Milligan University Area of Nursing
Program Policies Handbook
2024-2025

Milligan University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's, educational specialist, and doctoral degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Milligan University.

The baccalaureate degree program in nursing at Milligan University is accredited by the Commission on Collegiate Nursing Education, 655 K Street, NW, Suite 750, Washington, DC 20001, (202) 887-6791.

The Milligan University nursing program is approved by the Tennessee Board of Nursing.

Area of Nursing Faculty and Staff

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The policies contained in this document apply to all students in pre-nursing and nursing courses regardless of year of entry to Milligan University.

The Area of Nursing reserves the right to update and change the nursing curriculum and departmental policies at the beginning of any academic semester in conjunction with current professional nursing standards, information about communicable disease, revised or new Area or University policies, or clinical agency requirements.

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MILLIGAN UNIVERSITY MISSION

As a Christian liberal arts university, Milligan University seeks to honor God by educating men and women to be servant leaders.

AREA OF NURSING MISSION

Based upon Milligan University's mission "to honor God by educating men and women to be servant-leaders," the Baccalaureate Nursing program specifically endeavors to facilitate the ongoing professional development of the whole person seeking educational preparation leading to the Bachelor of Science in Nursing through scholarship, community and faith.

PROGRAM OUTCOMES
(Effective through December 31, 2024)

Through a curriculum founded on The Essentials of Baccalaureate Education for Professional Nursing Practice (2008) (see p. 25) and the American Nurses Association (ANA) Code of Ethics (2015) (see p. 32), the nursing program supports Milligan University's institutional outcomes in scholarship, community, and faith by preparing graduates who will:

1. provide professional nursing care based on the synthesis of knowledge derived from relevant life experiences; scientific, social, humane, and Biblical learning; nursing theory and research;
2. initiate developmentally appropriate, independent and collaborative nursing interventions with culturally diverse patients and patient populations, (individuals, families, groups, and communities) through use of the nursing process;
3. utilize patient care technology and information systems to provide quality nursing care;
4. incorporate professional, legal, and ethical nursing standards into their professional nursing practice;
5. assume responsibility and accountability for professional development and ongoing evaluation of the effectiveness of their clinical nursing practice;
6. contribute to the enhancement of cost effective, quality nursing and health care practices within a variety of settings;
7. utilize evidence based practice models to guide their nursing practice;
8. communicate clearly and effectively through a variety of mediums; fostering therapeutic interactions with culturally diverse patients and patient populations as well as collaborative and interdisciplinary relationships with other health care professionals.

PROGRAM OUTCOMES
(Effective beginning January 1, 2025)

Through a curriculum that incorporates the 10 "Domains for Nursing," 8 "Concepts for Nursing Practice," and 45 "Competencies" identified in *The Essentials: Core Competencies for Professional Nursing Education* (2021) (see p. 26) and the American Nurses Association (ANA)

Code of Ethics (2015) (see p. 32), the nursing program supports Milligan University's institutional outcomes in scholarship, community, and faith by preparing graduates who will:

1. Integrate knowledge from the humanities, Biblical learning, and the natural, social, and nursing sciences to provide holistic nursing care across the lifespan in multiple settings.
2. Provide holistic patient-centered care to culturally diverse populations across the life span to individuals, families, and communities using the nursing process as a framework.
3. Incorporate professional, legal and ethical nursing standards and accountability into their professional nursing practice.
4. Utilize and apply critical reasoning and thinking techniques to promote evidence-based care that supports a culture of safety for quality patient outcomes.
5. Communicate clearly and effectively to engage in mutually respectful therapeutic interaction with culturally diverse patients, families, populations, and the interprofessional healthcare team.
6. Contribute to the enhancement of safe, quality, cost effective and equitable care to diverse populations in a variety of settings.
7. Describe and evaluate organizational structures to facilitate a systems approach to decision-making.
8. Demonstrate secured use of information systems and communication technologies used in multiple care settings to facilitate data collection and analysis, and to support safe and effective information sharing across the healthcare continuum.
9. Demonstrate professionalism and leadership through responsibility, accountability, collaboration, advocacy, self-care and self-reflection to maintain effective clinical practice in a complex and diverse care system.

LICENSURE

The Bachelor of Science in Nursing (BSN) degree program prepares students for professional nursing career opportunities and for graduate study. Upon completion of all BSN degree requirements, graduates of the program may apply to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN®). All applicants for the NCLEX-RN® must submit an application for initial licensure and all required documentation to the Board of Nursing of the state in which they will obtain licensure.

Milligan University has determined its Bachelor of Science in Nursing program meets educational requirements to apply for the NCLEX-RN®. Completion of Milligan University's Bachelor of Science in Nursing program meets educational requirements to apply for an RN license in the District of Columbia and all U.S. States, except California. The California Board of Registered Nursing reviews transcripts at the time an individual applies for a license to determine whether a program meets curricular requirements. Therefore, Milligan University cannot determine whether completion of Milligan University's Bachelor of Science in Nursing program meets educational requirements to apply for an RN License in California.

ADMISSION, PROGRESSION, RETENTION, AND GRADUATION POLICIES

Traditional, pre-licensure, and LPN to RN students desiring to pursue the curriculum leading toward the baccalaureate degree in nursing at Milligan University will follow a three-step process: initial acceptance, progression, and retention. Students who have initial acceptance are students who have been accepted to Milligan University and are fulfilling pre-nursing requirements leading to progression into the nursing major. Students who have progression status are those students who have demonstrated academic success and satisfactorily completed a course of study in preparation for admission into the nursing program. Students who have retention status are those students who have achieved progression status and meet all criteria for continuation in the Nursing Major. Students who are accepted to Milligan University and meet pre-nursing criteria are not guaranteed progression into the nursing major.

STEP I:
INITIAL ACCEPTANCE / PRE-NURSING REQUIREMENTS

1. Complete the undergraduate admission process through the Office of Enrollment Management.

2. Complete Milligan University core requirements and the course of study required for progression into the nursing major.

STEP II:
PROGRESSION

Progression is sought by application and granted one time per year in the fall semester.

Progression Application Process

1. Secure application from the Chair of the Admission, Progression, Retention, and Graduation Committee.

2. Applicants must complete all parts of the progression application to be considered for progression.

3. Submit the completed application to the Chair of the Admission, Progression, Retention, and Graduation Committee by the deadline and format indicated on the application. Applications received after the designated deadline will be considered on a first come first served basis as space in the nursing major allows.

4. The Admission, Progression, Retention, and Graduation Committee will review all applications for progression.

5. Students will be notified in writing no later than June 15th with the committee's decision about their progression status.

6. As part of the progression process it is the student's responsibility to:
   a. ensure official transcripts are on file in the registrar's office from all institutions where the student has completed coursework including any courses taken during the summer semester immediately prior to progression.
   b. submit current documentation of clinical health, CPR, and liability insurance requirements, as required by affiliating clinical agencies, to their Verified Credentials Scholar account.

Progression Criteria for 200, 300, 400 Level Students

1. Completion of the following courses or their equivalents: Bible 123,124; Communications 102; MLGN 100, 200[1]; Psychology 252; Ethnic Studies[2]/NURS 110M[3]; Humanities 101, 102, 201, 202; Biology 250, 251, 280; Composition 111, 211

2. Completion of the following courses: Nursing 201 and 201C (LPN students), 202, 202L, 203, 210, 210C, 220, 220C, 240, 292 (if required), and 293 (if required)

3. Cumulative grade point average of 2.5 with:
   a. a minimum grade of C in all required science and 200 level nursing courses
   b. completion of all Area of Humane Learning requirements for writing competency

Progression Criteria for 100 Level Students entering Fall 2024

1. Completion of the following courses or their equivalents: Bible 123, 124; Communications 102; Nursing 100; Psychology 252; Math 213; Humanities 101, 102, 201, 202; Biology 250, 251, 280; Composition 111, 211

2. Completion of the following courses: Nursing 201 and 201C (LPN students); 202, 202L, 203, 210, 210L, 220, 220C, 240, 250M, 292 (if required), and 293 (if required)

3. Cumulative grade point average of 2.5 with:
   a. a minimum grade of C in all required science and 200 level nursing courses
   b. a minimum grade of C must be earned in Math 213 or its equivalent
   c. completion of all Area of Humane Learning requirements for writing competency

Pre-nursing students, eligible to continue in the nursing major (see Academic Difficulty on pg. 9), who do not meet progression requirements, may develop an academic plan with their advisor and reapply at a future date.

Transfer Student Progression

Students who have been enrolled at other colleges or universities who wish to transfer to Milligan University must meet the same core curriculum requirements for progression. Transfer students who have satisfactorily completed Biology 250, 251, 280; Humanities 101, 102, 201, 202; Composition 111, 211; and Psychology 252 or their equivalents, all required 200 level

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[1] Transfer students entering Milligan University in Fall 2024 at the 200 level are not required to take MLGN 200.
[2] All students entering Milligan University before Fall 2024 are required to meet the Ethnic Studies requirement.
[3] Transfer students entering Milligan University in Fall 2024 at the 200 level are required to take NURS 110M.

nursing courses, and have <u>extreme mitigating circumstances</u> may be considered for progression into Nursing 300 level courses if they have no more than 6 semester hours of outstanding requirements to be completed. Outstanding coursework may not include courses that must be repeated to meet progression criteria. Students may be required to complete course work in a specified time frame as a condition of progression and/or retention in the nursing major.

STEP III:
RETENTION AND GRADUATION

Students who have progressed into the nursing major have a continued responsibility toward academic success. The Admission, Progression, Retention, and Graduation Committee will review the academic performance of all students at the end of each semester once progression status has been granted to determine that the student meets criteria for enrollment in subsequent semester nursing courses and retention in the Nursing major. Students must meet the following criteria:

<u>200, 300, 400 Level Students</u>

1. Maintenance of an overall GPA of 2.5.

2. A minimum grade of "C" must be earned in Math 213 or its equivalent.

3. A minimum grade of "C" must be earned in all required 300 and 400 level nursing courses.

<u>100 Level Students entering Fall 2024</u>

1. Maintenance of an overall GPA of 2.5.

2. A minimum grade of "C" must be earned in NURS 110M and all required 300 and 400 level nursing courses.

The Area of Nursing, in helping majors prepare for the NCLEX-RN®, requires a series of outcomes tests in the last semester of the program for successful completion of NURS 460. Students must achieve the designated passing standard on outcomes assessment tests and submit all required fees and applications to take the NCLEX-RN® to meet the student learning outcomes for NURS 460.

Students who do not meet the student learning outcomes for NURS 460 in the initial semester of enrollment will:
   1) be assigned a grade of "Progress."
   2) be provided an individualized remediation plan.
   3) be allowed to retake the required outcomes test upon completion of their remediation plan without additional cost if taken prior to the start of summer term I.
   4) have the grade of "Progress" changed to "Pass" on their transcript if student learning outcomes are met.

Students who do not earn a grade of Pass in the initial spring semester they are enrolled in NURS 460 may participate in pinning and graduation ceremonies.

If the student does not meet all NURS 460 student learning outcomes by the last working day prior to the start of summer term I the student must register for NURS 460 for 3 hours of credit for the full summer term and each subsequent term until all NURS 460 student learning outcomes are met. A grade of "Progress" will be issued each semester as long as the student meets syllabus requirements until all student learning outcomes are met.

If the student does not meet syllabus requirements or does not register for NURS 460 any semester as required, a grade of "F" will be issued and posted to the transcript. The student may replace the "F" with a grade of Pass upon successful completion of the NURS 460 outcomes. The grade of "F" will remain on the transcript and replaced with a Pass as when repeating a course. If a grade of "F" in Nursing 460 is the second course in which a grade of C- or less, W, WP or WF is earned, the student will become ineligible to continue in the nursing major.

Upon satisfactory completion of all nursing program requirements and outcomes assessment testing for the nursing major, students are cleared for graduation and become eligible to sit for the NCLEX-RN® licensure examination. Students who are repeating their last semester or non-May graduates in the Area of Nursing will be required to repeat or demonstrate student learning outcomes for NURS 460 by achieving the designated passing standards on outcomes assessment tests before being cleared for graduation.

GRADING POLICY IN REQUIRED NURSING COURSES

A final grade of C or higher (minimum 75% course average) must be earned in all required nursing courses to be considered passing in the nursing program.

The Area of Nursing uses the following standard grading scale for all required Nursing courses:

Grading Scale:

A	94-100	C+	80-82	
A-	93-92	C	79-75	
B+	90-91	C-	72-74	Not passing in nursing
B	85-89	D	66-71	
B-	83-84	F	65 and below	

The grades earned, with weighting, on class tests, proctored ATI test (if applicable), and final examination must average 75% or higher to pass a required nursing course. The average earned on these evaluation assessments will be the grade of record if less than 75%.

If the test average is 75% or higher, other course grades, with weighting, will then be included in the calculation of the final course grade, and must be 75% or higher to pass a required nursing course.

ACADEMIC DIFFICULTY

Students enrolled in required 200, 300 or 400 level nursing courses who experience academic difficulty are afforded the following options within the Area of Nursing:

1. A student who withdraws (W, WP, WF) or earns a grade of "C-" or less in a nursing course is eligible to repeat the course once. A second "W" (W, WP, WF) or "C-" or less makes the student ineligible for retention in the major.
2. A student who makes a grade of "W" (W, WP, WF) or "C-" or less in two nursing courses is no longer eligible for retention in the major.
3. A student who withdraws (W, WP, WF) or makes a grade of "C-" or less in a lab, clinical, or preceptorship course must repeat both the lab, clinical, or preceptorship course, and companion didactic course.
4. A student who withdraws (W, WP, WF) or makes a grade of "C-" or less in a didactic course must repeat both the didactic and companion lab, clinical, or preceptorship course.
5. A student who withdraws (W, WP, WF) from a didactic course with a companion clinical course must withdraw from both courses and will be counted as (1) W from a nursing course when the student is evaluated for progression and or eligibility for retention in the major.
6. A student with a grade of "Incomplete" (I) must complete all course requirements to replace the incomplete with a final grade no later than the fourteenth (14th) calendar day of the following semester to be eligible for enrollment in required nursing courses.

WAIVER PROCESS

1. Students who do not meet the criteria for retention in the nursing major and have extreme mitigating circumstances they believe may have contributed to their academic standing may initiate the waiver process within the Area of Nursing. The student must submit a written waiver request to their advisor and the Chair of the Admission, Progression, Retention, and Graduation Committee requesting a review of mitigating circumstances. A waiver request must include and are limited to:

   a. Documentation of the mitigating circumstances specifically describing what they were and how they interfered with didactic and/or clinical performance. Health related issues must be documented with a statement from the treating healthcare provider at the time of the request.

   b. Documentation of how the mitigating circumstances have been resolved. If health related, the treating healthcare provider's release and statement of good health is required at the time of the request.

   c. A plan of action to prevent similar circumstances in the future.

2. Waiver requests may be no more than 5 typed pages; double spaced, 12-point Times New Roman font.

3. Letters of support or recommendation are **not** to be submitted with waiver requests.

4. Waiver requests must be submitted no later than two weeks immediately following the semester in which the grade earned or other event making the student ineligible to be retained in the major occurs. A decision regarding the waiver request will be made no later than one week prior to registration of the subsequent fall or spring semester.

5. Students who are not satisfied with the decision of the APRG committee regarding their waiver request may submit their appeal to the Area Chair of Nursing.

GRADE APPEALS

Students who wish to appeal a grade earned within the parameters of an individual nursing class must follow the "Academic Grievance Policy" as outlined in the Milligan University Catalog.

TRANSFER CREDIT

Transfer credit for core curriculum requirements for the BSN degree will be accepted based on established Milligan University policies. Transfer credit will not be accepted for any required nursing courses taken prior to matriculation to Milligan University with the exception of Introduction to Nursing Research (NURS 350L/350S) with a final grade of "C" or higher. Once a student enrolls in the undergraduate pre-nursing or nursing program at Milligan University or transfers into the Nursing Major, all required nursing courses must be taken at Milligan University. Students may not take required nursing courses at other colleges or universities to repeat a course where a grade of C- or less, W, WP, or WF is earned.

WITHDRAWAL, LEAVE OF ABSENCE, AND INACTIVE STUDENTS

A student, academically eligible to be in the nursing major (pre-nursing or nursing level), who has been enrolled in clinical courses and discontinues enrollment at the university for any reason and desires to return, will need to reapply to Milligan University. Upon readmission to the university, the student will meet degree requirements in the catalog under which they are readmitted. The Nursing Admissions, Progress, Retention, and Graduation Committee (APRG) will then review all course work taken toward meeting Milligan degree requirements. The student will be required to repeat all courses in the curriculum level in which they were last enrolled unless the student is granted a waiver by the APRG Committee. This policy will also apply to a student academically eligible to be in the nursing major (pre-nursing or nursing level), who has been enrolled in clinical courses, but elects to discontinue enrollment in the nursing major, continues to take course work at Milligan University, and seeks readmission to the nursing major.

AREA OF NURSING CURRICULUM PLAN
200, 300, 400 LEVEL STUDENTS

I. Pre-Nursing Curriculum Plan			
Freshman - Fall		**Freshman - Spring**	
BIBLE 123	3	BIBLE 124	3
COMM 102	3	HUMN 102	4
HUMN 101	4	ETHNIC STUDIES/NURS 110M[4]	3
PSYCH 252	3	BIOL 280	3
MLGN 100	0.5	COMP 111	3
Elective(s)[5]		Elective(s)[5]	
Sophomore - Fall		**Sophomore - Spring**	
BIOL 250	4	BIOL 251	4
HUMN 201	4	HUMN 202	4
NURS 210/210C	4	NURS 202/202L	3
NURS 240	1	NURS 203	1
COMP 211	3	NURS 220/220C	4
MLGN 200[6]	0.5	Elective(s)[5]	
Elective(s)[5]			
II. Nursing Curriculum Plan			
Junior - Fall		**Junior - Spring**	
MATH 213	3	NURS 306	2
NURS 305	2	NURS 320/320C	5
NURS 310/310C	5	NURS 313/313C or 323/323C	5
NURS 313/313C or 323/323C	5	NURS 350L	2
Elective(s)[5]		NURS 350S	1
		Elective(s)[5]	
Senior - Fall		**Senior - Spring**	
BIBL 471	3	NURS 420/420P	6
NURS 403/403C	5	NURS 422/422C	5
NURS 410/410C	5	NURS 460	3
Elective(s)[5]			

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[4]Transfer students entering Milligan University in Fall 2024 are required to take NURS 110M.

[5] 11 hours of electives are required to meet the 128 total hours required for the BSN degree for students who entered Milligan University before Fall 2024.

[6] Transfer students entering Milligan University before Fall 2024 with 58 or more semester hours are exempt. Transfer students entering Milligan University in Fall 2024 are exempt.

AREA OF NURSING CURRICULUM PLAN
100 LEVEL STUDENTS ENTERING FALL 2024

I. Pre-Nursing Curriculum Plan			
Freshman - Fall		**Freshman - Spring**	
BIBL 123	3	BIBL 124	3
HUMN 101	4	HUMN 102	4
COMM 102 **OR** MATH 213	3	COMM 102 **OR** MATH 213	3
NURS 100[7]	2	BIO 280	3
PSYC 252	3	COMP 111	3
Electives[8]		Electives[8]	
HUMN 093 (if required)[9]			
MATH 090M (if required)[9]			
Sophomore - Fall		**Sophomore - Spring**	
BIO 250	4	BIO 251	4
HUMN 201	4	HUMN 202	4
COMP 211	3	NURS 202/202L[10]	3
NURS 210/210L	4	NURS 203	1
NURS 240	1	NURS 220/220C	4
Electives[8]		NURS 250M	2
II. Nursing Curriculum Plan			
Junior - Fall		**Junior - Spring**	
NURS 110M	3	NURS 306	3
NURS 310L	3	NURS 313/313C	5
NURS 330	3	**OR**	
NURS 313/313C	5	NURS 323/323C	
OR		NURS 320/320C	5
NURS 323/323C		NURS 350L	2
Senior - Fall		**Senior - Spring**	
BIBL 471	3	NURS 420/420P[11]	6
NURS 403/403C	5	NURS 422/422C	5
NURS 410/410C	5	NURS 460	3

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[7] Fulfills MLGN 100 requirement for nursing majors.
[8] 6 hours of electives are required to meet the 128 total hours required for the BSN degree.
[9] Hours for developmental courses do not count toward required hours for graduation.
[10] Fulfills EXSC 101M requirement for nursing majors.
[11] Fulfills MLGN 200 requirement for nursing majors.

LPN CAREER MOBILITY PLAN
200, 300, 400 LEVEL STUDENTS

The Area of Nursing offers a career mobility plan for Licensed Practical Nurses (LPNs) who seek to earn the baccalaureate degree leading to eligibility to sit for the NCLEX-RN® examination. These students may be awarded credit equivalent to NURS 210/210C and 220/220C. Nursing credits that are awarded under this articulation model will be placed on individual transcripts only after the student has successfully completed required pre-nursing courses (NURS 201/201C, 202/202L, 203, 240, 292 [if required], and 293 [if required]) at Milligan University. Following successful completion of pre-nursing and core curriculum requirements, the LPN student is eligible to apply for progression.

I. Pre-Nursing Curriculum Plan			
Freshman - Fall		**Freshman - Spring**	
BIBLE 123	3	BIBLE 124	3
COMM 102	3	HUMN 102	4
HUMN 101	4	ETHNIC STUDIES/NURS 110M[12]	3
PSYCH 252	3	BIOL 280	3
MLGN 100	0.5	COMP 111	3
Elective(s)[13]		Elective(s)[13]	
Sophomore - Fall		**Sophomore - Spring**	
BIOL 250	4	BIOL 251	4
HUMN 201	4	HUMN 202	4
NURS 201/201C	4	NURS 202/202L	3
NURS 240	1	NURS 203	1
COMP 211	3	Elective(s)[13]	
MLGN 200[14]	0.5		
Elective(s)[13]			
II. Nursing Curriculum Plan			
Junior - Fall		**Junior - Spring**	
MATH 213	3	NURS 306	2
NURS 305	2	NURS 320/320C	5
NURS 310/310C	5	NURS 313/313C or 323/323C	5
NURS 313/313C or 323/323C	5	NURS 350L	2
Elective(s)[13]		NURS 350S	1
		Elective(s)[13]	
Senior - Fall		**Senior - Spring**	
BIBL 471	3	NURS 420/420P	6
NURS 403/403C	5	NURS 422/422C	5
NURS 410/410C	5	NURS 460	3
Elective(s)[13]			

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[12] Transfer students entering Milligan University in Fall 2024 are required to take NURS 110M

[13] 11 hours of electives are required to meet the 128 total hours required for the BSN degree.

[14] Transfer students entering Milligan University before Fall 2024 with 58 or more semester hours are exempt. Transfer students entering Milligan University in Fall 2024 are exempt.

LPN CAREER MOBILITY PLAN
100 LEVEL STUDENTS ENTERING FALL 2024

The Area of Nursing offers a career mobility plan for Licensed Practical Nurses (LPNs) who seek to earn the baccalaureate degree leading to eligibility to sit for the NCLEX-RN® examination. These students may be awarded credit equivalent to NURS 210/210L and 220/220C. Nursing credits that are awarded under this articulation model will be placed on individual transcripts only after the student has successfully completed required pre-nursing courses (NURS 201/201C, 202/202L, 203, 240, 250M, 292 [if required], and 293 [if required]) at Milligan University. Following successful completion of pre-nursing and core curriculum requirements, the LPN student is eligible to apply for progression.

I. Pre-Nursing Curriculum Plan				
Freshman - Fall			**Freshman - Spring**	
BIBL 123	3		BIBL 124	3
HUMN 101	4		HUMN 102	4
COMM 102 **OR** MATH 213	3		COMM 102 **OR** MATH 213	3
NURS 100[15]	2		BIO 280	3
PSYC 252	3		COMP 111	3
Electives[16]			Electives[16]	
HUMN 093 (if required)[17]				
MATH 090M (if required)[17]				
Sophomore - Fall			**Sophomore - Spring**	
BIO 250	4		BIO 251	4
HUMN 201	4		HUMN 202	4
COMP 211	3		NURS 202/202L[18]	3
NURS 201/201C	4		NURS 203	1
NURS 240	1		NURS 250M	2
Electives[16]				
II. Nursing Curriculum Plan				
Junior - Fall			**Junior - Spring**	
NURS 110M	3		NURS 306	3
NURS 310L	3		NURS 313/313C	5
NURS 330	3		**OR**	
NURS 313/313C	5		NURS 323/323C	
OR			NURS 320/320C	5
NURS 323/323C			NURS 350L	2
Senior - Fall			**Senior - Spring**	
BIBL 471	3		NURS 420/420P[19]	6
NURS 403/403C	5		NURS 422/422C	5
NURS 410/410C	5		NURS 460	3

[15] Fulfills MLGN 100 requirement for nursing majors
[16] 6 hours of electives are required to meet the 128 total hours required for the BSN degree.
[17] Hours for developmental courses do not count toward required hours for graduation.
[18] Fulfills EXSC 101M requirement for nursing majors.
[19] Fulfills MLGN 200 requirement for nursing majors.

LPN students who have been enrolled in Registered Nurse programs at other colleges, universities, or hospitals who wish to transfer to Milligan University must meet the same core curriculum requirements for progression. Required core curriculum course credits may be transferred and awarded according to established policies of Milligan University. Transfer credit will not be accepted for any required nursing courses except for NURS 350L/350S: Introduction to Nursing Research Lecture and Discussion. LPN students must hold and maintain an unencumbered LPN license in Tennessee or compact state. Students must also provide documentation of active clinical practice as an LPN within 12 months of admission to the nursing program. Students who cannot provide documentation of clinical practice within the previous 12 months prior to admission will complete degree requirements for pre-licensure students.

CLINICAL COURSE REQUIREMENTS AND POLICIES

All students enrolled in nursing courses must provide documentation of good health and that they are free from communicable disease, clear all background checks as set forth by affiliating clinical agencies, and be, with reasonable accommodation, physically and mentally capable of performing the essential functions of the program. Students must also meet the following core performance standards:

1) critical thinking ability sufficient for clinical judgment,
2) interpersonal abilities sufficient to interact with individuals, families and groups from a variety of social, emotional, cultural and intellectual backgrounds,
3) communication abilities sufficient for interaction with others in electronic, verbal and written form,
4) physical abilities sufficient to move from room to room and maneuver in small places,
5) gross and fine motor abilities sufficient to provide safe and effective nursing care,
6) auditory abilities sufficient to monitor and assess health needs,
7) visual ability sufficient for observation and assessment necessary for nursing care, and
8) tactile ability sufficient for physical assessment.

Admission to and progression in the nursing program is not based on the core performance standards; instead, they will be used to assist in determining whether accommodations or modifications are necessary. If a student believes that she or he cannot meet one or more of the core performance standards without accommodations or modifications, it is appropriate for the student to take the responsibility of identifying her or his need for accommodation to the Office of Disability Services and course instructor. The needs of each self-identified student will be addressed on an individualized basis when considering necessary accommodations, and it is recognized that helping to determine successful accommodations is the responsibility of the student, as well as the faculty member. For assistance in accessing accommodations, please contact the Director of Disability Services at 423.794.3088 or disabilityservices@milligan.edu and notify the Area of Nursing that your request is in progress **prior to enrollment in nursing courses**.

In order to meet health and safety policies of all clinical facilities, new and returning students enrolled in clinical courses must maintain current documentation of Health/CPR/Liability Insurance requirements, listed below, in their personal data management account through Verified Credentials Scholar. Students who do not have their required Health/CPR/Liability Insurance documentation submitted to their Verified Credentials Scholar account will not be allowed to attend clinical practicum. All absences related to not having required documentation on file will be unexcused, cannot be made up, and may result in a grade of zero for the clinical day.

1. **CPR-Basic Life Support (BLS) Health Care Provider**
   All students must hold a current card documenting successful completion of an **American Heart Association BLS Healthcare Provider course.** Following initial completion of the course, evidence of current certification must be on file in the student's Verified Credentials

Scholar account. The student is responsible for obtaining and maintaining current CPR certification.

2. **Liability Insurance**
All students enrolled in clinical nursing courses must be covered by professional liability insurance. Professional liability coverage must be an individual policy with a minimum of $1,000,000/$3,000,000 coverage. A copy of the declaration page of the policy which includes the policy number, its expiration date and liability amounts must be uploaded into the student's Verified Credentials Scholar account.

3. **Health Insurance**
All students enrolled in clinical nursing courses must carry and maintain health insurance.

4. **Satisfactory Physical Condition**
All students must submit a completed physical exam form (provided by the Area of Nursing) from a duly licensed physician, physician assistant, or nurse practitioner for their initial clinical year.

5. **Tuberculosis Screening**
Written documentation of no risk for communicability of tuberculosis must be provided in one of the following ways:
   a. Negative two-step Mantoux TB skin test for initial clinical year, and negative one-step Mantoux TB skin test for subsequent clinical years.
   b. For students with a positive PPD or history of disease, baseline negative chest x-ray and documentation by the health care provider that the student is symptom free from tuberculosis.

6. **Hepatitis B Vaccine:** Documentation of one of the following:
   a. Positive antibody titer **OR**
   b. Three doses according to the following schedule:
      1st dose: at elected date
      2nd dose: at least 4 weeks after the first dose
      3rd dose: at least 8 weeks after the second dose AND 16 weeks after the first dose

7. **MMR (Measles, Mumps, Rubella):** Documentation of one of the following:
   a. Receipt of MMR vaccine: The dates of the 2 doses with 1st dose given after 12 months of age must be provided.
   b. Results of serologic testing (titers) documenting immunity to measles, mumps, and rubella.
   c. Health care provider documented allergy to any component of the vaccine.

8. **Td (Diphtheria/Tetanus**
Tetanus immunization must be documented within the last 10 years.

9. **Varicella (Chickenpox):** Documentation of one of the following:
   a. 2 doses of varicella vaccine at least 1 month apart if given at age 13 or later
   b. 1 dose of varicella vaccine if given before age 13
   c. Positive antibody titer
   d. Health care provider documented history of disease. **Self-reported or parent-reported disease history is not acceptable.**

10. **Annual Influenza Vaccine**
    Paper copy of documentation for annual influenza vaccine will be turned in as instructed.

11. **COVID-19 Vaccine**

The COVID-19 Vaccination may be required by health care facilities with which the Milligan University Nursing program has affiliation agreements. These agencies allow students to fulfill the clinical curriculum requirements set forth by the Tennessee Board of Nursing and our accrediting agency, The Commission on Collegiate Nursing Education.

Therefore, Milligan University (MU) must provide documentation to affiliate clinical agencies that students in the nursing program have either:

1. Provided documentation of having received a COVID-19 vaccination.

<div align="center">

OR

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2. Been approved for either a Medical or Religious Exception by Milligan University. *NOTE: Some of the clinical sites with whom MU has affiliation agreements will not allow for medical or religious exceptions.*

In the absence of information on a student regarding completed COVID vaccination status or presence of an approved valid medical/religious exemption, the student may be denied access to clinical agencies needed to meet academic program requirements.

To be eligible to enroll in nursing courses you must do one of the of the following to meet the COVID-19 vaccine requirements of our clinical agencies:

1. Submit documentation to your Verified Credentials account of having received a COVID-19 vaccination.

<div align="center">

OR

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2. Submit documentation to your Verified Credentials account of having received a medical or religious exception for taking the COVID-19 Vaccine from Milligan University.

   If you are approved for medical or religious exemption from taking the COVID-19 vaccine, you will receive an email documenting your exemption approval from the review committee. You will upload a copy of the approval email into your Verified Credentials Account to document your exemption status.

CRIMINAL BACKGROUND CHECKS

Clinical affiliates of the Milligan University Area of Nursing require criminal background checks for all nursing students at all clinical sites. The criminal background check is universal to all clinical sites (with the exception of Veterans Affairs Medical Centers*), meaning each student's background check will be used by all Milligan affiliated clinical agencies. Criminal background checks must be completed through the vendor required by the clinical agencies within 90 days of the start of the first clinical course. A student's criminal background check is valid until graduation as long as they are continuously enrolled in the nursing program at Milligan University (excluding summers). All students must complete the background check even if they are an employee of a Milligan affiliated clinical agency and/or have completed a criminal background check before for any reason.

Based on the results of the background check, the clinical affiliate may accept or deny a student access to their facility; it will be at the clinical affiliate's discretion, not Milligan University's. If a clinical agency denies a student access to participate in clinical activities, they will not be able to complete the clinical/practicum experience and will be withdrawn from the nursing program. The specifications for the background check are at the discretion of the clinical affiliate. The individual student is responsible for the cost of required criminal background checks*. Students will not be allowed to participate in clinical activities for any student experience until the affiliate has authorized their placement.

Specific instructions for completing the criminal background check will be provided to students immediately prior to enrolling in their first clinical course.

An additional criminal background check as well as fingerprinting will be conducted on students who have clinical placements at James H. Quillen Veterans Affairs Hospital at no charge to the student. The VA background check will be performed during orientation to the VA facility. Eligibility to remain enrolled in nursing courses related to the VA background check is the same as with the background checks for other agencies.

CLINICAL BEHAVIOR AND ABSENCES

1. Students are expected to arrive on time and remain on their assigned unit during the entire clinical experience. Permission from supervising faculty/preceptor is to be obtained before leaving the clinical unit.

2. Use of personal cell phones or other electronic devices is strictly prohibited in clinical agencies when providing direct patient care, obtaining clinical assignments, or attending educational training activities. During clinical, emergency messages (<u>notification of an event requiring the student to leave clinical immediately</u>) may be sent to a student by calling the Area of Nursing Office at 423-461-8655.

3. Use of tobacco, tobacco related products, or vaping; alcohol, illegal drugs and/or misuse of legal, therapeutic drugs while engaged in any portion of the nursing educational experience is in violation of Student Conduct Guidelines found in the Milligan University Student Handbook and may result in suspension or expulsion of the student from Milligan University and/or the Nursing Major. Students may not use tobacco, tobacco related products, or vaping devices while identifiable as a Milligan University Nursing student.

4. Students who are symptomatic of any contagious illness (i.e., nausea, vomiting, diarrhea, elevated temperature, skin rash, drainage from eyes) on the day of clinical should consult with the faculty **prior** to the clinical experience to determine eligibility to provide patient care. Additionally, a student's eligibility to participate in any clinical activity if diagnosed with a contagious illness will be determined by current health and safety guidelines of Milligan University and clinical agencies.

5. Students who arrive at a clinical, preceptorship or laboratory practicum with symptoms of any illness will be dismissed by clinical faculty. Faculty may require students to obtain certification of health status before being rescheduled for clinical, preceptorship and/or lab experiences.

6. Absences: lab, clinical, or preceptorship absences are highly discouraged and are detrimental to the ability of the student to meet clinical nursing skills and course objectives. Students are not to schedule medical/dental or other appointments during clinical course meeting times as noted on their academic schedule. Absences should only be for personal illness or extreme emergency, and will:
   a. necessitate make-up work at faculty discretion to assure completion of course objectives OR,
   b. assignment of an "Incomplete" for extreme mitigating circumstances **or**
   c. require repetition of the course (and accompanying didactic component) if course objectives cannot be met and a grade assigned by the fourteenth (14th) calendar day of the subsequent semester nursing courses.

7. A medical excuse from a physician, physician assistant or nurse practitioner may be required for any clinical absence.

8. Students are responsible for their own transportation to and from all assigned clinical course activities.

9. Neither Milligan University nor the clinical agencies are liable for injuries sustained traveling to or from a clinical agency, while at a clinical agency, or for the diagnosis and treatment of any illness contracted while in the agency for clinical experiences.

10. Neither Milligan University nor the clinical agencies are liable for the loss of any student's personal property.

11. Clinical faculty will notify students of weather-related clinical schedule changes through Canvas. Students are responsible for checking Canvas for clinical updates prior to travel. Clinical faculty's decision and announcement through Canvas may precede and/or supersede a weather/schedule announcement made by the campus (ex. morning clinical sections may begin on time even though the campus is operating on a snow schedule). Students should use their best judgment as to the safety of travel in the event of inclement weather regardless of Milligan University or clinical faculty announced changes and should notify faculty if they will be absent. Decisions regarding schedule changes for morning and afternoon clinical sections will be made separately and independent of each other, therefore each student should check Canvas regarding the decision for their clinical group.

12. Students must inform their clinical faculty and designated agency member of an absence **prior** to the scheduled reporting time.

13. Students must provide documentation of completion of all clinical agency orientation requirements before they will be allowed to provide direct patient care. Agency requirements include but are not limited to: agency policies, patient care technology and information systems; unit orientation, Standard Precautions and Transmission-Based Precautions, The Drug-Free Policy, and the Hazardous Chemical Right-to-Know Law. Clinical absences due to incomplete orientation documentation will be considered an unexcused absence. Students must adhere to all clinical agency policies in order to participate in any clinical assignment/activity.

14. Students are expected to adhere to the guidelines for professional dress consistent with a professional image and appropriate to the clinical assignment setting. If a student comes inappropriately dressed to a clinical practicum, the instructor may send the student home. Clinical absences due to dress code violations will be considered as an unexcused absence. Students are expected to adhere to the ANA Code for Nurses (page 29), the Milligan code of conduct (Milligan University Student Handbook) and the Area of Nursing Program Honor Code (page 28) at all times.

15. Students should not work after 11:00 pm the night before a clinical course meeting. A student presenting to the clinical area appearing excessively fatigued may be dismissed from the clinical unit at the discretion of the faculty and the clinical day counted as an unexcused absence.

16. Students who are ten or more minutes late to a clinical practicum may be sent home and receive an unexcused absence.

DRESS CODE

Clinical dress will consist of:

1. Area of Nursing Clinical uniform: Black pants and white top with Milligan University Area of Nursing's monogram on left chest of uniform top. Uniform top and pants must be appropriate size, clean, wrinkle free, and in good repair at all times. Abdomen should not be exposed when arms are raised above the head. Underwear must not be visible. Bra must be worn by female students.

2. Lab coat: Each student must also have a white lab coat that is fingertip length with Milligan University Area of Nursing's monogram on the left chest of lab coat. Lab coat is to be appropriate size, clean, wrinkle free, and in good repair at all times.

3. Non-permeable black or white shoes: all black or white leather shoes, soft sole. No clogs or sandals. Shoes are to be appropriate size, clean, and in good repair at all times.

4. Black or white hose/socks: Hose/socks must be the same color as the shoe and should be of sufficient length as to not expose the leg when seated.

5. Milligan University Clinical Picture Identification Badge (and clinical agency identification badge where required).

Personal Hygiene/Jewelry:
When providing patient care, hair must be dry, neatly groomed and above the collar. Make-up must be consistent with a professional image. Nails must be clean, trimmed, and free of polish. **Artificial nails of any kind are prohibited by all clinical agencies.** When providing patient care, jewelry is to be limited to a **wedding band and a watch with second hand,** unless otherwise restricted by unit/agency.

When going to affiliating clinical agencies for assignments and non-patient care activities, the student must wear their lab coat, clinical picture ID and professional attire or as directed by faculty. Professional attire is considered: Clean and pressed slacks, skirts or dresses (hem must be at the knee when sitting). Tops/shirts must have a collar and full sleeves. No mid-drifts or low-cut shirts. Shoes should be clean and in good repair. Sandals, flip-flops, jeans, or shorts may not be worn in any clinical agency. Underwear may not be visible. A bra must be worn by female students.

CLINICAL POLICY VIOLATION

Students who do not adhere to clinical behavior and dress code policies of the Area of Nursing and/or the clinical agencies will be sent home for the clinical day. Absences related to clinical behavior and dress code violations will be considered unexcused, will result in a grade of zero for all assignments for the day and clinical practice hours made up at a time determined by the faculty.

EQUIPMENT

For clinical, lab, and/or preceptorship nursing courses, every student must have a watch with a second hand and a personal stethoscope ordered through the nursing program.

SUBSTANCE ABUSE and PUBLIC SAFETY POLICY

Affiliating agencies can require substance abuse screening of students without cause and without advance notice when such screenings are standard policies for employees of the affiliate. Positive screenings may be reported to the Area Chair of Nursing. Many agencies reserve the right to inform student employers of any positive screenings if the student is employed in a health-related area or is already a health care provider.

A positive screening means one or more of the following: (1) the use of an illegal drug; (2) above non-therapeutic drug level of prescribed or non-prescribed drugs; (3) the presence of alcohol in the blood, or (4) a therapeutic level of a prescribed drug that the student has not informed faculty of its use.

Students who are suspected of violating the substance abuse policies of Milligan University and/or the Area of Nursing will be requested to undergo drug/alcohol screening procedures. The following behaviors (when they cannot be justifiably explained) are considered to constitute reasonable evidence of "being under the influence" which can precipitate a drug screening: (1) observable lack of motor coordination, (2) incoherent speech, (3) inappropriate decision-making behavior, and (4) other concrete physical and/or mental function evidence of substance abuse.

If reasonable suspicion exists that any provision of the substance abuse policy has been violated, the following actions will be taken:

1. In all cases, the individual will not be allowed to participate in clinical, laboratory, or preceptor experiences until an investigation is completed and an appropriate plan of action has been formulated and implemented.

2. If an incident occurs in the classroom/lab on campus, the Milligan University Student Conduct Guidelines in the Milligan University Student Handbook will be implemented.

3. If an incident occurs in a clinical setting/off-campus setting, the affiliating agency's substance abuse policy will be activated and enforced. Such policies may require but are not limited to:

   a. The student will be asked to submit to an immediate drug/alcohol screen.

   b. If the student refuses to submit to a drug/alcohol screening test, it will be considered as an admission of guilt to being under the influence of drugs and or alcohol.

   c. Appropriate and necessary measures will be instituted to ensure the safety of the student and others (i.e., security or law enforcement agencies may be notified, alternative transportation arranged, etc.).

   d. The Area Chair of Nursing at Milligan University will be notified and will conduct an immediate preliminary investigation, and then notify the Academic Dean and Vice-President for Student Development, who will determine further investigation needs. Disciplinary action will follow the Milligan University Student Handbook regarding student conduct.

4. Any licensed or certified student who has a substance abuse or other incident that jeopardizes the safety of the public will also be reported to the State Board of Nursing by the Area Chair of Nursing. The student will not be allowed to continue in nursing courses that have a clinical component pending a recommendation and or ruling by the State Board of Nursing and action by the Academic Dean and Vice-President for Student Development.

5. Any licensed or certified student in a non-nursing health profession who has a substance abuse or incident that jeopardizes the safety of the public will also be reported to their licensing board by the Area Chair of Nursing. The student will not be allowed to continue in nursing courses that have a clinical component pending a recommendation and or ruling by licensing board of jurisdiction and action by the Academic Dean and Vice-President for Student Development.

6. Any unlicensed student who has a substance abuse or other incident that jeopardizes the safety of the public will not be allowed to continue in nursing courses that have a clinical component pending action by the Academic Dean and Vice-President for Student Development.

THE ESSENTIALS OF BACCALAUREATE EDUCATION FOR PROFESSIONAL NURSING PRACTICE (2008)

- **Essential I: Liberal Education for Baccalaureate Generalist Nursing Practice**
  - A solid base in liberal education provides the cornerstone for the practice and education of nurses.
- **Essential II: Basic Organizational and Systems Leadership for Quality Care and Patient Safety**
  - Knowledge and skills in leadership, quality improvement, and patient safety are necessary to provide high quality health care.
- **Essential III: Scholarship for Evidence Based Practice**
  - Professional nursing practice is grounded in the translation of current evidence into one's practice.
- **Essential IV: Information Management and Application of Patient Care Technology**
  - Knowledge and skills in information management and patient care technology are critical in the delivery of quality patient care.
- **Essential V: Health Care Policy, Finance, and Regulatory Environments**
  - Healthcare policies, including financial and regulatory, directly and indirectly influence the nature and functioning of the healthcare system and thereby are important considerations in professional nursing practice.
- **Essential VI: Interprofessional Communication and Collaboration for Improving Patient Health Outcomes**
  - Communication and collaboration among healthcare professionals are critical to delivering high quality and safe patient care.
- **Essential VII: Clinical Prevention and Population Health**
  - Health promotion and disease prevention at the individual and population level are necessary to improve population health and are important components of baccalaureate generalist nursing practice.
- **Essential VIII: Professionalism and Professional Values**
  - Professionalism and the inherent values of altruism, autonomy, human dignity, integrity, and social justice are fundamental to the discipline of nursing.
- **Essential IX: Baccalaureate Generalist Nursing Practice**
  - The baccalaureate-graduate nurse is prepared to practice with patients, including individuals, families, groups, communities, and populations across the lifespan and across the continuum of healthcare environments.
  - The baccalaureate graduate understands and respects the variations of care, the increased complexity, and the increased use of healthcare resources inherent in caring for patients.

THE AMERICAN ASSOCIATION OF COLLEGES OF NURSING (AACN) (2021) THE ESSENTIALS: CORE COMPETENCIES FOR PROFESSIONAL NURSING EDUCATION

CONCEPTS:

1. Clinical Judgment

As one of the key attributes of professional nursing, clinical judgment refers to the process by which nurses make decisions based on nursing knowledge (evidence, theories, ways/patterns of knowing), other disciplinary knowledge, critical thinking, and clinical reasoning (Manetti, 2019). This process is used to understand and interpret information in the delivery of care. Clinical decision making based on clinical judgment is directly related to care outcomes.

2. Communication

Communication, informed by nursing and other theories, is a central component in all areas of nursing practice. Communication is defined as an exchange of information, thoughts, and feelings through a variety of mechanisms. The definition encompasses the various ways people interact with each other, including verbal, written, behavioral, body language, touch, and emotion. Communication also includes intentionality, mutuality, partnerships, trust, and presence. Effective communication between nurses and individuals and between nurses and other health professionals is necessary for the delivery of high quality, individualized nursing care. With increasing frequency, communication is delivered through technological modalities. Communication also is a core component of team-based, interprofessional care and closely interrelated with the concept Social Determinants of Health.

3. Compassionate Care

As an essential principle of person-centered care, compassionate care refers to the way nurses relate to others as human beings and involves "noticing another person's vulnerability, experiencing an emotional reaction to this, and acting in some way with them in a way that is meaningful for people" (Murray & Tuqiri, 2020). Compassionate care is interrelated with other concepts such as caring, empathy, and respect and is also closely associated with patient satisfaction.

4. Diversity, Equity, and Inclusion

Collectively, diversity, equity, and inclusion (DEI) refers to a broad range of individual, population, and social constructs and is adapted in the Essentials as one of the most visible concepts. Although these are collectively considered a concept, differentiation of each conceptual element leads to enhanced understanding.

Diversity references a broad range of individual, population, and social characteristics, including but not limited to age; sex; race; ethnicity; sexual orientation; gender identity; family structures; geographic locations; national origin; immigrants and refugees; language; any impairment that substantially limits a major life activity; religious beliefs; and socioeconomic status. Inclusion represents environmental and organizational cultures in which faculty, students, staff, and

administrators with diverse characteristics thrive. Inclusive environments require intentionality and embrace differences, not merely tolerate them (AACN, 2017; Bloomberg, 2019). Everyone works to ensure the perspectives and experiences of others are invited, welcomed, acknowledged, and respected in inclusive environments. Equity is the ability to recognize the differences in the resources or knowledge needed to allow individuals to fully participate in society, including access to higher education, with the goal of overcoming obstacles to ensure fairness (Kranich, 2001). To have equitable systems, all people should be treated fairly, unhampered by artificial barriers, stereotypes, or prejudices (Cooper, 2016). Two related concepts that fit within DEI include structural racism and social justice. (See the glossary for definitions of structural racism and social justice.)

5. Ethics

Core to professional nursing practice, ethics refers to principles that guide a person's behavior. Ethics is closely tied to moral philosophy involving the study of or examination of morality through a variety of different approaches (Tubbs, 2009). There are commonly accepted principles in bioethics that include autonomy, beneficence, non-maleficence, and justice (ANA 2015; ACNM, 2015; AANA, 2018; ICN, 2012). The study of ethics as it relates to nursing practice has led to the exploration of other relevant concepts, including moral distress, moral hazard, moral community, and moral or critical resilience.

6. Evidence-Based Practice

The delivery of optimal health care requires the integration of current evidence and clinical expertise with individual and family preferences. Evidence-based practice is a problem-solving approach to the delivery of health care that integrates best evidence from studies and patient care data with clinician expertise and patient preferences and values (Melnyk, Fineout-Overhold, Stillwell, & Williamson, 2010). In addition, there is a need to consider those scientific studies that ask: whose perspectives are solicited, who creates the evidence, how is that evidence created, what questions remain unanswered, and what harm may be created? Answers to these questions are paramount to incorporating meaningful, culturally safe, evidence-based practice (Nursing Mutual Aid, 2020).

7. Health Policy

Health policy involves goal directed decision-making about health that is the result of an authorized public decision-making process (Keller & Ridenour, 2021). Nurses play critical roles in advocating for policy that impacts patients and the profession, especially when speaking with a united voice on issues that affect nursing practice and health outcomes. Nurses can have a profound influence on health policy by becoming engaged in the policy process on many levels, which includes interpreting, evaluating, and leading policy change.

8. Social Determinants of Health

Determinants of health, a broader term, include personal, social, economic, and environmental factors that impact health. Social determinants of health, a primary component of determinants of health "are the conditions in the environment where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality of life outcomes and risks." The social determinants of health contribute to wide health disparities and inequities in areas such as economic stability, education quality and access, healthcare quality and access,

neighborhood and built environment, and social and community context (Healthy People, 2030). Nursing practices such as assessment, health promotion, access to care, and patient teaching support improvements in health outcomes. The social determinants of health are closely interrelated with the concepts of diversity, equity, and inclusion, health policy, and communication.

DOMAINS AND COMPETENCIES:

Domain 1: Knowledge for Nursing Practice

Descriptor: Integration, translation, and application of established and evolving disciplinary nursing knowledge and ways of knowing, as well as knowledge from other disciplines, including a foundation in liberal arts and natural and social sciences. This distinguishes the practice of professional nursing and forms the basis for clinical judgment and innovation in nursing practice.

Competency
1. Demonstrate an understanding of the discipline of nursing's distinct perspective and where shared perspectives exist with other disciplines
2. Apply theory and research-based knowledge from nursing, the arts, humanities, and other sciences.
3. Demonstrate clinical judgment founded on a broad knowledge base.

Domain 2: Person-Centered Care

Descriptor: Person-centered care focuses on the individual within multiple complicated contexts, including family and/or important others. Person-centered care is holistic, individualized, just, respectful, compassionate, coordinated, evidence-based, and developmentally appropriate. Person-centered care builds on a scientific body of knowledge that guides nursing practice regardless of specialty or functional area.

Competency
4. Engage with the individual in establishing a caring relationship.
5. Communicate effectively with individuals.
6. Integrate assessment skills in practice.
7. Diagnose actual or potential health problems and needs.
8. Develop a plan of care.
9. Demonstrate accountability for care delivery.
10. Evaluate outcomes of care.
11. Promote self-care management.
12. Provide care coordination.

Domain 3: Population Health

Descriptor: Population health spans the healthcare delivery continuum from public health prevention to disease management of populations and describes collaborative activities with both traditional and non-traditional partnerships from affected communities, public health, industry, academia, health care, local government entities, and others for the improvement of equitable population health outcomes. (Kindig & Stoddart, 2003; Kindig, 2007; Swartout & Bishop, 2017; CDC, 2020).

Competency
13. Manage population health.
14. Engage in effective partnerships.
15. Consider the socioeconomic impact of the delivery of health care.
16. Advance equitable population health policy.
17. Demonstrate advocacy strategies.
18. Advance preparedness to protect population health during disasters and public health emergencies.

Domain 4: Scholarship for the Nursing Discipline

Descriptor: The generation, synthesis, translation, application, and dissemination of nursing knowledge to improve health and transform health care (AACN, 2018).

Competency
19. Advance the scholarship of nursing.
20. Integrate best evidence into nursing practice.
21. Promote the ethical conduct of scholarly activities.

Domain 5: Quality and Safety

Descriptor: Employment of established and emerging principles of safety and improvement science. Quality and safety, as core values of nursing practice, enhance quality and minimize risk of harm to patients and providers through both system effectiveness and individual performance.

Competency
22. Apply quality improvement principles in care delivery.
23. Contribute to a culture of patient safety.
24. Contribute to a culture of provider and work environment safety.

Domain 6: Interprofessional Partnerships

Descriptor: Intentional collaboration across professions and with care team members, patients, families, communities, and other stakeholders to optimize care, enhance the healthcare experience, and strengthen outcomes.

Competency
25. Communicate in a manner that facilitates a partnership approach to quality care delivery.
26. Perform effectively in different team roles, using principles and values of team dynamics.
27. Use knowledge of nursing and other professions to address healthcare needs.
28. Work with other professions to maintain a climate of mutual learning, respect, and shared values.

Domain 7: Systems-Based Practice

Descriptor: Responding to and leading within complex systems of health care. Nurses effectively and proactively coordinate resources to provide safe, quality, and equitable care to diverse populations.

Competency
29. Apply knowledge of systems to work effectively across the continuum of care.
30. Incorporate consideration of cost-effectiveness of care.
31. Optimize system effectiveness through application of innovation and evidence-based practice.

Domain 8: Informatics and Healthcare Technologies

Descriptor: Information and communication technologies and informatics processes are used to provide care, gather data, form information to drive decision making, and support professionals as they expand knowledge and wisdom for practice. Informatics processes and technologies are used to manage and improve the delivery of safe, high-quality, and efficient healthcare services in accordance with best practice and professional and regulatory standards.

Competency
32. Describe the various information and communication technology tools used in the care of patients, communities, and populations.
33. Use information and communication technology to gather data, create information, and generate knowledge.
34. Use information and communication technologies and informatics processes to deliver safe nursing care to diverse populations in a variety of settings.
35. Use information and communication technology to support documentation of care and communication among providers, patients, and all system levels.
36. Use information and communication technologies in accordance with ethical, legal, professional, and regulatory standards, and workplace policies in the delivery of care.

Domain 9: Professionalism

Descriptor: Formation and cultivation of a sustainable professional identity, including accountability, perspective, collaborative disposition, and comportment, that reflects nursing's characteristics and values.

Competency
37. Demonstrate an ethical comportment in one's practice reflective of nursing's mission to society.
38. Employ participatory approach to nursing care.
39. Demonstrate accountability to the individual, society, and the profession.
40. Comply with relevant laws, policies, and regulations.
41. Demonstrate the professional identity of nursing.
42. Integrate diversity, equity, and inclusion as core to one's professional identity.

Domain 10: Personal, Professional, and Leadership Development

Descriptor: Participation in activities and self-reflection that foster personal health, resilience, and well-being; contribute to lifelong learning; and support the acquisition of nursing expertise and the assertion of leadership.

Competency
43. Demonstrate a commitment to personal health and well-being.
44. Demonstrate a spirit of inquiry that fosters flexibility and professional maturity.
45. Develop capacity for leadership.

AMERICAN NURSES ASSOCIATION
CODE OF ETHICS (2015)[20]

1. The nurse practices with compassion and respect for the inherent dignity, worth and unique attributes of every person.

2. The nurse's primary commitment is to the patient, whether an individual, family, group, community or population.

3. The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.

4. The nurse has authority, accountability and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.

5. The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

6. The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work settings and conditions of employment that are conducive to safe, quality health care.

7. The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.

8. The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.

9. The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

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[20] American Nurses Association, 2015.

MILLIGAN UNIVERSITY
AREA OF NURSING HONOR CODE[21]

Pre-nursing and nursing majors at Milligan University are expected to adhere to the Milligan University Code of Conduct found in the Milligan University Student Handbook. In addition pre-nursing and nursing majors are expected to:

1. Assume accountability and responsibility for individual nursing judgments and actions at own level of knowledge and expertise.

2. Respect and uphold the rights of all their clients by providing services with respect for human dignity and the uniqueness of the client regardless of social or economic status, personal attributes or the nature of their health problems.

3. Safeguard the client's right to privacy by maintaining appropriate levels of confidentiality.

4. Protect the client against incompetent, unethical, unsafe, or illegal practices by:
   a. Participating in the profession's efforts to establish and maintain conditions of practice conducive to high quality of nursing care.
   b. Participating in the profession's efforts to implement and improve the standards of nursing.
   c. Participating in the profession's efforts to protect the public from misinformation and misrepresentation.
   d. Being free from substances, which interfere with judgement and/or motor coordination.

5. Respect and uphold the rights of themselves, their peers, and each other by:
   a. Treating each other in a Christian manner.
   b. Maintaining appropriate levels of confidentiality.
   c. Safeguarding rights to privacy and personal property.
   d. Performing their own work and appropriately giving credit to the works of others.

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[21] Developed by the Milligan University Student Nurses Association, 1994-1995. Reviewed and reapproved Spring 08, 15: Milligan University Nursing Representatives.

POLICIES AND PROCEDURES FOR COURSE EXAMS, TESTS, AND QUIZZES USING EXAMPLIFY

Exam policies are enforced to create an organized and regulated testing environment that is most conducive to student success. Additionally, enforcement of such policies ensures fairness for all students while upholding the integrity and validity of exams.

Exam Policies
- The course faculty will oversee assembly and administration of course exams, in accordance with institutional policies and procedures.
- The following will be considered to be academic dishonesty and will subject involved students to procedures and penalties as described in the Academic Dishonesty Policy:
  o Communication before, during, and after the exam with any other person about the content of the exam, which includes the exchange of scratch paper.
  o Use of any electronic device or resource, except for expected use of the computer
  o Any attempt to disable or tamper with exam software security features.
  o Removal from the exam room of any exam or exam question, or transmission either orally, electronically, or in writing of the content of any exam question.

Students should arrive for testing with the exam downloaded on their laptop. The course instructor will notify students at least 24 hours prior to exam time that the download is available. All computer updates on laptops should be completed prior to arrival for the exam. Students are responsible for bringing their powercord to the exam and laptops should be ready for testing at the time designated for the exam to begin. If the student has not downloaded the exam prior to arriving for the exam or experiences a delay in beginning testing due to laptop updating, time will be deducted from that student's allowed testing time.

- There is to be no talking after the exam begins.
- After the exam password is divulged, students shall enter the password and wait for further instructions. (all troubleshooting will take place during this time)
- Students will disable their antivirus software.
- Students will be told "You MUST start the exam" and all students will begin the exam at the same time.
- During the exam, students shall report technical issues with the computer or with Examplify immediately, so as to affect a swift resolution.
- Upon completion of the exam, students shall upload the exam to ExamSoft and then, as proof of the upload, show their green screen to the faculty/proctor.
- After the faculty/proctor confirms the upload, students shall hand in their scratch paper and exit the exam room quietly.

Students with Accommodations
- The course instructor will notify students receiving testing accommodations with exam day instructions related to procedure and location.

- Students with approved testing accommodations shall arrive at the alternate exam room with the exam downloaded at the assigned time.
- All exam policy and procedures stated above apply to all students with accommodations in the alternate testing space.

Other procedures
- Students shall not have personal items at their seat during the exam, including, but not limited to:
  o Hats or hoods, sunglasses, purses, bags, backpacks, etc.
  o Electronic devices, including, but not limited to, cell phones, watches, and tablets, which should be silenced and put away
  o Headphones/Over-the-ear earplugs (traditional in-ear plugs are allowed)
- Once the exam begins, students will not be allowed to leave the exam room before uploading the exam (and having the upload confirmed by the faculty/proctor), except briefly in an urgent situation with the express permission of the faculty/proctor and only one at a time.
- During the exam, students may not ask questions about exam content, but can inform the faculty/proctor of an error in the exam that prevents students from proceeding.

In the event of an emergency for which the student will not sit for an exam, course policies as described in the syllabus apply.

The course faculty will review the results of each examination, including relevant statistics. Once the review process is complete the class will be informed of any examination corrections or alternate answers by the course faculty.

The course faculty has the option of immediately releasing the ExamSoft score or waiting until any exam adjustments are made. At the latest, all exam scores are to be released by the next class meeting, even if final adjustments are not completed.

Tobacco Products Use, Substance Abuse and Public Safety

I have read and understand both the Milligan University and the Area of Nursing policies and procedures regarding tobacco products, drugs, alcohol, and public safety. I am aware of the penalties which may result from behavior described by these policies.

☐Yes

Clinical Requirements

I have read and understand the Milligan University Area of Nursing clinical policies and requirements. I agree to abide by these policies and am aware of the penalties which may result from failure to do so.

☐Yes

Health Insurance

I affirm that I have health insurance as required by our clinical agency.

☐Yes

Code of Honor

I have read and understand the Milligan University and Area of Nursing Program policies concerning personal and professional behavior. I have read and understand the ANA Code for Nurses and the Milligan University Nursing Program Honor Code and Examplify Testing Policies. I pledge to adhere to these policies and guidelines and am aware of the penalties which may result from failure to do so.

☐Yes

Area of Nursing Admission, Progression, Retention, and Graduation Policies

I have read and understand the Admission, Progression, Retention, and Graduation policies of the Milligan University Area of Nursing and the requirements for NURS 460.

☐Yes

Nursing Handbook

I have read and understand the information and policies, including all grading policies, in the Nursing program Handbook. I am aware the Nursing Handbook is accessible to me at all times at https://www.milligan.edu/academics/nursing/.

☐Yes

Print Name _____ Date _____

Student Signature _____ Date _____

Faculty Witness Signature _____ Date _____