dates.shtml](http://www.jmu.edu/registrar/students/print_dates.shtml)
- Notify the program coordinator and/or your faculty program advisor of upcoming return.

Program Completion/Tracking:

Students must complete the RN-BSN program following either a full or part time semester sequence based on when they entered the program in either the fall or spring. Specific course sequencing is noted under the Curriculum Section. All students must take a minimum of two courses per semester in nursing unless otherwise approved by the RN-BSN Admission and Progression Committee for extenuating circumstances. Co-enrollment students must take one course each fall and spring semester before transitioning into the degree-seeking RN-BSN Program unless otherwise approved by the RN-BSN Admission and Progression Committee for extenuating circumstances.

Students must complete all program requirements within 5 years. Students whose accounts are deactivated due to a two-year lapse in course work and later reactivated will have 5 years from the date in which their account was reactivated to complete program requirements.
Grading

Grading Scale
The following scale is used for all course final grades in the School of Nursing. The grading policy is consistent with that of the university. The School of Nursing will use plus and minus grades and no grade will be rounded upward. The scale is as follows:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>93.00</td>
<td>100</td>
</tr>
<tr>
<td>A-</td>
<td>90.00</td>
<td>92.99</td>
</tr>
<tr>
<td>B+</td>
<td>87.00</td>
<td>89.99</td>
</tr>
<tr>
<td>B</td>
<td>83.00</td>
<td>86.99</td>
</tr>
<tr>
<td>B-</td>
<td>80.00</td>
<td>82.99</td>
</tr>
<tr>
<td>C+</td>
<td>77.00</td>
<td>79.99</td>
</tr>
<tr>
<td>C</td>
<td>73.00</td>
<td>76.99</td>
</tr>
<tr>
<td>C-</td>
<td>70.00</td>
<td>72.99</td>
</tr>
</tbody>
</table>

(F) 59.99 and lower

Incomplete Grade Policy

NOTE: The School of Nursing policy regarding incomplete grades is different than the JMU policy.

James Madison University requires an incomplete (“I”) grade to be completed by the end of the next regular semester. However, because nursing progression policies do not allow students to continue in the program with a course grade lower than a C-, nursing does not allow an “I” grade to continue an entire semester. An “I” given for a fall semester course must be satisfactorily completed within the first 2 weeks of the spring semester or the student will not be allowed to continue in the remaining courses for the semester. An “I” given for a spring semester course must be completed by the May 31. An “I” given for a summer semester course must be completed by August 31.

An “I” that is not resolved by the due date will revert to an “F” for a course grade.

Faculty will give an “I” only for illness or other compelling reasons that they clearly document. Unsatisfactory work is not a basis for an incomplete grade. The faculty member and student must agree on a feasible plan to complete the course work. When a faculty member assigns a grade of “I” they communicate to the program coordinator and/or head of School:

- Rationale for assigning the “I”
- Conditions for course completion
- Date(s) for accomplishing each condition and for completing the course.

12/4/2018
Program Progression

1. Students are not required to maintain a minimum GPA in the nursing program. However, nursing students must earn a grade of C- or better in all graded nursing courses. For the Community Practicum Course, students must earn a grade of Pass to progress in the program. A grade of D, F or Fail is considered a failure in the nursing program.

2. A student who receives a grade of Fail or less than a C- in a nursing course for the first time must seek departmental approval to repeat the course. Courses must be retaken when they are next scheduled in the curriculum and as space allows. If a grade of Pass or C- or better is achieved when the first failed course is repeated, the student will be allowed to continue in the nursing program.

3. A student who receives a second grade of Fail or less than a C-, in a repeated nursing course, will not be allowed to continue in the program. Students will not have the option of repeating failed courses following a second failure.

4. In exam based courses students must average a passing grade on the multiple-choice exams in order to pass the course. Scores for other course activities will contribute to the course grade when a weighted exam average of 70% or higher has been achieved. When the weighted in-class exam average is less than 70%, this average will constitute the course grade.

5. A satisfactory clinical performance using the performance evaluation tool is mandatory for a passing grade. Students must achieve a Pass rating in every outcome on the Practicum Evaluation Tool (PET) in order to pass the clinical course. Students must demonstrate satisfactory development of knowledge and skills. Objectives must be met consistently and comprehensively, with progressive independence and self-direction. Students must show insight into strengths and areas for growth. A student may fail a practicum course and receive a grade of ‘fail’ (for pass/fail clinical courses). Depending upon the type and seriousness of the problem, the student may be put on probation or asked to withdraw from the course and/or program prior to the end of a semester. Unsatisfactory performance occurs when the student:
   • Consistently fails to meet clinical objectives.
   • Does not take initiative and/or takes initiative inappropriately, thereby endangering client's safety and well-being.
   • Is insensitive to client's needs.
   • Is consistently unable to develop communication skills and form therapeutic relationships with patients, families and coworkers, even with guidance.
   • Frequently exhibits negligent behavior causing potential irreversible damage to the client.
   • Violates professional ethics through behaviors such as:
     o Carelessness with client confidentiality.
     o Inconsistency in complying with agency policies.
     o Failure to recognize implications of behavior for the professional role.
Withdraw/Fail Policy

Student’s academic advisor or RN-BSN program coordinator is available to assist students if they are considering withdrawal from a course(s) or the program.

The RN-BSN program will follow the JMU Dean of Students withdrawal from the University policy. This policy is found at http://www.jmu.edu/studentaffairs/departments/deanofstudents/withdrawals-loa.shtml

Students who withdraw from the university or a course after the end of the course adjustment period, and who do not have documented extenuating circumstances that justify withdrawal, will receive either:

- a grade of “WP” in the course or courses they are passing
- a grade of “WF” in the courses they are failing (a failing grade in the RN-BSN program courses is an average below 70%) at the time of withdrawal and will not receive tuition reimbursement.
- a grade of “WF” constitutes a failing grade and will be treated as a grade of “F”

Students who have two F grades (including WF’s) for courses will not be allowed to continue in the program.

Students must track through the program with a minimum of two courses per semester (see Program/Completion Tracking policy within this handbook.)

Grade Review Policy

The RN-BSN program adheres to the JMU policies for Grade Review Procedure, Grade Change Procedure, and Grade Review Process. You may access this information in the current academic year JMU Student Handbook under Academic Policies and Procedures: http://www.jmu.edu/catalog/14/academic-policy.shtml#GradeReviewProcedure

Readmission

When a student withdraws from the nursing program for personal, performance, or academic reasons, readmission is not automatic and priority is not necessarily given on the basis of previous enrollment. A personal interview with the Undergraduate Program Director and/or the RN-BSN
Program Coordinator is required prior to readmission. The student must:

1. Submit a request in writing to the RN-BSN program coordinator and RN-BSN Admissions committee during the semester prior to the semester of desired enrollment.

2. Students seeking readmission after leaving the RN-BSN program due to unsatisfactory performance must:
   - Acknowledge responsibility and accountability for the problem that resulted in dismissal.
   - Show evidence of initiative to correct the problem. For example, activities that promote academic growth and insight while not enrolled in the program.
   - Provide documentation to demonstrate readiness to perform beyond the minimal standard if readmitted through medical or counseling reports; letters of recommendation; new grade reports; employment records; special projects or volunteer work; evidence of academic remediation, and/or statement of personal goals and a plan of action.

3. Students must complete the nursing program within 3 years from return to program.

4. Complete nursing courses in existence at the time of re-entry.

5. Student applications for readmission after a lapse of one or more years will be reviewed at the discretion of the RN-BSN committee.

**RN-BSN Program Dismissal Policy**

The School of Nursing reserves the right to interpret, maintain, and enforce the standards of conduct and professional performance for nursing. The program also reserves the right to recommend dismissal or refuse enrollment in the program to any student who in the judgment of the RN-BSN Admission and Progression Committee, by a majority vote, has violated the standards of ethical/professional behavior.

A student may be dismissed from the program if he or she:

1. Demonstrates behavior which conflicts with safety essential to nursing practice
2. Presents a threat to others, or a threat of disruption of the program
3. Is unable to meet the School of Nursing’s Technical Standards
4. Engages in conduct which violates the Virginia Nursing Practice Act
5. Fails the drug screen or has a background check that shows criminal activity that would disqualify the student from continuation
6. Engages in conduct which violates the Code of Ethics for Nurses of the American Nurses’ Association which has been adopted by the School of Nursing as its standard for ethical
conduct by faculty and students

7. Engages in conduct which threatens or has the potential to threaten the physical, emotional, mental, or environmental health or safety of a client, a client’s family member, another health care provider, or the student himself or herself

8. Fails to participate in or complete clinical work for any reason or fails to perform clinical work which is consistent with professional nursing practice, including satisfactory performance of all critical behaviors specified on the evaluation tool for each course

9. Fails to adhere to University, College, School and clinical site policies and procedures

All students are regularly evaluated against the above standards in relation to clinical practice and may be dismissed from any course or from the nursing program upon violation of any of the stated standards, regardless of course grades.

A student who has been dismissed should not expect to be readmitted. In very rare cases when in the judgment of the administration and BSN Admission and Progression Committee, there is clear evidence of probable future academic success, a letter of request for readmission may be considered.

**In no case will readmission be considered until at least two full semesters have elapsed from the semester of dismissal.**

- Students must submit reentry application according to the following deadlines:
  - For spring readmission: November 1
  - For fall readmission: April 1

For further information see [https://www.jmu.edu/acstudserv/reentry.shtml](https://www.jmu.edu/acstudserv/reentry.shtml)

**Graduation Requirements**

All requirements for a Bachelor of Science in Nursing degree (BSN) must be met. In addition, a grade of C- or better must be earned in each nursing course. Students must follow the JMU policy for Intent to Graduate and fulfill all JMU requirements for graduation.

In order to qualify for graduation, baccalaureate degree candidates must complete all the requirements on the following checklist. A student deficient in any area will not receive a diploma until the requirement is complete.

- Submit a completed *Graduation Application* to the Office of the Registrar by the posted deadline.
- Successfully complete a minimum of 120 semester hours of credit (includes transfer credit from pre-licensure nursing program and any experiential learning credit that has been awarded).
- Complete all required coursework with a minimum of C- or better.
- Make certain that official transcripts for all transfer and affiliated courses are on file.
in the Office of the registrar.
- Make sure that all holds are removed from student account.
- Fulfill all financial obligations to James Madison University.
- Complete any exit interview or online evaluations.

**ACADEMIC POLICIES**

**Professional Dispositions and Behavior**

Students are expected to demonstrate professional Netiquette ([http://www.albion.com/netiquette/corerules.html](http://www.albion.com/netiquette/corerules.html)). When participating online, do not share private messaging of any kind (from instructor or classmates) with others. The instructor will not share e-mail from you with students in the class without your permission. Please use professional etiquette and language in e-mail to the instructor and class members. Students are expected to behave professionally and collegially with instructor, classmates, and members of their team.

**Social Media Policy**

Students will not discuss or post any identifiable information about faculty, peers, patients, family members or any clinical facility on any unapproved electronic venue (i.e. Facebook, Twitter, blogs, cell phones, etc.). In addition, students will not leave or save any patient, family, faculty, clinical facility or student information on any open access desktop or hard drive. Violation of this policy may result in academic penalty.

**Email Policy**

Students are expected to read and, when appropriate or required, respond within 48 hours to emails sent from the University departments and School of Nursing. Email is the standard mode of communication for University broadcast messages to the community as well as for messages to individual students about academic standing and other important administrative matters. Messages are sent to the JMU student’s official JMU email address (@dukes.jmu.edu) and through Canvas. Students who do not respond to attempts at communication will be contacted by the program coordinator, operations support specialist, and/or academic adviser via personal email address and or cell phone number provided by students on their RN-BSN Communication Consent Form.

**Academic Integrity**

All students are expected to adhere to the JMU Honor Code ([http://www.jmu.edu/honorcode/](http://www.jmu.edu/honorcode/)). Upon enrollment at James Madison University, each student is subject to the provisions of the Honor system and has a duty to become familiar with the Honor Code and the provisions of the Honor System. Each examination, paper and other written or electronically submitted assignment is submitted pursuant to the Honor Code Plagiarism.
Late Assignment Policy
Students must notify the instructor if an assignment submission will be late. There will be a 5% point deduction per day up to seven days. After day seven no points will be awarded for the assignment. This policy only applies to individual assignments (this does not apply to group assignments or discussion board posts). At the instructor’s discretion, you may receive an amended due date if you have extenuating circumstances. To be clear, permission for a due date amendment must be confirmed with your instructor before the original due date. You may submit an assignment ahead of time if you know that you will be unable to submit on the due date, provided you inform and receive permission from the instructor. Last minute technology problems will not be considered an excuse for late work.

Academic Integrity
All students are expected to adhere to the JMU Honor Code (https://www.jmu.edu/honorcode/code.shtml). Upon enrollment at James Madison University, each student is subject to the provisions of the Honor system and has a duty to become familiar with the Honor Code and the provisions of the Honor System. Each examination, paper, and other written or electronically submitted assignment is submitted pursuant to the Honor Code.

Plagiarism: Plagiarism is not acceptable. Here are some definitions of potential plagiarism violations:

- **The intentional or unintentional copying of the words of another.** Whenever an author uses another person’s words, they must be placed in quotation marks and a citation given.

- **Inadequate attribution of data or ideas.** Most writers rely on the ideas and data of others. But when a writer does so without naming the source of those ideas, that is a form of plagiarism.

- **Copyright infringement** occurs when an author copies (with or without attribution) significant portions of a previously published work, including tables and figures.

- **Excessive or poor paraphrasing.** An author may believe that juggling the words of a copied and pasted sentence from another article is adequate. It is not. As one of our editors says, “Done correctly, paraphrasing involves thinking for oneself and reframing, not near-parroting.” Also, it’s not acceptable for an author’s work to be made up largely of paraphrased sentences from other published material. And the ordering of information presented in an article must be original and not too closely follow a previously published work.

- **Self-plagiarism.** This is a form of duplicate publication without acknowledging the original source and paraphrasing or presenting exact wording in quotation marks. This can include the author’s copying of his or her own previous work for another paper or publication.

- **When plagiarism is detected,** either by a faculty review or a software program such as turnitin.com, faculty will alert the student, asking her or him to rewrite or quote exactly and to
cite the original source. This will result in a minimum of 15 points deducted from the document. If the plagiarism is extensive that is, at least 25% of the original submission is plagiarized, the penalty will be a 0 on the paper and the infraction treated as an honor code violation.


**Turnitin**

Writing assignments may be submitted through Canvas’ Turnitin plagiarism prevention service as approved by JMU. Your writing assignment will be checked for plagiarism against Internet sources, millions of academic journal articles, the JMU Turnitin database, and the Turnitin Global Reference Database. Turnitin generates an originality report for the instructor that highlights any blocks of text in your paper that match the above reference sources and allows a line-by-line comparison of potentially unoriginal text from your paper with the matching document sections in the reference sources. Your instructor may choose to have your Turnitin submission’s added to the JMU Turnitin database and later used only to check against other JMU paper submissions. Neither Canvas nor JMU claim any copyright ownership of your writing submitted through Turnitin. Upon completion of revisions to your work you may choose to permanently contribute a copy of your paper to Canvas’ Global Reference database. This would protect your original writing from plagiarism at other institutions. However, opting in and voluntarily contributing your work to the global database is an individual student decision and not required by your instructor or JMU. For more information about Academic Integrity & Turnitin see: http://www.jmu.edu/academicintegrity/

**Reference Format**

All written assignments will use the *American Psychological Association* (APA) format for writing style, formatting, and referencing style. The 6th edition of the APA manual will be followed. APA manuals are available in the JMU Bookstore. APA referencing format for electronic resources may be accessed from the American Psychological Association website.

**Disability Accommodations**

James Madison University is committed to the full and total inclusion of all individuals and to the principle of individual rights and responsibilities. To this end, policies and procedures will ensure that persons with a disability will not, on the basis of a disability, be denied full and equal access to and enjoyment of academic and co-curricular programs or activities or otherwise be subjected to discrimination under programs or activities offered by the University. This policy was developed to ensure equal access at the University for individuals with disabilities and to ensure full compliance with all pertinent federal and state legislation.
Policies

JMU Policy 1331 – Disabilities & Reasonable Accommodations
(http://www.jmu.edu/JMUpolicy/policies/1331.shtml)

JMU Policy 1324 – Disability Discrimination & Complaint Procedure
(http://www.jmu.edu/JMUpolicy/policies/1324.shtml)

JMU Policy 1211 – Information Technology Accessibility
(http://www.jmu.edu/JMUpolicy/policies/1211.shtml)

Please see the Office of Disability Services website (https://www.jmu.edu/ods/) for details about documentation guidelines, programs and accommodations, and available resources.

Students requesting accommodations should initiate contact with the Office of Disability Services as early in the semester as possible. It is the student's responsibility to contact their professor, provide them with a copy of the Access Plan, arrange to meet with them privately, raise their level of understanding of strengths and the disability, and to work out the logistics of providing the approved accommodation. Since the primary relationship in the learning process is with the professor, the student is strongly encouraged to take the initiative within the first two weeks of the semester, or earlier, as appropriate, to develop that relationship.

Religious Accommodations

All faculty are required to give reasonable and appropriate accommodations to students requesting them on grounds of religious observation. The faculty member determines what accommodations are appropriate for their course. Students should notify the faculty by no later than the end of the Drop-Add period the first week of the semester of potential scheduled absences and determine with the instructor if mutually acceptable alternative methods exist for completing the missed classroom time, lab or activity. Contact the Office of Equal Opportunity at (540) 568-6991 if you have additional questions.

Testing Policies

Absenteeism: All exams are to be taken as scheduled. If a student misses an exam, the faculty must be notified by phone or e-mail prior to the exam unless there is an extreme emergency. Failure to make previous arrangements and missing a scheduled exam will result in a zero for that exam. Students will not be permitted to demonstrate a pattern of missing scheduled exams in a course. Exams missed for any reason will be reported to the program coordinator.
It is the responsibility of the student to contact the faculty to schedule a make-up exam. A student who misses an exam should make up the exam within 3 days of the missed exam. An alternate form of the exam will be administered to those students who miss an exam.

**Academic Honesty:** All students are to abide by the James Madison University Honor Code.

Electronic exams will include an Honor Code statement. Failure to sign the statement will result in a zero for that exam. Any ‘cheating’ (including the use of unauthorized materials during testing) is considered academic dishonesty. Refer to the JMU Student Handbook to view the disciplinary policies and procedures (http://www.jmu.edu/honorcode/code.shtml).

**Electronic Quizzes/Exams:** Students will participate in electronic quizzes and/or exams within the Canvas learning platform for selected RN-BSN courses. Students are expected to follow all JMU honor code policies for any quiz or exam completion.

**Reporting of Exam Results:** Faculty require a minimum of 24 hours to review exam results, including item analysis and scores will be posted within one week of the examination. Please do not call or email faculty regarding grades. It is inappropriate and unprofessional to argue with faculty regarding exam questions since course faculty are experts on the topic. Students may appeal test questions in writing following the appeals policy.

**Course Plan for Success**

Students with an average grade point average at or below 72% in any given course by midterm are expected to meet with the instructor and/or course coordinator to develop a plan for success within a two-week period. It is the students’ responsibility to contact their course instructor to agree upon mutually identified goals. This form will be signed by the student, the course instructor, the course coordinator, and a copy of the form will be forwarded to the RN-BSN program coordinator and undergraduate program director.

Course Name: __________________________  Course Instructor: __________________________

Student Name: __________________________  Course Grade: __________________________

Plan for success (select all that apply):

- Outlining a study plan
- Study group
- Tutor
- Meeting with Instructors
- Meeting with the Office of Disability Services
- Other (list):
  ______________________________________
  ______________________________________

12/4/2018
Grading

In exam-based courses students must average a passing grade on the multiple-choice exams in order to pass the course. Scores for other course activities will contribute to the course grade when a weighted exam average of 70% or higher has been achieved. When the weighted in-class exam average is less than 70%, this average will constitute the course grade.

Substance Use Policy

The School of Nursing at James Madison University is committed to maintaining a healthy and drug and alcohol free environment for the safety of our students, staff, visitors, and patients. The School believes that each nursing student has a personal obligation to practice health conscious behaviors intended to foster clear and rational decision making as well as function in a safe and therapeutic manner throughout the program. Our patients’ safety is paramount; this concern serves as the foundation of the Substance Use Policy. Use, possession or distribution of illegal drugs, impartment while in the classroom or other educational setting, and/or abuse of drugs or alcohol that impacts a student’s ability to operate in the Nursing program will subject a student to dismissal from the program.

Drug testing is required once admitted into the RN-BSN program and is to be completed by the School of Nursing’s procedure and by the first semester of entry into the program. Information on the procedures can be found on TrueScreen. Students with positive drug screens for illegal drugs, or for drugs not prescribed for the student, will have their admission offers rescinded for the RN-BSN program. When impairment is suspected because of indicators as defined below, additional tests may be required of the student. Indicators may include behavioral, physical, and/or performance signs that the student is impaired or is under the influence of drugs or alcohol. Students currently enrolled in the nursing program will be dismissed for positive drug or alcohol screens.

Procedure for suspected drug/alcohol use:

1. If the faculty member or responsible agent (e.g. preceptor, supervising nurse, departmental staff) observes indicators of possible substance use, the faculty member will approach the student in question for a conference concerning the observed behavior. If a fellow student or
other individual observes indicators of possible substance use, the individual should report the matter to the faculty member or responsible agent.

2. The faculty member or preceptor will NOT detain the student, but will call the appropriate security personnel for their own safety, and will notify the appropriate School of Nursing Program Director (undergraduate or graduate) for further instruction concerning the matter. The program director will arrange for immediate drug and/or alcohol testing for the student. The student is responsible for the cost of all drug and alcohol screens required by the director. IF the student refuses to remain at the site and/or refuses the drug and/or alcohol test, they will be dismissed from the program immediately.

3. If a student is dismissed because of a positive drug or alcohol screen, the faculty member or responsible agent will make arrangements for the student to be transported home. An impaired student should never be allowed to drive home on their own, and if necessary, security should be called to prevent an impaired student from driving. Students dismissed from classroom, laboratory, or clinical sites are responsible for the cost associated with safe transportation to their homes.

4. In addition to sanctions by the School of Nursing, any student found responsible for violating any of the regulations or policies of JMU may be subject to one or more of the sanctions set forth by the Office of Student Accountability and Restorative Practices (OSARP). To see guidelines for the assignment of sanctions by OSARP, please visit the Student Handbook-Judicial Sanction section: https://www.jmu.edu/osarp/handbook/OSARP/sanctioning.shtml

**Family Educational Rights and Privacy Act (FERPA)**

FERPA is a Federal law that protects the privacy of student education records and information. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

The rights transfer to the student when he or she reaches the age of 18 or attends a school beyond high school level. http://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html

Therefore, faculty members must secure written permission from a student before they can speak to a parent/spouse regarding the student’s education record or academic progress. More information regarding FERPA can be found at https://www.jmu.edu/registrar/FERPAOutline.shtml
CLINICAL REQUIREMENTS

Minimum Standards Required to Participate in Practicum

Technical standards are basic physical, cognitive, and psychosocial skills and abilities that are required for nursing practice. In order to complete the nursing curriculum and enter practice as a registered professional nurse, all students must possess abilities and skills in the areas of sensation, communication, motor function and behavioral proficiency. The following skills are required.

Auditory: A Student Must Possess Auditory Ability To Monitor And Assess Health Needs. This Includes (But Is Not Limited To) The Ability To:

- Hear and interpret information a patient is communicating verbally
- Hear auscultory sounds using a stethoscope.
- Hear auditory signals from technical equipment.
- Hear cries for help.
- Communicate over the telephone.

Visual Acuity: A Student Must Possess Visual Ability Sufficient For Observation And Assessment Necessary To Provide Nursing Care. This Includes (But Is Not Limited To) The Ability To:

- See drainage on dressings and drainage of body fluids.
- Note fluid levels, for example, in collection devices, syringes, and infusion devices.
- Read gauges (such as a sphygmomanometer) that monitor patient progress.
- See to administer treatments such as I.V. fluids and oxygen.
- Observe changes in patient skin color.
- Assess movements of patients.
- Observe patient behavior, which is necessary in a rehabilitation or psychiatric setting.

Tactile: A Student Must Possess Tactile Ability Sufficient To Perform A Physical Assessment Of A Patient And To Perform Procedures Necessary For Nursing Care. This Includes (But Is Not Limited To) The Ability To:

- Perform palpation and other functions necessary for a physical examination.
- Assess texture, shape, size, temperature and vibration.
- Perform therapeutic functions such as inserting a urinary catheter or I.V., changing dressings, and giving medications.
- Collect specimens necessary for assessment of the patient.

Sense Of Smell: It Is Desirable That A Student Possess A Sense Of Smell Acute Enough To Detect Strong Odors That May Indicate A Change In A Patient’s Condition. Examples Include (But Are Not Limited To) The Ability To Smell:
• A purulent wound.
• Ketones on a patient’s breath.
• Body fluids that have a strong odor.
• Smoke or other olfactory indicator of environmental danger.

Communication: A Student Must Be Able To Communicate In English Effectively And Sensitively With Patients, Family Members, And Other Members Of The Health Care Team. This Includes Expressive And Receptive Modes Of Verbal, Nonverbal And Written Communication. Examples Include (But Are Not Limited To) The Ability To:

• Explain treatment procedures.
• Initiate health teaching.
• Document nursing assessment, nursing action, and client/family responses.
• Read patient documentation and important medical literature.
• Give an accurate report of patient information to other health care professionals and members of the client’s health care team.

Motor Function: A Student Must Have Sufficient Motor Function, Neuromuscular Strength And Coordination To Effectively Perform The Activities Required Of A Nurse. Examples Include (But Are Not Limited To) The Ability To:

• Transfer patients from wheelchair to bed and from bed to stretcher.
• Elicit information from patients by:
   o Palpation
   o Auscultation
   o Percussion
• Manipulate diagnostic instruments to adequately perform all aspects of a physical assessment.
• Perform CPR.
• Administer intravenous, intramuscular, subcutaneous, and oral medications.
• Manipulate life support devices.
• Apply pressure to stop bleeding.

Gross and Fine Motor Coordination: A Student Must Have Sufficient Gross And Fine Motor Coordination To:

• Move about in patient care environments.
• Perform treatments and procedures.
• Calibrate and use equipment.
• Navigate stairs or other non-handicapped accessible client settings.

Stamina: A Student Must Have Sufficient Stamina To Sit, Stand And Move Within The Classroom, Skills Lab, Acute Care Nursing Units, Operating Rooms And Community Settings
For Periods Of Time As Long As Ten Hours At A Time.

Behavioral: A Student Must Possess The Ability To Establish And Maintain Appropriate Professional Relationships. Factors Included In This Requirement Are The Ability To:

- Act ethically.
- Exercise sound clinical judgment.
- Be compassionate.
- Develop mature, sensitive, and effective relationships with patients.
- Complete all responsibilities attendant to the care of patients.

Emotional Health: A Student Must Possess The Emotional Health Required For Full Utilization Of His Or Her Intellectual Abilities Including The Ability To:

- Prioritize competing demands.
- Function in stressful circumstances.
- Tolerate physically taxing workloads.
- Adjust to changing circumstances.

Clinical Sites Responsibilities

The School of Nursing contracts/affiliates with agencies for clinical placement for the practicum course and both students and faculty are guests in these agencies. Many agencies require that we provide them with documentation relative to CPR certification, criminal record, professional liability insurance, results of TB testing, Urine Drug Screen, etc.; the information you provide for us may be shared with them. In addition to other policies relative to clinical experiences, the following expectations relate specifically to clinical sites and personnel:

- Students are responsible for ensuring documentation in myRecordTracker is current and drug screen and background check have been completed through Application Station. Failure to comply will result in the student being dropped from the clinical course and a hold placed on the student’s account.
- Students are expected to act in a responsible, respectful manner in all interactions with patients and staff.
- Nursing students are expected to comply with written policies and procedures governing nursing practice in the practicum agency or institution, including policies and procedures regarding hazardous material, standard precautions and health requirements.
- HIPAA - Health Insurance Portability and Accountability Act- "The Department of Health and Human Services and all other health care agencies must ensure that their customers (ex: patients, insured individuals, providers and health plans) that the integrity, confidentiality, and availability of electronic protected health information they collect, maintain, use, or transmit is protected" (Federal Register, 2003, p1). Individual clinical sites may require students to attend their own HIPAA training sessions.
- Students are responsible to notify the faculty member if they will be absent from an
assigned experience due to illness, weather or other reasons.
- For a clinical absence, see the Attendance Policy (p. 49).
- All information and personal data gained in practicum experiences must be treated confidentially.
- Nursing students are expected to dress in accordance with the School of Nursing policy and as acceptable to the agency.
- If a student is injured during any practicum experience, the designated agency procedure is to be followed.

Clinical Experiences

RN-BSN students provide services including direct care to individuals, groups and communities in practicum experiences and are liable for all actions taken. Students are expected to provide safe, appropriate, knowledge-based care that meets ethical and legal standards. The well-being of patients is the priority responsibility and students are expected to prepare for community practicum experience as directed.

Expectation of Competent Behavior and Performance

- Physical or mental inability to perform practicum responsibilities - If a student has sustained an injury (e.g. broken bone), illness, or disability after entry into the nursing program that prevents the student from meeting the objectives of a practicum course, the student may need to withdraw from the course. The practicum instructor will determine:
  o Whether course objectives can be met within the time frame of the course.
  o Whether the student is able to receive an incomplete (I) in the course and satisfy requirements within 3 weeks of the end of the semester; or
  o Whether the student will need to withdraw and re-take the course when the problem is resolved. This will affect student progression within the program
- Unsatisfactory or unsafe behaviors - may result in a clinical plan for success, clinical probation, or removal from the course (and subsequent failure of the course) at the discretion of the faculty practicum instructor. When a student is placed on clinical probation, the faculty instructor will document the incident or pattern of behavior. The instructor, program coordinator and student will meet to discuss the incident and to establish specific re-evaluation criteria and behavioral goals that will be put in writing and signed by the student and faculty member. Following clinical probation, subsequent unsatisfactory performance in the practicum or laboratory setting will result in faculty review and possible failure of the course.

Clinical Plan for Success

Students who demonstrate irresponsible, unprofessional, or unsafe behavior will be placed on a plan for success. Depending upon the type and seriousness of the problem, the student may be given a plan for success or asked to withdraw from the course and/or program prior to the end of a semester. Examples

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of unsatisfactory performance leading to initiation of a plan for success or dismissal include but are not limited to:

- No site in place by first day of class
- Unexcused absence from clinical
- More than 1 tardiness to clinical
- Expired clinical documentation
- Consistently fails to meet clinical objectives
- Does not take initiative and/or takes initiative inappropriately
- Is insensitive to client’s needs
- Is consistently unable to develop communication skills and form therapeutic relationships with patients, families, coworkers, and faculty, even with guidance
- Exhibits negligent behavior causing potential irreversible damage to the client
- Violates professional ethics through behaviors such as:
  - Carelessness with client confidentiality
  - Inconsistency in complying with agency and/or academic policies
  - Failure to recognize implications of behavior for the professional role
  - Violation of therapeutic nurse/client relationship
  - Gross violation of agency policies
  - Consistently fails to meet obligations
  - Inability or unwillingness to acknowledge errors or areas of weakness, even when identified by the faculty
  - Exhibits negligent behavior causing potential harm to the client

This form is used to document student performance issues leading to a plan of success. The faculty member consults with the program coordinator and meets jointly with the coordinator, faculty advisor and student to negotiate a contract and contract time frame for student improvement. The plan for success will be effective during the semester it is started and up to one additional semester if necessary. During that time the student must meet contract goals and all practicum objectives. Should the student be placed on another Plan for Success for the same PET/Clinical Objective or academic policy, it will result in faculty review and possible failure of course(s) and/or dismissal from the nursing program. A copy of the Plan for Success will be placed in the student file in the nursing office.
JAMES MADISON UNIVERSITY
SCHOOL OF NURSING
Undergraduate Plan for Success Contract

Nursing students are required to meet all academic policies, PET objectives, and/or clinical outcomes while in the nursing program. When students are not meeting the academic policies, PET objectives and/or clinical outcomes, the faculty member is committed to developing a collaborative plan, with the student, for success.

Course Name: ________________________________

Student Name: ________________________________ is not meeting the following Academic Policies, PET objectives, and/or clinical outcomes:

Description of specific/supportive data (List Academic policies, PET outcomes not met with description):

Plan for Success (Short term interventions/goals should be developed collaboratively with the student):

Satisfactory and safe performance/achievement of all academic performance, PET outcomes, must be demonstrated consistently by the completion of clinical hours or course. The Plan for Success will be effective during the semester it is started and for at least one additional semester. During that time the student must meet contract goals and all practicum objectives. Should the student not correct behaviors that instigate this Plan for Success, a faculty review and possible failure of course(s) and/or dismissal from the nursing program will occur.

A copy of the Plan for Success will be placed in the student file in the nursing office. This documentation will become a part of the student’s nursing school record. The signing of this document indicates that the parties involved understand cause for intervention and the steps necessary to successfully complete the courses involved and/or the program.

Student Signature: ________________________________ Date: ________

Preceptor Signature: ________________________________ Date: ________

Instructor Signature: ________________________________ Date: ________

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Clinical Probation

Students who demonstrate irresponsible, unprofessional, or unsafe behavior in clinical practice may be placed on probation. Depending upon the type and seriousness of the problem, the student may be put on probation or asked to withdraw from the course and/or program prior to the end of a semester. Unsatisfactory performance leading to probation occurs when the student:

- Consistently fails to meet clinical objectives.
- Does not take initiative and/or takes initiative inappropriately, thereby endangering client's safety and well-being.
- Is insensitive to client's needs.
- Is consistently unable to develop communication skills and form therapeutic relationships with patients, families and coworkers, even with guidance.
- Frequently exhibits negligent behavior causing potential irreversible damage to the client.
- Violates professional ethics through behaviors such as:
  - Carelessness with client confidentiality.
  - Inconsistency in complying with agency policies.
  - Failure to recognize implications of behavior for the professional role.
  - Violation of therapeutic nurse/client relationship.
  - Gross violation of agency policies.
  - Consistently fails to meet obligations.
  - Inability or unwillingness to acknowledge errors or areas of weakness, even when identified by the faculty.

The following form is used to document student practicum performance issues leading to probation. The faculty member consults with the program coordinator and meets jointly with the coordinator and student to negotiate a contract and contract time frame for student improvement. Probation will be effective during the semester it is started and for at least one additional semester. During that time the student must meet contract goals and all practicum objectives. A copy of the probationary action is placed in the student file in the nursing office.
James Madison University  
School of Nursing  
Notice of Clinical Probation

________________________________________ will be on clinical probation as of ____________ (date) until ____________ (date) for _____________________________________________________.

Description of the Incident or Pattern of behavior:

Re-evaluation Criteria (step-by-step goals):

Satisfactory and safe performance must be demonstrated by ____________ from this date forward. Any further unsatisfactory performance in the clinical or laboratory setting will result in a faculty review and possible failure of courses and/or dismissal from the nursing program. This documentation will become a part of the student's nursing school record. The signing of this document indicates that the parties involved understand cause for probation and the steps necessary to successfully complete the courses involved and/or the program.

Student Signature: ___________________________ Date: ____________

Preceptor Signature: ___________________________ Date: ____________

Instructor Signature: ___________________________ Date: ____________

Advisor Signature: ___________________________ Date: ____________

RN-BSN Program Coordinator Signature: ___________________________ Date: ____________
Uniforms & Dress Code

The following dress code guidelines are reflective of agency policies. As guests in practicum agencies, students are expected to convey dignity and respect through their dress and behavior.

- Identification badges are required with all uniforms, lab coats/scrub jackets, or street clothes in the clinical setting. **The JMU student ID (JACard badge obtained at orientation) must be worn above the waist with picture and name visible at all times.** Student ID badges will be obtained during the on campus orientation day. A clinical agency may require students to wear their agency ID.

- Clothing must cover the torso and undergarments should never be visible, either directly or through thin material.

- Jewelry must be simple, safe, and appropriate for the clinical area in which the student is learning. Facial and tongue piercing, and excessive (more than 2) ear adornments are not permitted. Ear “gauging” is not permitted. A simple ring worn on the ring finger of each hand may be worn. No other jewelry is allowed. A watch with a sweep second hand is required.

- Tattoos must not be visible.

- Nails are to be short in length and well groomed. Unchipped clear or pale shades of nail polish may be worn. Artificial nails are not allowed during clinical experiences for safety reasons.

- Hair must be arranged away from the face and neck. Long hair must be pulled back away from the face. Conservative hair ornaments are to be used as needed. No bandannas are to be used during practicum experiences. Males are to be neatly shaven, mustaches and beards clipped neatly.

- Fragrances are not to be worn during clinical experiences. Cleanliness of body and good dental hygiene are to be observed at all times.

- No gum chewing is permitted in the clinical settings at any time.

Attendance Policy

Students in the RN-BSN program are required by accrediting agencies to complete a minimum number of hours (45 hours) in the community health practicum rotation. For this reason there is strict adherence to the following policy on attendance during this practicum course.

1. The student will complete the required number of practicum hours within the designated summer session and as agreed upon with the course faculty/designated clinical preceptor. Students may complete **no more than 12 hours per day** of the 35 hours direct contact hour total for the practicum experience.

2. In the case of clinical absence that interferes with course completion and is related to a faculty determined extenuating circumstance, a conference between student, clinical/course coordinator, and the program coordinator may be held for the purpose of planning completion of the course requirements.

3. One undocumented absence will result in the student being placed on clinical probation. The clinical absence must still be reconciled.

4. Two undocumented absences will result in a clinical failure.
5. Students who have been absent for illness, must be afebrile and without symptoms for 24 hours prior to return to clinical.

Health Insurance
Students are required to maintain health insurance coverage while enrolled in the JMU RN-BSN program. Our associated clinical facilities require this of all faculty and students. Students must complete a verification of insurance form upon entry into the program, submit this documentation in their myRecordTracker, and notify the RN-BSN Program Coordinator if the student no longer has health insurance coverage. Students without health insurance coverage will be restricted from the clinical setting.

Liability Insurance
JMU through the State of Virginia provides malpractice coverage to the amount required in The Code of Virginia. Coverage is per occurrence for each individual student and covers student practice that is an assigned course-related activity. It will NOT cover student work outside course experiences (e.g. as an aide, a volunteer, or a summer extern).

Students may purchase additional insurance beyond the state's policy. Information on purchasing liability insurance can be found by visiting the Nurses Service Organization website at http://www.nso.com/.

Potential Injury
Persons under stress from physical or emotional ill health often direct feelings on persons in the environment. Students are in settings (community agencies, institutions and homes) where agitation, hostility, anger, sexually inappropriate and other unpredictable behavior can occur and students must learn strategies for dealing with problem behavior.

When making home visits the student should be particularly alert to risks related to the consumption of alcohol, drugs or other substances, dogs or other factors that might be a threat to safety. They should be aware of locations that call for special alertness; note lighting, open spaces, shrubs or other structures that might impair vision. The student should be sure someone knows when and where they are going. The student is encouraged not to take risks and may go in pairs as a safety measure. When the student feels uncomfortable with what is happening with a client they are responsible to inform the faculty and/or agency personnel so resolution can be found.

Blood-Borne Pathogens
In order to minimize and prevent the exposure of nursing students, faculty, and patients to Human Immunodeficiency Virus (HIV) and Hepatitis B Virus (HBV), the School of Nursing has adopted the following policy and exposure control plan to provide education, prevent exposure and contamination, and provide appropriate follow-up should exposure occur. This policy and exposure control plan conforms to and is not in conflict with the requirements of local, state and federal laws and the Centers for Disease Control guidelines for prevention and transmission of HIV/HBV. James Madison University and the clinical sites utilized in the nursing program. It is the responsibility of each nursing student to be familiar with the provisions of this policy and to operate accordingly.
The OSHA/VOSH 1910.1030 Blood Borne Pathogens Standard was issued to reduce the occupational transmission of infections caused by microorganisms sometimes found in human blood and certain other potentially infectious materials. Although a variety of harmful microorganisms may be transmitted through contact with infected human blood, Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV) have been shown to be responsible for infecting workers who were exposed to human blood and certain other body fluids containing these viruses, through routes like needle-stick injuries and by direct contact of mucous membranes and non-intact skin with contaminated blood/materials, in the course of their work. Occupational transmission of HBV occurs much more often than transmission of HIV. Although HIV is rarely transmitted following occupational exposure incidents, the lethal nature of HIV requires that all possible measures be used to prevent exposure of workers.

Methods of Compliance

1. **Standard Precautions:** Standard precautions are based on the fact that the existence of pathogens cannot be known in all situations. In some instances, patients harboring blood-borne infections may never be identified as representing a potential infectious risk. In settings such as outpatient clinics, identification of patients who present a potential infectious risk is impractical if not impossible. Because one can never be sure who might be infectious, STANDARD PRECAUTIONS are recommended for all patient contacts. These precautions should minimize the risk of transmission of blood-borne infections. Therefore, all blood or other potentially infectious materials are to be handled as if they are contaminated by a blood-borne pathogen. Under circumstances in which differentiation between body fluid types is difficult or impossible, all body fluids shall be considered potentially infectious materials. Laboratory specimens from all patients must be treated as infectious.

2. **Engineering and Work Practice Controls:** The use of appropriate practices are outlined and followed as specified in the individual practicum settings utilized to eliminate or minimize exposure. Where occupational exposure remains after institution of these controls, personal protective equipment is also used.

3. **Hand-washing and Other General Hygiene Measures:** Hand-washing is a primary infection control measure which is protective of both the employee and the patient and must be diligently practiced. Students shall wash hands thoroughly using soap and water or other approved antibacterial waterless hand sanitizer whenever hands become contaminated and as soon as possible after removing gloves or other personal protective equipment. When other skin areas or mucous membranes come in contact with blood or other potentially infectious materials, the skin shall be washed with soap and water, and the mucous membranes flushed with water, as soon as possible. Appropriate hand-washing facilities are available in clinical facilities and in the nursing skills center. Blood and body fluid spills should be cleaned up promptly. Gloves should be worn and the area decontaminated according to institutional policy. If not specified, a freshly made solution of one part chlorine bleach to 9 parts water can be used.

4. **Sharps Management:** Needles, especially contaminated needles and other contaminated sharps, should not be bent, recapped or removed. Shearing or breaking of contaminated
needles is prohibited. Contaminated disposable sharps shall be discarded, as soon as possible after use, in the disposable sharps containers.
In practicum settings procedures are followed as outlined for sharps use and disposal. In the campus-based nursing skills center appropriate containers (closable, puncture resistant, labeled or color-coded, and leak-proof on sides and bottom, and maintained upright throughout use) for the disposal of sharps are provided as a protective mechanism even though sharps are used for practice on oranges, manikins, etc. and do not involve use with human subjects. Nearly full containers are to be promptly disposed of (or emptied and decontaminated in the case of reusable sharps) and replaced. In the skills center the disposal of sharps containers is the responsibility of the skills center coordinator.

6. **Personal Protective Equipment:** Personal protective equipment is available and is to be used according to the specifications of the individual clinical site being utilized. Students are expected to wear personal protective equipment when doing procedures in which exposure of the skin, eyes, mouth, or other mucous membranes to blood or other body fluids is likely. The articles to be worn will depend on the expected exposure.

- **Protection for Hands:** Gloves should be worn when handling body secretions; when contact with blood or other potentially infectious bodily fluids and mucous membranes or non-intact skin is likely; when handling soiled items or surfaces; and when performing venipuncture or giving parental medications. Gloves should be changed after direct contact with each patient. Environmental contamination should be prevented by removing gloves as soon as possible after contamination. Gloves should not be washed and reused. Hands should be washed after gloves are removed. Gloves should be replaced as soon as feasible when contaminated, torn, punctured, or when their ability to function as a barrier is compromised.

- **Protection for Eyes/Nose/Mouth:** Masks and protective eyewear are not routinely indicated. In many instances, personal eyeglasses will provide adequate eye protection. Students shall wear masks in combination with eye protection devices (goggles or glasses with solid side shields) or chin-length face shields whenever splashes, spray, splatter, or droplets of blood or other potentially infectious materials may be generated and eye, nose, or mouth contamination can be reasonably anticipated. When suctioning intubated patients or caring for patients with productive coughs, e.g., during a sputum induction procedure, protection with masks and eyewear shall be used.

- **Protection for the Body:** Gowns are not routinely necessary, but a variety of garments including gowns, aprons, lab coats, clinic jackets, etc. are to be worn when soiling of clothes with blood or other body fluids is likely. Surgical caps or hoods and/or shoe covers or boots shall be worn in instances when gross contamination can reasonably be anticipated. If penetrated by blood or other potentially infectious material, the garments should be removed as soon as possible and placed in a designated container for laundering or disposal.

- **Laundry:** Linen soiled with blood or other body fluids are to be placed in bags designed and marked for that purpose as specified in the given institution. Contaminated laundry shall be handled as little as possible with a minimum of agitation. Wet contaminated laundry which may soak-through or cause leakage from bag or containers must be placed in bags or containers which prevent soak-
through and/or leakage of fluids to the exterior.

6. **Regulated Wastes and Communication of Hazards:** Disposal of waste materials regulated by this standard is to be handled according to institutional policy. The presence of hazardous materials is to be identified according to accepted procedures of the given institution.

**Procedures for Evaluation and Follow-Up of Exposure Incidents**

An exposure incident refers to specific contact of eye, mouth, or other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious material. A significant occupational exposure is defined as:

- A needle stick or cut caused by a needle or other sharp that was actually or potentially contaminated with blood or other body fluid.
- A mucous membrane (i.e., splash to the eye or mouth) exposure to blood or other body fluid.
- A cutaneous exposure involving large amounts of blood or prolonged contact with blood, especially when the exposed skin was chapped, abraded, or afflicted with dermatitis.

1. Immediately clean the skin or wound thoroughly with alcohol-based hand sanitizer (containing at least 60% alcohol). If an alcohol-based hand sanitizer is not available, wash the skin or wound with soap and water. In case of eye exposure, rinse eye(s) thoroughly with fresh water or sterile saline solution. Do not squeeze a puncture wound. This causes micro-trauma and swelling and doesn’t help.

2. The student must report any incident of exposure to the clinical instructor or preceptor immediately.

   a. The instructor or preceptor must notify the RN-BSN coordinator as soon as possible and submit documentation of the incident (Unusual Incident Report) within 24 hours to the RN-BSN Program Coordinator.

   b. In the event the RN-BSN coordinator is unavailable, the Associate Director for Undergraduate Programs should be notified.

3. The student and preceptor must notify the appropriate individual at the clinical site who is responsible for evaluating and following up on exposure incidents (for example, occupational health or hospital supervisor).

4. The patient involved will be tested for infectious disease according to the facility’s policy. The facility will communicate the affected patient’s test results to the exposed student, according to the facility’s policy. (The CDC recommends the involved patient be tested for: Rapid HIV, Hepatitis B Surface Antigens, Hepatitis C Surface Antigens).
a. The student must receive notice of the patient’s rapid HIV results, without receiving other identifying information about the patient, from the facility before leaving the facility.

5. After receiving the patient’s rapid HIV results, the student will call the JMU Health Center Patient Advocate Nurse (540-568-7777) (or a private provider if not in the vicinity of JMU or after business hours) to obtain necessary testing. The student is responsible for any fees associated with lab testing. (The CDC recommends testing for rapid HIV within 24 hours after exposure, and testing for Hepatitis B Surface Antigen within 7 days after exposure, unless the exposed student can provide evidence of a positive Hepatitis B titer).

6. After receiving the patient’s Hepatitis B and C surface antigen results, the student will report the results to the JMU Health Center Patient Advocate Nurse (540-568-7777) (or to their private provider).

   a. The decision to test the student for Hepatitis C surface antigens and antibodies will be decided by the JMU Health Center Provider (or private provider) based on the patient’s results.

   b. The JMU Health Center provider (or private provider) will make treatment decisions on a case by case basis.

   c. The JMU RN-BSN Program recommends following the CDC guidelines for post-exposure follow up.

      i. Rapid HIV testing at the time of exposure, 6 weeks, 3 months, and 6 months after exposure.

      ii. If the patient is positive for Hepatitis C Surface Antigens, the student should be tested for Hepatitis C antibody at 2 weeks, 4 weeks, and 8 weeks after exposure.

7. The student is responsible for following up with the JMU Health Center (or private provider) after an exposure and for paying for all laboratory fees.

**STUDENT LEADERSHIP**

**James Madison University School of Nursing Chapter of Sigma Theta Tau International (Sigma)**

The JMU School of Nursing Chapter of Sigma shares the mission of Sigma Theta Tau International Honor Society of Nursing: To foster excellence, scholarship, and leadership in nursing to improve health care worldwide. The chapter's local mission is to enhance nursing scholarship, leadership, and networking among students, faculty, and nursing professionals in the Shenandoah Valley.

Qualified students will have completed half of the program of study for the RN-BSN program and
rank in the upper 35% of their class, and have demonstrated superior scholastic achievement and academic integrity are invited to become Full Members of the JMU Chapter. Membership applications are accepted any time, but new member inductions occur in the early Fall and Spring. Further information about the Honor Society is available from Lisa Carmines, faculty advisor (Phone: 540-568-8966; Email: carminlj@jmu.edu ) or the Sigma website: https://www.sigmanursing.org/

**Purpose**

- Recognize superior achievement
- Recognize leadership potential
- Promote high professional standards
- Encourage creativity and scholarship
- Enhance commitment to the profession

**SCHOLARSHIPS & AWARDS**

**Financial Resources**

There are financial resources designed specifically for nursing students. In addition to the following description of sources of financial assistance, students are notified of new information via email as it arrives. Materials and applications, when available, may be obtained from the School of Nursing office or found on designated bulletin boards.

- **Farrell Scholarship** Dr. Francis (JMU ’82) and Mary Carter Farrell (JMU ’84) established the endowed Farrell Scholarship in 2004 in honor of their parents, Frank and Eva Farrell. Qualified applicants: Registered nurse with an Associate Degree who has gained admission to James Madison University RN to BSN program as a full-time student; demonstration of excellence in and commitment to nursing practice; self-reported financial need. See further specifications at http://nursing.jmu.edu/rntobsn/scholarship.html

- **Federal Loan Programs**: Excellent federal loans specifically for nursing students are available at a low rate of interest. No interest is payable while in school and for nine (9) months post-graduation. Repayment can be deferred or canceled depending upon employment following graduation. Eligibility depends on the student’s financial need status. The financial aid office has applications.

- **Whitehead Scholarships**: The Whitehead Foundation provides significant money annually to the JMU Nursing program for distribution to students with financial need. It is need-based as determined by the Financial Aid Office, and the student must file a financial aid form with them. Eligibility requires that the student be from designated southern states. If the student qualifies on the basis of geography and financial need they will automatically be considered for this award.
• Military Scholarship and Loan Programs: All branches of the military (Air Force, Army, Navy, and ROTC) offer programs for nursing students. The student should contact the branch of their choice to explore these programs.

Federal Scholarship Programs

• The Veterans Administration Scholarship Program is a very good, but highly competitive scholarship program that involves commitment for employment following graduation.
• The Indian Health Service has a less competitive but excellent scholarship program as well.
• National Student Nurses Association: The NSNA Foundation awards scholarships annually to NSNA members. Information about these scholarships can be secured through the JMU Chapter of VNSA or directly from NSNA.
• Virginia League for Nursing: The VLN offers several smaller scholarships annually.

Other Helpful Links

• https://www.discovernursing.com/scholarships
  Search here for scholarships for nursing students.
• http://bhpr.hrsa.gov/scholarshipsloans/programs/nsl.html
  Nursing Student Loan program provides long-term, low-interest rate loans to full-time financially needy students pursuing BSN.
• http://www.schev.edu/index/tuition-aid/financialaid/state-student-aid/undergraduate-financial-aid-programs
  Lists scholarships and grants at its website including category for nursing students.
New Policies

New policies and changes in policies may be made at any time during the academic year. New policies and policy changes will be published on the School of Nursing website and notification of these policies will be sent to all RN-BSN enrolled students. Students are responsible for knowledge of and compliance with policies published in the RN-BSN Student Handbook & JMU Student Handbook.