



**RN-BSN STUDENT
HANDBOOK
2022-2023**

Physical Location

Department of Nursing, 5th Floor
Leon Levine Hall of the Beaver College of Health Sciences
1179 State Farm Road Boone, NC 28608-2151

Simulation Labs

Leon Levine Hall of the Beaver College of Health Sciences, 3rd Floor
1179 State Farm Road Boone, NC 28608-2151

Mailing Address /Contact Information

APP STATE PO Box
32151 Boone, NC
28608-2151

Phone: (828) 262-8039

Fax: (828) 262-8066

Transfer Admissions & Engagement

287 Rivers Street
John E. Thomas Hall, Suite 130
APP STATE PO Box 32166
Boone, NC 28608-2151
Phone: 828-262-7877
Fax: 828-262-7462
transfer@appstate.edu

Table of Contents

Nursing Department

Nursing Department Directory	7
Vision, Mission and Goals	8
Philosophy.....	9
Program Outcomes	10
Major Concepts of Professional Nursing Role	11
Level Objectives.....	12
Nursing Department Organizational Structure.....	13

General Information

Student Advisement	13
Student Input into Quality Program Improvement	13
Currency of Student Status and Contact Information	13
Academic Affairs Policies.....	14
Academic Integrity.....	14
Plagiarism.....	14
APP STATE Student Support Services	15
Additional Resources	16
Financial Aid	18
Complaints/Resources	19
Student Misconduct.....	19

Admission, Progression, Graduation, Dismissal and Readmission

Admission Criteria	20
Transfer Credit	20
Progression Requirements.....	21
Learning Improvement Policy	21
Incomplete Courses	22
Withdrawals	22
Refund Policy.....	22
Graduation Requirements.....	23
Dismissal Policy.....	24
Appeals and Grieviences.....	24
Readmission Policy.....	25

Curriculum

Curriculum Overview	26
RN-BSN Course Descriptions	27
Computer Policy	29
Email Policy.....	29

Grading Policies

Grading Scale	30
Grading Disputes and Resolutions	30
Final Grade Appeal	30

Clinical Policies and Requirements

Clinical Hours	31
Professional Behavior	31
Just Culture Framework	31
Verification of CPR, OSHA, and HIPAA Training.....	31

Health, Immunization, and Safety Policies

Health and Immunization Requirements	32
Physical Exam/Health Status.....	32
N-95 Fit Testing	33
Immunizations.....	33
TB Screening	35
Safety and Technical Standards Policy and Procedure	36
Safety and Technical Standards Requirements	38

Criminal Background Check and Drug Screening

Policy	40
APP STATE Guidelines for Assessing Crimes/Misconduct in Relation to Nursing Requirements and Activities	42
Consent and Release Authorization Policy	46

Universal Confidentiality

Policy	46
--------------	----

Social Media

Policy	49
--------------	----

Accident and Injury

Policy	51
--------------	----

Event Reporting in the Clinical Setting

Event Reporting Policy	53
------------------------------	----

Ceremonies

Nursing Department Graduation Ceremony.....	54
---	----

University Graduation	54
-----------------------------	----

Forms

Accident and Injury Event Report.....	56
Blanket Release for Use of Photograph.....	58
Clinical Event Report.....	59
Consent and Release Authorization	61
Drug Screening and Criminal Background Check Acknowledgement and Agreement.....	62
Physical Examination	63
Remediation: Academic	64
Remediation: Clinical	65
Safety and Technical Standards: Evaluation	66
Student Handbook Agreement	68
Student Information	69
Tuberculosis Risk Assessment	70
Tuberculosis Testing Record: Annual.....	71
Tuberculosis Testing Record: Initial	72
Universal Confidentiality Agreement.....	73

FORWARD

Welcome to the Appalachian State University Department of Nursing. This handbook contains the most essential and commonly used policies of the University, as well as specific nursing program policies. Please note that the Handbook is subject to change as the program grows and policies are refined.

As you begin your nursing education at Appalachian State University, remember that you are the nursing leaders of tomorrow. Take pride in Appalachian State University and in the education that is shaping you to be an outstanding professional nurse.

Appalachian State University's Department of Nursing supports the mission of the University and the Beaver College of Health Sciences which includes excellence in teaching/learning and the fostering of scholarship and service to community. The complete text of these statements is included in the *Appalachian State University Undergraduate Bulletin, 2022- 2023*. The Department of Nursing does not discriminate on the basis of race, color, national origin, religion, sex, gender identity and expression, political affiliation, age, disability, veteran status, genetic information, or sexual orientation in either the selection of Students or as to any aspect of the education provided in this program.

NURSING DEPARTMENT DIRECTORY

Visit Nursing.appstate.edu for faculty & staff directory.

**APP STATE Department of Nursing
VISION STATEMENT, MISSION, GOALS, PHILOSOPHY,
AND EXPECTED OUTCOMES**

VISION STATEMENT:

Appalachian State University Department of Nursing will provide evidence-based nursing education in an intellectually stimulating and challenging environment that is designed to prepare the professional nurse with the knowledge and skills needed to practice in diverse settings in a highly complex health care system.

MISSION:

The mission of the Department of Nursing at Appalachian State University is to advance our students' cultural, intellectual, and personal development in order to prepare them for professional practice as registered nurses in entry level and advanced roles. This mission is achieved through the efforts of faculty committed to excellence in teaching, scholarship, and service. A broad, in-depth curriculum is provided built on the study of arts, humanities, mathematics, natural and social sciences, and standards for professional nursing practice. Graduates serve their community by applying research and principles of education in their practice of nursing in the entry level and advanced roles.

GOALS:

The goals of the RN-BSN program are to:

- 1 Provide a quality program in nursing based on a liberal education and professional nursing values, competencies, and knowledge.
- 2 Facilitate the development and implementation of professional nursing roles in caring for individuals, families, groups, and communities from diverse geographical and cultural backgrounds through the application of knowledge, theory, and research from nursing as well as other related disciplines.
- 3 Instill in students an appreciation for and commitment to lifelong learning, scholarship, and service in order to promote their personal growth, advance the profession of nursing, and meet the health needs of society.
- 4 Prepare nurses who can practice as generalists in any health care setting.
- 5 Provide a foundation for graduate nursing education.

PHILOSOPHY:

Nursing

Nursing is a practice discipline that provides a vital and distinctive service to global society through utilization of principles from nursing, physical, biological, and social sciences, arts, humanities and mathematics to assist individuals, families, groups, communities and populations achieve an optimal level of health. The focus is on holistic health through evidence-based practice and patient centered care. Professional nursing care is predicated on effective communication and critical thinking skills, current knowledge for evidence-based practice (EBP), technical and assessment skills, the nursing process, and a code of professional ethics.

Nurses are vital members of the collaborative healthcare team and practice in multiple and diverse environments, to promote optimal healthy functioning of persons.

Person

Each person is a holistic being who embodies inherent dignity and worth, and the right to self-determination. The focus of nursing care is persons as individual, family, groups, communities and/or populations. There is a synergistic relationship among person, nursing, health, and environment

Health

Health is defined by the perception of each person. Health is viewed holistically and includes the way persons interact with their environment.

Environment

Environment provides the context for human life, internal and external. The combined influences of the external and internal environments determine the growth and development of persons and their state of health.

Nursing Education

Nursing education encompasses scholarly inquiry and evidence-based practice to prepare professionals to enhance well-being and healthcare outcomes for individuals, families, groups, communities and/or populations.

While the faculty is committed to appreciating each student's uniqueness and accommodating each student's learning needs, the faculty expects students to be responsible for their own learning and to engage with the faculty in a dynamic, interactive, educational process. Nursing Education is a mutual endeavor in which students and faculty share, pursue, and generate knowledge in a collaborative setting.

Approved 4/2016; Reviewed 07/2021

PROGRAM OUTCOMES:

The following educational outcomes are based on the mission, goals, and philosophy of Appalachian State University's Department of Nursing.

The program graduate will:

1. Utilize clinical judgment and foundational knowledge of the liberal arts and sciences to provide nursing care that is holistic, equitable and evidence-based to diverse individuals and populations across the lifespan
2. Exhibit a person-centered approach respecting diversity, values, beliefs, needs, preferences, resources and determinants of health unique to healthcare consumers and stakeholders.
3. Collaborate with consumers, stakeholders, and healthcare team members to coordinate a continuum of care that focuses on wellness and prevention, restorative care, chronic disease management, and palliative care.
4. Communicate through personal interaction and use of information technologies in a manner that demonstrates respect, authenticity, confidentiality, while ensuring safety and quality care.
5. Promote personal and professional growth through participation in self-care modalities, educational offerings, and civic partnerships that lead to healthier lifestyles and equitable care for consumers and communities.
6. Demonstrate leadership and accountability in accordance with ethical, legal, and professional standards in nursing practice.

Major Concepts of Professional Nursing Role			
Person Centered Care	Nursing Process Technical Skills Safety/Quality Diversity Values Caring Legal/ethical issues Cultural Competence Teaching/learning Theory-based Practice Patient-centered Care Evidence-based	Theory-based Practice EBP/Research Professional Values Safety/quality Legal/ethical issues Caring	Theory-based Practice Safety/Quality Caring
Communication/ Collaboration	Educator Clinical Judgment Collaboration Cultural Competence Diversity Inter- and Intra-professional Communication	Collaboration Health Literacy Information management (access, evaluate, and disseminate healthcare information) Interprofessional healthcare team member Intra-professional communication	Advocate Educator Empowerment Interprofessional and intra-professional communication
Clinical Judgement	Inquiry Goal Setting Clinical Judgment Evaluating outcomes Interpretive reasoning Application of knowledge Prioritizing and	Inquiry EBP/research Prioritizing Goal setting Evaluating outcomes Application of knowledge	EBP/research Clinical judgment
Leadership/Professional Growth	EBP/research Professionalism Empowerment Safety/quality Autonomy Evaluating Outcomes	Delegation Evaluation EBP/research Professionalism Health Policy Supervision Accountability Legal/ethical issues Empowerment Health Care Systems	Professionalism Accountability Professional identity Professional values Global perspective Life-long learner Legal/ethical issues

Level Objectives 3000	Level Objectives 4000
1. Demonstrates skill in providing holistic nursing care to individuals and families across the lifespan based on professional nursing standards.	1. Provides competent holistic nursing care to individuals, families, groups, communities, and populations across the lifespan based on professional nursing standards.
2. Select evidence-based practice approaches through the utilization of critical thinking skills and state-of-the-art knowledge for persons with varying health promotion, health maintenance and health restoration needs across the lifespan.	2. Evaluate and utilize evidence-based practice through the utilization of critical thinking skills, and state-of-the-art knowledge for persons with varying health promotion, health maintenance, health restoration, needs across the lifespan,
3. Explore the attributes and the role of the professional nurse.	3. Participate in formal and informal experiences that promote both personal and professional growth.
4. Demonstrates effective communication (listening, verbal, non-verbal, written, and electronic) skills with individuals, families and groups as well as members of the interprofessional healthcare team facilitating a culture of quality and safety	4. Employs competent communication and developmentally appropriate skills in effective communication skills (listening, verbal, non-verbal, written, and electronic) with individuals, families, groups, communities, and populations as well as members of the interprofessional healthcare team facilitating a culture of quality and safety.
5. Identify health information resources for self, individuals, families, and colleagues.	5. Utilize technology and evaluate and disseminate health information resources for self, colleagues, and individuals, families, groups and communities.
6. Coordinates and collaborates with the healthcare team in the provision of care.	6. Demonstrates leadership skills in coordinating, collaborating, delegating, and supervising nursing care provided by others
7. Collaborates with individuals, families and groups through mutual goal-setting and education to promote health and wellness.	7. Collaborates with individuals, families, groups, communities, and populations through mutual goal-setting, advocacy, and education to promote health and wellness.
8. Participates in a patient centered (individual and family) approach that reflects professional values of altruism, autonomy, human dignity, integrity and social justice.	8. Displays a patient-centered approach (individual, family, groups, community, and populations) that reflects the professional values of altruism, autonomy, human dignity, integrity and social justice.
9. Follow procedures for economic, ethical, legal and professional nursing standards in nursing practice.	9. Demonstrates skill in economic ethical, legal, and professional nursing standards in nursing practice.
10. Applies a liberal arts education to the understanding of the continuum of care and resource utilization.	10. Evaluate the continuum of care and resource utilization based on the liberal arts foundation and nursing knowledge.

NURSING DEPARTMENT ORGANIZATION STRUCTURE

The Department Nursing is comprised of the Chair, Program Director(s), Tenure Track Faculty, Clinical Faculty, Adjunct Faculty and Administrative Staff. Unless otherwise noted in a specific policy, students are encouraged to address their concerns (when they arise) to their assigned course/clinical faculty member and subsequently to the RN-BSN Coordinator, then program director, and finally to the department chair if not resolved.

STUDENT ADVISEMENT

Academic advisement is provided by the Beaver College of Health Sciences Office of Advising and Academic Support located on the first floor of the Leon Levine Hall of Health Sciences 1179 State Farm Road, Boone NC. Ms. Jessica Guggenheimer is the current APP STATE Nursing Department Advisor, Room: 101, Phone: 828-262-8877, email: guggenheimerjb@appstate.edu. For any concern or issue, students are encouraged to contact the RN to BSN Coordinator, Ms. Mary Coleman remotely at phone: 828-262-colemanmal@appstate.edu OR the Undergraduate Program Director, Dr. Jean Bernard, Room 512B Leon Levine Hall, 828-262-8468, bernardjs@appstate.edu.

STUDENT INPUT INTO QUALITY PROGRAM IMPROVEMENT

The Department of Nursing invites students to provide input for quality program improvement through completion of faculty and course evaluations, participation in focus groups, and through representation on the Curriculum and Student Affairs committees.

STUDENT INFORMATION

Throughout the nursing program, students are required to convey current information to the department regarding

- contact information (changes in name, address and phone number),
- family emergency
- illness, or injury
- course drops, additions, or withdrawals from one or more classes

Students must notify the RN-BSN Coordinator, and the Registrar's Office of intent to drop, add, or withdraw from one or more classes.

At the beginning of each academic year, students must complete the **Student Information Form** and sign a **Student Handbook Agreement** that documents receipt and review of the Department of Nursing Student Handbook.

Upon admission to the program, students must give consent and sign the **Blanket Release For Use of Photograph Form**. **Forms are all completed in the compliance system.**

Revised 5/2017; 5/2018; 7/2019; 7/2021

APP STATE ACADEMIC AFFAIRS & POLICIES

Students must comply with all Appalachian State University policies including:

- Disability Resources
- Attendance
- Student Engagement in Coursework
- Academic Integrity

Examples of academic integrity violations include:

- Cheating
Fabrication & falsification
- Multiple submission
Plagiarism
- Abuse of academic materials
Complicity in academic dishonesty
- Specific policies and requirements for infection reporting & prevention (COVID-19 or other)

Policies may be found at:

- <https://studentconduct.appstate.edu/> -
- <https://academicaffairs.appstate.edu/resources/syllabi-policy-and-statement-information>
- https://policy.appstate.edu/Acadmeic_Integrity_Code
- <https://www.appstate.edu/go/coronovis>
- https://policy.appstate.edu/Policy_Manual

Academic Integrity

Formal complaints related to academic dishonesty are addressed in the *Appalachian State University: Academic Integrity Code 2022-2023*.

Violations of the Academic Integrity Code are addressed on a case by case basis by the Office of Student Conduct.

Plagiarism

Plagiarism is defined in the Appalachian State University Academic Integrity Code as “presenting the words or ideas of another as one’s own work or ideas”. All directly quoted material must be properly cited. Plagiarism includes but is not limited to borrowing, downloading, cutting, pasting and paraphrasing without acknowledgement, including from online sources, or allowing a person’s academic work to be submitted as another’s work.

APP STATE Student SUPPORT SERVICES

Library Services (828-262-2186): Students are encouraged to use the APP STATE's library facilities. Find the Beaver College of Health Sciences Librarian by visiting library.appstate.edu

Counseling Center (828-262-3180), <http://counseling.appstate.edu/>: APP STATE's Counseling Center is available to students at any time. For emergencies, on weekends and evenings, students may contact APP STATE's Police at (828)262-2150 if counseling staff member is needed. In addition, the counseling center may refer students to local mental health services.

Student Health Services (828-262-3100), <https://healthservices.appstate.edu/>: APP STATE's BSN (Prelicensure) students have access to Student Health Services, however online nursing students do not pay the student health services fee and are not eligible.

Disability Resources (828-262-3056), <https://odr.appstate.edu/>: Appalachian State University is committed to making reasonable accommodations for individuals with documented qualifying disabilities in accordance with the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Students must go to the **Student Process webpage at:** <https://odr.appstate.edu/students> to make an electronic **Student Accommodation Request** as part of the process for determining accommodations. For temporary accommodations, please see this request form: https://odr.appstate.edu/sites/default/files/documentation_form_for_temporary_impairments.pdf.

Students seeking accommodations based on a substantially limiting disability must contact and register with The Office of Disability Resources (ODR). ODR engages in an interactive process to review requests for accommodations with consideration of course requirements and a student's condition, history, and request. Once registration is complete, a student will meet with ODR staff to discuss eligibility and appropriate accommodations. ODR will contact and inform course faculty of needed accommodations. Faculty are very willing to assist students based on ODR's recommendations.

Diversity and Inclusion at Appalachian (828-262-2460) (diversity.appstate.edu) APP STATE is committed to Inclusive Excellence and does not position diversity as simply the presence of difference, but instead treats diversity as the **intentional inclusion** of the cultures, worldviews, gifts, talents, history, and traditions of all people and places. Inclusive Excellence employs a broad definition of diversity that includes:

- (Dis)ability
- Gender identity
- Gender expression
- Sexual orientation
- Race and ethnicity
- Religion
- Nationality
- Age
- Religion
- Social class

APP STATE also fosters a campus that is safe and promotes the well-being of all individuals. Gender discrimination, sexual violence, and relationship violence are counter to our values institutionally. Students who experience interpersonal violence, may contact the Office of Title IX Compliance.

Tutoring (828-262-2291), <https://studentlearningcenter.appstate.edu/tutoring-services> : On campus students should discuss tutoring with course faculty member and/or academic advisor(s). Online students in need of tutoring may contact faculty or the online education department.

ADDITIONAL RESOURCES	
Academic Affairs	828-262-2070
Add a Class (Registrar's Office)	828-262-2050
Adverse Weather	828-262-7669
Appalachian Summer Festival	828-262-4046
Application for Graduation	828-262-6492
App State Online	828-262-3113
Athletic Tickets	828-262-2079
Dean's Office (Beaver College)	828-262-8145
Bookstore	828-262-3070
Career Development Center	828-262-2180
Cashier's Office	828-262-2113
Chancellor	828-262-2040
Change of Address (Registrar's Office)	828-262-2050
Computer Shop (bookstore)	828-262-3070
Computer Technical Support	828-262-6266
Counseling and Psychological Services	828-262-3180
Daymark and After-Hours Number	828-264-8759; 877-492-2785 (After hours)
Dean of Students	828-262-8284
Digital Learning Resources	828-262-6090
Digital Learning Studio	828-262-2186
Disability Resources, Office of	828-262-3056
Financial Aid	828-262-2190
Grade Information (Registrar's Office)	828-262-2050
Health Services	828-262-3100
ID Cards	828-262-6141
Information (APP STATE Campus)	828-262-2000
Information (Student)	828-262-3030
Learning Center	828-262-2291
Legal Clinic	828-262-8284
Belk Library	828-262-2186
Loans	828-262-2190
Off-Campus Courses (Distance Ed)	828-262-3113
Parking and Traffic	828-262-2878
POLICE (Campus)	828-262-8000
Racial Trauma Healing Space	828-262-2083
Registrar	828-262-2050
Substance Abuse Health Services Administration	1-800-662-HELP
Schaefer Center	828-262-4046

Scholarships	828-262-8453
Suicide Prevention	1-800-272-TALK (8255)
Testing Center	828-262-6801
Title Nine Equity Office (Grievances, etc.)	828-262-2144
Transcript (Registrar)	828-262-2050
Tuition & Fees	828-262-2113
Withdrawal (Registrar)	828-262-2050

Revised 07/2019; 06/30/2020, 08/2021

APP STATE Department of Nursing FINANCIAL AID

Listed below are resources for information on financial aid detailing up-to-date specifics to assist in the appropriate funding for your needs.

- **APP STATE's Financial Aid office—(828)262-2059** <https://financialaid.appstate.edu/>
They can help with programs such as Pell Grants and Stafford Loans, State-funded programs such as the NC Student Incentive Grant, work-study opportunities, and scholarships available only to Appalachian Students.
- **Beaver College of Health Sciences Scholarship page:** <https://healthsciences.appstate.edu/students/scholarships>
- **American Association of Colleges of Nursing:** <https://www.aacnnursing.org/Students/Financial-Aid>
- **American Nurses Association:** <https://www.nursingworld.org/education-events/scholarships/>
- **Black Excel**
<http://www.blackexcel.org/nursing-scholarships.html>
- **College Foundation of North Carolina**
<https://www.cfnc.org/>
This program administers the NC Nurse Scholar's Program, the NC Health, Science and Math Scholarship program, and many other relevant programs.
- **North Carolina Nurses Association Foundation:**
<https://www.ncnurses.org/foundation/scholarships/>
- **National Student Nurses Association Foundation:**
<https://www.nсна.org/foundation-of-the-nsna.html>
& <https://www.forevernursing.org/>
- **Sigma Theta Tau:**
<https://www.sigmanursing.org/advance-elevate/careers/nursing-scholarship-opportunities>
- **U.S. Department of Health and Human Services:** <https://bhwh.hrsa.gov/loansscholarships>
- **After College/AACN Nursing Student Scholarship Fund**
<https://www.aftercollege.com/content/article/aftercollege-aacn-scholarship/>

APP STATE Department of Nursing

COMPLAINTS/RESOURCES Students enrolled in the Department of Nursing have access to the same resources regarding complaints of misconduct as other students at App State. The following information is provided as a resource for Nursing Students:

- Students who believe they are victim of sexual harassment may contact the APP STATE Office of Title IX Compliance, 123 I.G. Greer Hall, titleix.appstate.edu, 828-262-2144.

Student Misconduct

Definition of Misconduct from the *Appalachian State University Code of Student Conduct 2022-2023*. "...any action by a student that endangers or threatens to endanger the health or safety of the University community or the education mission of the University, or any behavior that violates the standards of conduct specified in Article IV of this Code"

The Code of Student Conduct is the primary resource related to misconduct. It contains:

Bill of Students' Rights

- Disciplinary policies
- Role of Conduct Boards
- Procedure for conduct review
- Guidelines for determining appropriate sanctions
- Rights of an accused student during a hearing
- Guidelines for students appealing claims

In the event that a complaint has been made regarding student misconduct, every attempt is made to ensure that students' rights to a fair process are upheld. For complaints regarding student misconduct, please contact the Office of Student Conduct: Plemmons Student Union, Rm. 320, studentconduct@appstate.edu, 828-262-2704.

Consequences of Misconduct as per the APP STATE Code of Student Conduct may include:

- expulsion,
- suspension,
- reprimand,
- general probation,
- specific probation,
- community service, and
- restitution.

APP STATE Department of Nursing

RN to BSN MAJOR: ADMISSION, PROGRESSION AND GRADUATION POLICIES

The Bachelor of Science in Nursing (RN to BSN)

This accredited baccalaureate online program is designed for current registered nurses seeking to practice as generalists in a variety of healthcare settings. The RN to BSN program provides the academic knowledge and skills to advance in the nursing profession and builds a foundation for graduate nursing education.

Admission Criteria

Admission decisions for the RN to BSN program are made by the Department of Nursing. To meet the RN-BSN admission requirements, students must:

- Be initially admitted to the Appalachian State University (APP STATE).
- Hold an Associate in Applied Science in Nursing degree, or an Associate Degree in Nursing from an accredited institution, or a Diploma in Nursing from an accredited hospital nursing program.
- Hold a current, unrestricted and unencumbered registered nurse (RN) license to practice in North Carolina or a compact state prior to and throughout the RN to BSN program.
- Have a cumulative GPA of 2.5 on a 4.0 scale calculated over all college coursework (cumulative GPA as calculated by the Department of Nursing).
- Have completed **all** lower division course work (required core, nursing cognate courses, and any elective courses) **before** starting the RN-BSN program.
- Provide health records and immunization documentation as requested by required deadline.

Transfer Credit:

- All baccalaureate degrees granted by Appalachian require the completion of a minimum of 50 semester hours at a senior college or university. (Note that credit awarded for credit by exam, military service, or “Life Experience” does not count as part of the required 50 hours.)
- All nursing courses must be taken at Appalachian. The Comprehensive Articulation Agreement (CAA) with NC community colleges will be followed in evaluating non-nursing credits from NC community colleges.
- Upon successful completion of NUR 3011- Concepts of Professional Nursing, the student will receive 30 hours of validated credit for prior nursing courses and clinical competencies.
- The Office of Transfer Services has final control over whether courses taken at another institution of higher learning will transfer in to APP STATE. A copy of the previous course syllabus and/or catalog course description must be submitted.
- Nursing courses taken at other institutions will be evaluated by the Chair of the Department of Nursing who will determine if courses taken are equivalent to APP STATE’s nursing courses. A copy of the previous course syllabus and/or the course description from the catalog at the former institution must be submitted.

Academic Success and Student Progression:

Just Culture Framework:

In collaboration with the North Carolina Board of Nursing’s philosophies, the App State Department of Nursing uses a “Just Culture” framework. Just Culture promotes a learning culture that supports patient safety while assigning accountability for behavioral choices. The Department of Nursing uses “Just Culture” concepts when reviewing practice events or errors and when identifying appropriate resolutions that promote practice enhancement and patient safety. Just Culture concepts are outlined here at the North Carolina Board of Nursing website: [Just Culture Concepts & Definitions](https://www.ncbon.com/vdownloads/just-culture/just-culture-speet.pdf). For nursing students, the STUDENT PRACTICE EVENT EVALUATION TOOL (SPEET), is used as an integral tool for investigation and review of practice situations. A copy of the SPEET (NCBON, 2020) is available at: <https://www.ncbon.com/vdownloads/just-culture/just-culture-speet.pdf>.

Progression Requirements

- Upon admittance and to progress thereafter, students must:
 - Adhere to all policies of the University and Department of Nursing
 - Achieve a grade of 77% or higher in each nursing course.
 - Maintain a cumulative nursing GPA of 2.5 at the end of fall semester and each semester thereafter.
 - Maintain negative Drug Screen
 - Maintain approved Criminal Background Check
 - Maintain an unrestricted, unencumbered current license to practice nursing in NC or a compact state.
- Based on requirements of non-traditional clinical courses, students may be required to:
 - Maintain malpractice/liability insurance through Appalachian State University
 - maintain current BLS certification at the healthcare provider level, American Heart Association.
 - Maintain yearly tuberculosis screening
 - Maintain all immunization requirements particular to clinical agency requirements.
- The university does not specify time limits for completion of undergraduate degrees. However, nursing students who fail to achieve a “C (77%)” or higher in a nursing course cannot progress in the program, must reapply, and will be required to meet all admission standards. Readmission is a competitive process and is not guaranteed.

LEARNING IMPROVEMENT POLICY

The Department of Nursing promotes the success of every student in the program. When students' work indicates potential academic or clinical failure (a grade < 77%), faculty will meet with the student to complete a Learning Improvement Plan within 1-2 weeks of the occurrence. The plan will be signed by both the student and faculty. A copy of the written plan will be provided to the student and maintained in the student file. As part of creating and maintaining a just culture, clinical remediation will incorporate the use of the North Carolina Board of Nursing, Student Practice Event Evaluation Tool (SPEET).

Learning Improvement Plan:

A student who is not meeting program, course, and/or clinical objectives may be placed on a Learning Improvement Plan to help facilitate student success.

A Learning Improvement Plan is not punitive, but rather a communication tool established to allow students, in conjunction with faculty, to address areas in need of improvement. The plan will note the issue of concern and related program/course/clinical objective, provide examples of the problem, and establish concrete action plans and timelines for addressing areas of concern through clearly defined and measurable performance objectives.

Circumstances for a learning improvement plan include but are not limited to:

- A grade of <85% on a medication calculation test.
- A failing grade (<77%) on a paper or exam in any nursing course.
- A mid-term evaluation with a grade of <77% in a didactic or clinical course.
- A rating of less than Level two (2) on a proctored ATI exam.
- Any deficiency in the classroom, lab, or clinical setting as determined by faculty.

Incomplete Courses

- If a student receives a grade of “incomplete” for a nursing course, the “incomplete” must be satisfied with a grade of 77% or higher before a student may progress to the next semester of nursing courses.
- Satisfaction of the incomplete coursework must occur no later than the end of the final grading period for the current term as noted on the official academic calendar (For example, incomplete grades for Spring and Summer terms are due by the last day to submit final grades in the following Fall term. Incomplete grades for Fall terms are due by the last day to submit final grades in the following Spring term)

Withdrawals

- Students who need to withdraw (i.e., discontinue all classes) for the current term or a future term must complete the online [Withdraw from the University Form](#). Completed form will automatically be forwarded to the Registrar's Office for withdrawal processing. For withdrawal process questions, please contact the Registrar's Office at (828) 262-2050 or registrar@appstate.edu.
- Newly admitted undergraduate students who no longer plan to attend Appalachian, must also notify the [Office of Admissions](#).
- Starting the first day of classes, discontinuing enrollment in all your classes is considered a withdrawal for the term. If the withdrawal occurs after the official last day to withdraw from the term as published in the [Academic Calendar](#), there will be no refund and grade(s) will be recorded as "Withdrawal Failure" or “WF.” To find the last day to withdraw from the term, please refer to the academic calendar for that term.
- The [Withdrawal Checklist](#) provides students necessary steps needed in withdrawal.
- Courses in the nursing program are taught only once a year and are sequential. Students who withdraw must communicate via email with the Program Director (bernardjs@appstate.edu), and RN to BSN Coordinator (colemanmma1@appstate.edu), who will notify the academic advisor.
- APP STATE Student Health Service must approve medical withdrawals and readmissions. The student may need to provide supporting documentation from healthcare provider.
- Students who plan to return after withdrawing, must follow the university and Department of Nursing readmission policies.

Refund Policy

Information and/or questions regarding refunds can be found on the [Office of Student Accounts website](#) (or email them at studentaccounts.appstate.edu.)

Graduation Requirements

- **The Bachelor of Science in Nursing (RN to BSN) consists of 120 semester hours.**
- An overall nursing GPA of at least 2.5 is required.
- **Required Core (44 SH)**
ALL lower-division coursework (Nursing Required Core, Cognate Courses, and Elective Courses) must be completed prior to entry to the program:
 - **English Composition (6 SH)** Two English Composition courses
 - **Humanities/Fine Arts (12 SH)** One literature course required One fine arts course required
Two additional courses from: art, dance, drama, foreign language, music, literature, interdisciplinary humanities, philosophy, and religion.
 - **Social/Behavioral Sciences(12 SH)**
One history course
An introductory course in sociology An introductory course in psychology
An additional course from: anthropology, economics, geography, history, political science, psychology, and sociology
 - **Mathematics (6 SH)**
Introductory mathematics course (survey, college algebra, trigonometry, calculus, etc.)
Introductory statistics course (does not have to be math prefix)
 - **Natural Sciences (8 SH)**
Human Anatomy and Physiology with Lab

Nursing Cognate Courses (18 SH)

Nursing cognates (18 SH) are support courses for the major that are required for the BSN degree, and must be completed at a community college or other accredited institution.

Cognate courses required for the RN-BSN program:

- Human Anatomy & Physiology* - if not taken as part of the Required Core (8 SH)
- Microbiology with lab (4 SH)
- Developmental Psychology or Human Growth and Development* - if not taken as part of the Required Core (3 SH)
- College level Statistics* - if not taken as part of the Required Core (3 SH)

* Courses in the cognate may also count as part of the Required Core, and additional hours needed are made up in General Electives to total the 120 semester hours required for the BSN degree.

Elective Course Requirements (to complete a total of 120 SH)

The BSN degree requires a total of 120 semester hours. If a student has fewer than 120 hours on record after completing all other degree requirements, the remaining credit hours must be obtained by taking general elective courses that are transferable to Appalachian.

Nursing Major Coursework (30 SH)

Students may be sanctioned or dismissed from the Department of Nursing for any of the following reasons:

- Non-compliance and/or violations of Appalachian State University or Department of Nursing policies and procedures.
- Non-compliance and/or violations of clinical agency policies and procedures.
- Non-compliance and/or violations of the North Carolina Nurse Practice Act and ANA's *Code of Ethics*.
- Failure to achieve a grade of at least “C” (77% or >) in a nursing (NUR) course and/or achieving a summative grade of “Unsatisfactory” in a clinical course.
- Failure to pass a medication calculation test on the third attempt.
- Repeated or severe inappropriate behavior that interferes with the ability of the student to safely practice nursing.
- Use of illegal substances or misuse of substances that interfere with the ability to practice safe nursing.
- Denial by any clinical agency for access due to criminal background results, positive drug screen or other outcomes that impact safe nursing practice.
- Clinical behavior that is unsafe, unprofessional, unethical and/or beyond student’s scope of practice (actions for which student has not been educated or authorized to perform (Refer to the Just Culture SPEET form section for more details) (NCBON, 2020).
- Uncivil behavior in classroom, lab, clinical or online settings directed toward patients, family members, significant others, visitors, students, faculty or other healthcare providers.
- Behavior that threatens the physical, emotional, mental or environmental safety of patients, family members or significant others, visitors, students, faculty or other healthcare providers.
- Excessive absences, tardiness, and/or incomplete assignments.

Performance Standards and Processes for Violations

Students in the BSN program are first and foremost Appalachian State University students. Therefore, they must adhere to the academic standards and performance standards set forth by the University for all students. According to the Appalachian State University Code of Student Conduct and Academic Integrity Code, “When students enter the University, they assume obligations of performance and behavior relevant to the University’s mission, processes, and functions. These expectations of students in an academic community are higher than those expected of other citizens.” Violations of the performance standards set forth by the University, including violations of the Academic Integrity Code, Will be referred to the Office of Student Conduct. Please note that alleged threat or harassment complaints must be handled according to University procedures.

When concerns are noted in any of the areas outlined under the items for sanction and/or dismissal, the Department will utilize the policies and procedures outlined in the following paragraphs.

The severity of the concern will influence the level of intervention and steps followed. It is important to note that if a Clinical placement or service learning agency requests a student be removed, the Department will honor the request. When an academic, behavioral, or professionalism concern is identified the following steps are strongly

- The faculty member and student should attempt to resolve concerns as soon as possible through open discussion of the issues. Possible solutions will be identified, implemented, and documented. Documentation may include e-mail summaries of meetings and will include the DON Performance Concerns Form. The form will be signed by both the student and faculty. A copy of the written form will be provided to the student and maintained in the student file. The BSN Program Director and/or Department Chair may serve as resources to assist the student and the faculty member in resolving concerns.
- If a satisfactory solution is not reached and/or if another issue arises following the meeting with the faculty member and student, the Program Director should be contacted. The Program Director may consult with the Department Chair. The faculty member and Program Director may use a variety of methods including joint and individual meetings to assist in resolving the problems; efforts to resolve the problems will be documented. Documentation may include e-mail summaries of meetings and will include the DON Performance Concerns Form.
- If agreeable solutions are not found, the problem is not remedied, or a new problem occurs following consultation with the Program Director, the Program Director will notify the Department Chair.

Possible actions may include but are not limited to the following items.

- The Department Chair will determine a course of action and may consult with appropriate University, College and/or Department personnel.
- Gather more information which may include contact with the student, faculty members, agency, or others;
- Conduct a meeting to resolve issues;
- Develop a written performance contract;
- Remove the student from the clinical/service learning agency or classroom; removal may be temporary or permanent.
- Dismissal from the program

The student will be notified in writing of the reasons for dismissal. Students have the right to follow University procedures to file a grievance.

The procedure addressed above relates to concerns raised outside of the clinical setting. The procedure for addressing concerns raised while students are placed in the clinical setting is described in the SPEET (NCSBON).

Student Grade Appeals or other Grievances:

Students may be sanctioned or dismissed from the University in accordance with Department of Nursing and University policies. Students have the right to grieve or appeal issues such as final grades, academic integrity sanctions, discrimination, harassment, student conduct sanctions, eligibility for reasonable accommodations under the ADA, misconduct, state residency classifications for tuition purposes, decisions by the Undergraduate or Graduate Schools, or decisions made by the Office of Student Financial Aid. The process for such grievances or appeals can be found here: <https://academicaffairs.appstate.edu/resources-forms/student-grievance-and-appeal-policies-and-procedures>

Readmission

- Students may seek readmission once if they:
 - Receive a grade of C- (74-76.99) in one nursing course one time.
 - Approved withdraw from a course.
<https://registrar.appstate.edu/resources/policies/academic-policies/withdrawal-policy>
- Application for readmission does not guarantee readmission.
- Students requesting readmission must complete the following form:
<https://ugrad.appstate.edu/register/RNBSNreadmit>
- The Department of Nursing Chair and the Admissions Committee will review the Letter Requesting Readmission with consideration of:
 - Student's accountability for lack of success
Plans for future success
 - Nursing GPA, coursework and clinical performance
 - Number of absences/ tardy episodes in nursing courses over the semester
- The Admissions Committee may request a conference with the student or the development of a plan overseen by the RN-BSN coordinator. This plan may include focused content review and scheduled meetings with faculty and/or program director
- Recommendation of the Admission Committee regarding readmission will be forwarded to the Department of Nursing Chair for final approval.
- The Department of Nursing Chair will inform the student in writing of a readmission decision, rationale, and instruction for next steps.
- If a student is denied readmission, the student may appeal the decision in writing to the Dean of the Beaver College of Health Sciences within 10 business days from the issuance of the decision by the Chair.
- The students should provide copies of the prior Letter Requesting Readmission which includes:
 - Reasons for the request for readmission;
Factors that contributed to dismissal;
 - Attempted remediation actions to prevent failure and/or dismissal; and
An action plan for success including specific behaviors that will enhance learning if readmitted (i.e. decreased work hours, study group, testing accommodations). -
AND-
 - A copy of the readmission denial letter from the Department of Nursing.
- The decision of the Dean shall be final and no additional appeal rights shall be provided.
- Students who are not readmitted will be advised regarding options for change of major and directed to proper departments for new advising.

APP STATE Department of Nursing
CURRICULUM OVERVIEW RN-BSN PROGRAM

Fall Semester:

- NUR 3000 Nursing Informatics (3 Semester Hours)
- NUR 3011 Concepts of Professional Nursing (4 Semester Hours)
- NUR 3021 Health Assessment (4 Semester Hours)

Spring Semester:

- NUR 4033 Nursing Research (3 Semester Hours)
- NUR 4021 Nursing Care of Communities (4 Semester Hours)
- NUR 4029 Nursing Leadership & Management (4 Semester Hours)

Summer Semester:

- NUR 3031 Nursing Care of Older Adults (3 Semester Hours)
- NUR 4032 Professional Nursing Synthesis (5 Semester Hours)

* Upon successful completion of NUR 3011- Concepts of Professional Nursing, the student will receive 30 hours of validated credit for prior nursing courses and clinical

APP STATE Department of Nursing
RN-BSN CURRICULUM – COURSE DESCRIPTIONS

NUR 3000 Nursing Informatics (3); Fall.

This course examines the integration of computer science, information science, and nursing science in the nurse's role of designer, manager of information, and coordinator of care. The acquisition, evaluation, and application of information from a variety of sources are analyzed in terms of their applicability for evidence-based practice (EBP) as well as their validity for public access and utilization. Lecture three hours.
Prerequisite: admission to the online RN to BSN degree program.

NUR 3011 Concepts of Professional Nursing (4); Fall.

GEN ED: Junior Writing in the Discipline (WID)

This course introduces an expanded knowledge about nurses as members of the profession, providers of care, and coordinators, designers and managers of care related to differentiated practice. Nursing history, process, and roles are explored. Students receive an introduction to theory, practice, and research concepts. Evidence-based and community-based nursing are introduced along with critical thinking. The nursing process and principles that guide practice are explicated. Nursing trends and issues are identified. Lecture four hours.
Prerequisites: admission to the online RN to BSN degree program and R C 2001 or its equivalent.

NUR 3021 Health Assessment (4); Fall.

This course examines the integration of evidence-based knowledge and skills of health assessment into the nurse's roles of provider of care and designer, manager, and coordinator of care. Through the presentation of the concepts of health assessment, coupled with the nursing process, this course emphasizes assessment, identification and documentation of normal and abnormal physical and psychosocial findings across the lifespan with an appreciation of different cultural factors that may influence health. Lecture three hours, laboratory two hours.
Prerequisite: admission to the online RN to BSN degree program.

NUR 4021 Nursing Care of Communities (4); Spring.

In this course, students concentrate on the nurse's roles of provider of care, designer, manager, and coordinator of care and member of the profession in caring for groups in a community setting. The focus is on assisting vulnerable populations to achieve improved health goals and outcomes. Students participate in a variety of techniques for improving health care, such as patient education. Also, students partner with community agencies to positively influence health care. Lecture three hours, 30 related clinical hours (community survey project)
Prerequisite: admission to the online RN to BSN degree program

NUR 4029 Nursing Leadership and Management (4); Spring.

This course examines the role of research and theory in nursing practice and health care. In addition, it provides an overview and an analysis of research methodologies and the theoretical approaches with a continued look at evidence-based practice. The roles of the professional nurse as a member of the profession and provider of care as they relate to the application of nursing research in practice are explored.

Prerequisite: admission to the online RN to BSN degree program or permission of instructor.

NUR 4033 Nursing Research (3); Spring.

This course examines the role of research and theory in nursing practice and health care. In addition, it provides an overview and an analysis of research methodologies and the theoretical approaches with a continued look at evidence-based practice. The roles of the professional nurse as a member of the profession and provider of care as they relate to the application of nursing research in practice are explored.

Prerequisite: admission to the online RN to BSN degree program or permission of instructor.

NUR 3031 Nursing Care of Older Adults (3); Summer.

This course covers past, present and predicted trends of the elderly population and their relationship to nursing. The course explores the roles of the nurse with the older adult and her/his family as provider of care as well as designer, manager, and coordinator of care in the many settings where the elder adult lives. The student explores common and chronic health problems, holistic care, safety, ethics, resources, and a variety of health promotion techniques related to the care of the older adult and her/his family. Lecture three hours.

Prerequisite: admission to the online RN to BSN degree program.

NUR 4032 Professional Nursing Synthesis (5); Summer.

GEN ED: Capstone Experience

This capstone course is a synthesis of knowledge, theories, and clinical experiences from course work throughout the nursing major. Students develop learning contracts incorporating the roles of provider of care, designer, manager, and coordinator of care, and the member of the profession. The course consists of 120 clinical hours.

Prerequisite: admission to the online RN to BSN degree program.

APP STATE Department of Nursing COMPUTER POLICY

Students are expected to follow the recommended computer specifications found at <https://support.appstate.edu/about/technology-support-center/recommended-computer-specifications>. Difficulties arising from use of non-recommended products are the responsibility of the student. Work must be submitted in the requested format if specified. If not specified, work must be submitted in a Word or PDF format. Students have access to many different types of software, including Office 365 and Google.

Drive. <https://support.appstate.edu/students/software-including-office-365>. There may be additional software requirements based on course assignments.

A reliable, high-speed connection is important to be able to fully participate in online learning. If struggling with bandwidth issues, consider closing all of the programs except for the tools that you are actively using, muting microphone unless speaking and downloading materials prior to meeting times, as possible. Consider using a wired connection instead of WiFi, where possible. Keep in mind that baby monitors, walls and cordless phones can impact WiFi signals.

EMAIL POLICY

Students are expected to follow the same expectations as faculty in responding in a timely manner to emails and other attempts at contact. During the semester, this should be 2 business days or by the time specifically requested by faculty, unless other arrangements are made. APP STATE emails will be the primary mode of contact used- students should not email professors from their personal email.

Learning Improvement Plan/Remediation:

A student who is not meeting program, course, and/or clinical objectives may be placed on a Learning Improvement Plan (LIP) to help facilitate student success.

A LIP is not punitive, but rather a communication tool established to allow students, in conjunction with faculty, to address areas in need of improvement. A LIP will note the issue of concern and related program/course/clinical objective, provide examples of the problem, and establish concrete action plans and timelines for addressing areas of concern through clearly defined and measurable performance objectives.

For issues related to program requirements or professional behavior, the RN to BSN Coordinator or course coordinator (depending on the situation) will work with the student to develop a LIP. For issues related to clinical performance, the Clinical Instructor (in conjunction with the Course Coordinator), will work with the student to develop a LIP. The Undergraduate Director will be notified when a LIP is issued and with a copy of the plan forwarded and to be placed in the student's permanent file. A student whose performance does not meet the objectives of the LIP may be subject to course failure or administrative withdrawal from the nursing program.

APP STATE Department of Nursing

GRADING POLICIES

Students are required to pass didactic classwork with a grade of C (77%) and clinical coursework with a “Satisfactory” in order to progress in the nursing program. Grades are not rounded in the nursing department. Requirements for evaluating performance and generation of course grades are determined by the course instructor. Per faculty discretion, a 5% per day deduction in score may be applied to any late exam or assignment.

Nursing Program Grading Scale

A	95-100
A-	92-94.99
B	89-91.99
+	86-88.99
B	83-85.99
B-	80-82.99
C	77-79.99
+	74-76.99
C	71-73.99
C-	65-70.99
D	64.99 and lower

Grading Disputes/Resolutions

- Students who believe that the course grade is unfair or inaccurate, must first discuss concerns with course faculty.
- If unable to resolve, the student may then discuss concerns with the RN-BSN Coordinator, then the Chair of the Nursing Department. At this point if there is a lack of resolution, the Appeal Procedure should be followed.

Final Grade Appeal

The APP STATE Nursing Department follows the greater university policies related to student grievances and grade appeals. Please refer to the Appalachian State University, Academic Affairs website. The information from their main link will always be the most current.

Academic Affairs: (from academic affairs: resources: Student Grievance and Appeal Policies and Procedures.

- <https://academicaffairs.appstate.edu/resources/final-grade-appeal-procedure>

Form for appealing: (From academic affairs: resources: forms)

- https://academicaffairs.appstate.edu/sites/academicaffairs.appstate.edu/files/final_grade_appeal_enabled.pdf

APP STATE Department of Nursing CLINICAL POLICIES AND REQUIREMENTS

Clinical Hours

Clinical hours in the RN-BSN program are non-traditional and include a variety of projects in which the student may use their own work setting with permission of the facility's Student Programs Coordinator. The projects will be explained in detail when students are enrolled. **Clinical sites must be located within the state of North Carolina unless approval is given by the Undergraduate Program Director in advance.**

Although RN-BSN students do not participate in traditional clinical hours, they do complete an evidence-based research project in NUR4032, Professional Nursing Synthesis. This course is taught in the final semester of the program. Students may choose to complete this coursework at their place of employment or an alternative agency of choice. An affiliation agreement (contract) between APP STATE and the specific facility may be required.

Professional Behavior:

Students are responsible for adhering to all Department of Nursing policies and procedures related to clinical, practicum/ capstone, simulation laboratory learning experiences while enrolled in the nursing program. When in clinical settings, students are accountable for knowing and abiding by clinical agency guidelines, regulations, and policies related to professional dress; professional behavior that includes communication patterns, safety practices, and other parameters that support delivery of safe, effective, and quality professional nursing care. It is the student's responsibility to clarify with nursing faculty any area of professional conduct outlined in Department and/or agency policy that is unclear.

Just Culture Framework:

In collaboration with the North Carolina Board of Nursing's philosophies, the App State Department of Nursing uses a "Just Culture" framework. Just Culture promotes a learning culture that supports patient safety while assigning accountability for behavioral choices. The Department of Nursing uses "Just Culture" concepts when reviewing practice events or errors and when identifying appropriate resolutions that promote practice enhancement and patient safety. Just Culture concepts are outlined here at the North Carolina Board of Nursing website: [Just Culture Concepts & Definitions](https://www.ncbon.com/vdownloads/just-culture/just-culture-speet.pdf). For nursing students, the STUDENT PRACTICE EVENT EVALUATION TOOL (SPEET), is used as an integral tool for investigation and review of practice situations. A copy of the SPEET (NCBON, 2020) is available at: <https://www.ncbon.com/vdownloads/just-culture/just-culture-speet.pdf>.

Verification of BLS, OSHA, and HIPAA Training

All students must comply with state, Nursing Department and clinical agency mandated regulations. Prior to beginning clinical experiences at any agency, students must provide proof of and upload in the compliance system.

- documentation of **The NCAHEC Online Core Orientation**. URL address: <https://www.wakeahec.org/hctriangeclinical.htm>
- current American Heart Association BLS CPR certification
- current OSHA and HIPAA training
- current health information and immunizations status
- requirements for clinical practice mandated by the clinical agency

- criminal background check (CBC)
- urine drug screen (DS) that includes:

AMP amphetamine	BAR barbiturates
BZP benzodiazepines	COC cocaine
MTD methadone	METH methamphetamines
MDMA ecstasy	OPI opiates
OXY oxycodone	PCP phencyclidine
PPX propoxyphene	THC marijuana

- NOTE: CBC, DS and test results from vendors other than the department compliance system will not be accepted.

HEALTH AND IMMUNIZATION REQUIREMENTS

All Students admitted to the Department of Nursing are required to comply with all Appalachian State University Department of Nursing health requirements in order to complete the clinical related components of their courses. The requirements have been developed in accordance with Appalachian State University Student Health requirements, Center for Disease Control (CDC), Immunization Action Coalition and facilities utilized for clinical affiliations.

- Students must submit all health and immunization information including completed forms within 6 weeks of admission to the program and prior to any clinical rotation. This information must also be uploaded and accepted into the compliance system. Students must include:
 - Name and Banner ID (APP STATE ID) on all pages
 - The name and address of the health care provider, facility and/or lab completing required forms.
 - Lab and X Ray results must be a laboratory or radiologist document.

Student Physical Examination and Health Status

Upon admission to the program, students must have a physical completed by their health care provider. Results of this physical examination must be documented on the **APP STATE Physical Form AND the Department of Nursing Safety and Technical Form.**

- **APP STATE Physical Form**
 - All blanks should be completed and signed by *both* student and health care provider.
 - The Health Care Provider's address must be documented.
 - When fully completed, the APP STATE Physical Form must be uploaded into the compliance system.
- **Safety and Technical Standards**
 - Review Policy and Procedure.
 - Students must complete all questions on the form and sign in preparation for their provider visit.
 - The Health Care Provider must review, provide comments related to student's ability, and sign this form.
 - The Safety and Technical Standards must be completed annually with Health Care Provider visit and signature by the deadlines noted in the compliance system.
 - The completed forms should be uploaded into the compliance system data base.
- While enrolled in the nursing program, students are required to immediately inform the Department of Nursing of *any change in health status including illness or injury*. The student must notify the course faculty, Program Director, Department Chair, and the Director of Compliance and Student

Support. Any condition that is deemed to have the potential to jeopardize the quality of nursing care or the safety of clients will be discussed with the student by the parties mentioned above and appropriate action will be taken.

N-95 Mask Fit Testing:

- In order for students to provide care to patients on Airborne Precautions (ex. Tuberculosis, COVID-19, etc.), students will be required to be fit tested for N-95 masks based on agency requirements. Should a student be unable to pass fit testing requirements, they may not be allowed in these patient rooms.
- Fit testing is provided by some agencies directly through Employee Health and/or may be provided through the nursing program.

Immunization Requirements:

- All immunization requirements and the provision of documentation to the department must be met ***By October 31st of the first semester.***
- Students must maintain current immunizations throughout the program.
- Refusal of immunizations may affect ability to complete program requirements.
- Additional immunizations or tests may be added to ensure that students are safe to practice in assigned clinical settings.

Hepatitis B:

- A series of 3 vaccines ***and***
 - A Hepatitis B surface antibody test (titer) showing immunity are both required.
 - Titer results should be on an official lab document. The lab name and address should be included in the documentation.
 - Should the titer be negative or equivocal the student must repeat the three-dose series (according to CDC schedule) AND the hepatitis B titer. The repeat titer should be obtained at least one month after completing the repeat vaccination series.
- OR
- A Hepatitis B Declination form may be completed with education provided from the Director of Compliance/Student Support.

Influenza:

- One dose of the quadrivalent flu vaccination is required for all students. Documentation of the quadrivalent flu vaccination must be turned in to the Director of Compliance and Student Support between October 1 and October 25 of each calendar year.

MMR (Measles (Rubeola), Mumps, and Rubella):

- Two MMR vaccines
 - given at least 30 days apart
 - These should have been received at age 1 or older.
- Titers (laboratory evidence of immunity) for measles (rubeola), mumps and rubella showing immunity to all three disease may replace the need for documentation of the two dose MMR series.
 - Titer results should be on an official lab document. The lab name and address should be included in the documentation
 - If lab results are negative or equivocal, additional vaccinations are indicated.

Tetanus, Diphtheria and Pertussis:

- One dose of Tdap (Adacel or Boostrix) received at age ten or older is required. And
- A dose of a tetanus containing vaccination is required every ten years. This may be Td or Tdap.

Varicella (Chicken Pox):

- Two doses of the varicella vaccine
 - Received at or after age one.
 - Two doses separated by at least 30 days.

OR

- A titer (Varicella Igg) showing immunity to chickenpox is acceptable.
 - Titer results should be on an official lab document. The lab name and address should be included in the documentation
 - If lab results are negative or equivocal, additional vaccinations are indicated.

Tuberculosis (TB) screening:

- Initial TB screening
 - Two separate TST (tuberculosis skin test).
The two TST tests are administered 7-21 days apart.
 - Each test is interpreted 48-72 hours later.
Tests should be documented only on **APP STATE Tuberculosis Testing Forms**
 - Form must include the Health Care Provider's signature and address.
 - Form must include the student's signature. **OR**
- A lab test for tuberculosis may replace the initial TST testing and an annual lab test may replace the annual TST test.
- This is described as an IGRA test (QuantiFERON Gold or T spot)
- Results must be on an official lab document. The lab name and address must be included in the documentation
- An annual TB screening test within 364 days of the previous year's screening is required for those having a negative test result.
- A positive TST on either the first or second step, a history of a positive TST or a positive IGRA blood test will require a chest x-ray and a review of findings by the healthcare provider.
 - Documented on the Initial Tuberculosis Screening form in handbook
 - Those persons who have a history of a positive test result are required to complete an annual TB exposure questionnaire.
 - If an individual has a history of completing medications for latent or active tuberculosis, documentation of this should be provided.
- If student is exposed to tuberculosis, subsequent testing will be required.
- Students with a positive tuberculosis test at any time must complete the **Tuberculosis Risk Assessment**. If students are unable to receive further tuberculosis testing, the Tuberculosis Risk Assessment must be completed annually.

APP STATE Department of Nursing SAFETY AND TECHNICAL STANDARDS POLICY AND PROCEDURE

Purpose: To validate all students' ability to meet the cognitive, affective and psychomotor requirements of the curriculum, with or without reasonable accommodations, while enrolled in any of the Appalachian State University Nursing programs. This policy and related procedures shall be implemented in a manner consistent with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 as subsequently amended. In addition, students must be compliant with the patient safety and quality standards of clinical and other regulatory agencies.

Policy: For admission and progression in any of the Appalachian State University Nursing programs, all students must:

- Meet the required eligibility requirements and the patient safety and quality standards of clinical and other regulatory agencies.
- Newly admitted students must:
 - Complete the health appraisal and have a physical examination performed by a licensed practitioner such as a physician or nurse practitioner.
 - Complete and obtain approval of the "Safety and Technical Standards" form (attached).
 - Provide documentation of required immunizations including completion of 2-step Mantoux (PPD) testing.
 - Provide documentation of current American Heart Association BLS certification in adult and infant/child at the health care provider level.
- In order to progress in the program, all current students must submit, at the beginning of each subsequent academic year, the *Annual Health, Safety and Technical Standards Self Evaluation* form (in the forms section of this document) for validation of meeting the safety and technical standards.
- All students must maintain currency of immunization status, PPD testing and BLS.
- Students who incur **subsequent illness or injury must be assessed at the time of said occurrence** to determine if they remain in compliance with this policy and its intent.

Confidentiality: The handling of all records and subject information will be strictly confidential and revealed only to those required to have access, e.g., ODR, Appalachian's Department of Nursing, clinical agencies, etc. Any breach of confidentiality will be considered serious and appropriate disciplinary action will be taken.

Reasonable Accommodations Due to a Disability

- At anytime within the program, students needing reasonable accommodations in order to meet any of the technical and performance standards must:
 - Make requests to the Office of Disability Resources(ODR).
 - ODR will engage in an interactive process to determine eligibility and may consult with the Department of Nursing to determine reasonable accommodations.
 - If reasonable accommodations are approved ODR will notify students regarding eligibility and will create an Accommodation Plan to identify the approved reasonable accommodations.

Temporary impairment verification by student of meeting required safety and technical standards

- If a student is injured, is ill, or the student's health status changes, this must be reported to the Chair of the Department of Nursing within 24 hours and/or prior to clinical experience.
- The Director of Compliance and Student Support will request that the student provide verification from a health care provider of the student's continued ability to perform clinical activities. In addition, the student must also be cleared by the assigned clinical facility and the Department of Nursing in accordance with the facility's patient safety and quality standards.
- A copy of the "Safety and Technical Standards" form and a cover memo for the health care provider to verify that the student can meet the safety and technical standards will be provided to the health care provider by the student.
 - The student will return the health care provider-completed and signed memo to the Director of Compliance and Student Support.
 - If the student needs accommodations due to a temporary impairment requests should be made to ODR.
- The Department of Nursing will submit all associated documentation to the clinical facility for review and determination of the students' ability to participate in clinical.

Until a decision is made, the student will not be allowed to participate in clinical courses.

Failure to provide documentation

Failure to provide appropriate documentation as requested may result in the student's not being allowed to participate in clinical courses and/ or dismissal from the program based on the inability.

Disputing the decision

The student may make a written appeal of a decision made by the Department of Nursing pursuant to this policy. Such an appeal shall be made to the Chair of the Department of Nursing within fifteen (15) working days from the student's receipt of notice of the decision. If the situation cannot be resolved at the Department level, the student may appeal to the Dean of the Beaver College of Health Sciences or Dean's designee within 15 working days of the Department's denial of the first appeal. The appeal to the Dean must be submitted in writing and include documentation related to the situation. The Department will also have an opportunity to provide written documentation about the situation. The documentation will include specific details regarding why the Department has denied the appeal, and a record of the communication with the student. The decision of the Dean is binding (final).

Misrepresentations

Any identified misrepresentation, falsification, or material omission of information by the student may result in dismissal from the Nursing program.

Amendments or Termination of this Policy: Appalachian State University Department of Nursing reserves the right to modify, amend, or terminate this policy at any time.

Adopted 5/7/2010

Form revised 10/2014; 02/2016; 05/2017; 01/2019; 05/2021; Revised 04/25/2022

SAFETY AND TECHNICAL STANDARDS REQUIREMENTS

General abilities

To provide quality nursing care, the student is expected to possess functional use of the senses of vision, touch, hearing, taste and smell. All data received by the senses must be integrated, analyzed and synthesized in a consistent and accurate manner. The student must be able to observe patients accurately at a distance and close at hand. In addition, the student is expected to possess the ability to perceive pain, pressure, temperature, position, equilibrium and movement.

Observational Ability

The student is expected to be able to observe the patient/client holistically to accurately assess any health/illness alterations. Inherent in this observation process is the functional use of the senses and sufficient motor capability to carry out the necessary assessment activities.

Communication

The student is expected to be able to effectively communicate and receive communication, both verbally and non-verbally. This requires the ability to see, speak, hear, read, write, and effectively utilize the English language. A student must be able to elicit information, describe changes in mood, activity and posture, and receive nonverbal communications. A student must be able to communicate effectively and sensitively with patients. Communication includes not only speech, but reading and writing. The student must be able to communicate effectively and efficiently in oral and written form with all members of the health care team.

Motor Ability

The student is expected to be able to perform gross and fine motor movements required to provide holistic nursing care. Examples of care that the student must be able to perform include turning, transferring, transporting, and exercising the patients/clients. The student is expected to have the psychomotor skills necessary to perform or assist with procedures, treatments, administration of medications, and emergency interventions. Examples of emergency interventions reasonably required of nurses are cardiopulmonary resuscitation, the administration of parenteral medication, the application of pressure to stop bleeding, and the suctioning of obstructed airways. A candidate must also be able to protect the patients in emergency situations such as a fire event. Such actions require coordination of both gross and fine muscular movements, equilibrium and functional use of the senses of touch, hearing, and vision. The student is expected to be able to maintain consciousness and equilibrium, and have the physical strength and stamina to perform satisfactorily in clinical nursing experiences.

Intellectual – Conceptual Ability

The student is expected to have the ability to develop problem solving skills, and demonstrate the ability to establish care plans and set priorities. This includes the ability to calculate, analyze, and synthesize objective, as well subjective, data and make decisions that reflect consistent and thoughtful deliberation of the appropriate data. The student is expected to be able to listen, speak, read, write, reason, and perform mathematical functions at a level which allows the student to process and understand the materials presented (in both a written and a verbal format) throughout his or her course of study.

Behavioral/Social Attributes

The student is expected to have the emotional stability to fully utilize his/her intellectual abilities, exercise sound judgment, complete assessment and intervention activities, and develop sensitive interpersonal relationships with patients/clients, families, and others responsible for health care. The student is expected to have the flexibility to function effectively under stress; that is, the individual is expected to be able to learn to adapt to changing environments, to display flexibility and to learn to function in the face of uncertainties inherent in the clinical problems of many patients. Concern for others, integrity, accountability, interest and motivation are necessary personal qualities.

Ability to Manage Stressful Situations

The student must be able to adapt to and function effectively to stressful situations in both the classroom and clinical settings, including emergency situations. The student will encounter multiple stressors while in the nursing program. These stressors may be (but are not limited to) personal, patient care/ family, faculty/ peer, or program related.

Approved 08/2011; Revised 06/2020; Revised 05/2021

Department of Nursing

STUDENT CRIMINAL BACKGROUND CHECK AND DRUG SCREENING POLICY*

1. Introduction

1.1 It is a condition of initial enrollment in the Appalachian State University Department of Nursing (the “Department”), and a condition of eligibility to continue enrollment in a Nursing program, that Nursing students meet all academic and other requirements imposed by the Department, as well as requirements of each external health and human service agency where the Department attempts to place the student in a given semester.

1.2 The Department must secure the cooperation of independent external health and human service agencies (“Agencies”) to provide appropriate educational, internship, clinical, or field experiences for its students. Increasingly, those Agencies will not accept students who do not meet requirements that apply to their employees, including drug tests and criminal background checks. Because criminal background checks are now required by the North Carolina Board of Nursing for all licensure applicants, and because of recommendations from The Joint Commission (TJC), most agencies now require that Nursing students who will intern at their sites successfully complete criminal background checks and drug screening. Each student must undergo a criminal background check by a Department of Nursing-approved agency.

1.3 In addition to meeting all Department and other college and University academic and conduct requirements, students have the additional responsibility to meet requirements imposed by each Agency where they will receive clinical or field education, including internships. A student who is rejected by one or more Agencies because of failure to meet the Agency’s criminal background and/or drug testing requirements will be subject to dismissal from the Nursing Program in accordance with the Department of Nursing Academic Dismissal Policy.

2. Agency Criminal Background Check Requirements

2.1 Students not meeting requirements regarding the criminal background checks are subject to dismissal from the program. See Student Handbook Dismissal Policy.

2.2 University officials will have electronic access to the criminal background report.

2.3 The University seeks information on convictions, all pleas that are acknowledgements responsibility, and all pending criminal actions. Arrests or detention orders that do not result in convictions or pleas will not be considered. The candidate will be asked to provide information about the candidate’s criminal and discipline records. This information is critical, and a failure by the candidate to provide this data or to provide it accurately will result in a rejection of the candidacy or other decision adverse to the candidate. All materials collected pursuant to this policy will be held confidentially and securely, and it will be maintained in a file separate from the regular files maintained for each candidate.

2.4 The existence of a conviction or plea, or other determination or acceptance of responsibility for a crime or misconduct, does not automatically render a candidate unqualified. Where such matters are evident, the following factors will be considered by University officials in determining whether a candidate is qualified:

- A. the nature of the crime or misconduct;
- B. the circumstances surrounding the crime or misconduct;
- C. the existence, number and type of other incidents of crime or misconduct;

- D. the time that has elapsed since the conviction or other determination;
- E. the actions and activities of the student since the date(s) of reported crime(s) or misconduct;
- F. the rehabilitation record of the student;
- G. any related information;
- H. the honesty of the student in disclosing and/or explaining the crime or misconduct;
- I. any professional opinions about the possibility or likelihood of future criminal behavior or other misconduct;
- J. explanations and/or other information provided by the candidate; and
- K. the willingness of a healthcare facility or other agency to accept the candidate for any clinical experience.

In addition, University officials may use the attached GUIDELINES FOR ASSESSING CRIMES AND MISCONDUCT AS THEY RELATE TO NURSING REQUIREMENTS AND ACTIVITIES.

- 2.5 The criminal background check will only be used for evaluating the candidate's qualifications; it will not be used to discriminate on the basis of race, color, national origin, religion, creed, sex, gender identity and expression, political affiliation, age, disability, veteran status, or sexual orientation.
- 2.6 If a candidate has a criminal or disciplinary record, the University will:
 - A. Compare the results of the background check to the application and supplemental information supplied by the candidate to determine discrepancies. If there are no discrepancies, and if the University has made an individual determination that the candidate is qualified for admission, continued matriculation, or certification or licensure, and there is no additional information indicating that a previous decision should be modified or rescinded, the previous decision may stand.
 - B. If there are discrepancies or information indicating that a decision should be further examined, college officials must provide the candidate an opportunity either to (1) demonstrate that the report of criminal, disciplinary or other relevant history was erroneous (e.g. wrong person) or to (2) explain the discrepancy.
 - C. If the background report is determined to be accurate and a discrepancy exists between the reported information and the application or supporting material that the candidate submitted, or there is additional information that amplifies the application information or otherwise indicates that the admission should be examined further:

GUIDELINES FOR ASSESSING CRIMES AND MISCONDUCT AS THEY RELATE TO NURSING REQUIREMENTS AND ACTIVITIES

1. The presumption is that the candidate will not be admitted, allowed to continue matriculation or be recommended for certification or licensure if the candidate has failed to accurately disclose relevant information in response to a question on the application or inquiry by any University official. The burden is on the candidate to demonstrate that the omission or misinformation was the result of an honest mistake, that it was not intended to mislead, and that a decision should be rendered in favor of the candidate in spite of the failure to disclose;
2. If the failure to disclose accurate information does not result in a decision adverse to the candidate, but there is information that draws the decision into question, before the candidate may be admitted, matriculate, or obtain a recommendation for certification or licensure, an authorized University official must make an individual determination as to whether the nature of any crime committed or other behavior disclosed, together with other available information, suggests that the candidate is unqualified. If the official determines that the candidate is not qualified, that official or a designee must notify the candidate of the decision to deny admission or continued matriculation, or decline to make a positive recommendation for the candidate's certification or licensure. If not, the candidate may be admitted, matriculate or obtain a recommendation in accordance with other University policies and procedures.

2.7 University officials must maintain a record of the background checks, if any, conducted on each candidate and the results of those checks. If a candidate's record shows a history of conviction of, guilty plea to, or acceptance of responsibility for a crime or a significant disciplinary sanction at the University or another educational institution, the University shall maintain a record of the process used to determine whether or not the candidate was qualified and of the basis for that determination.

2.8 The student is accountable for reporting any charges of a misdemeanor or felonious nature that occurs while enrolled in the nursing program within 48 hours of occurrence to the Chair of the Department of Nursing. Reporting means that the student directly contacts the Chair and requests an appointment to discuss the charges.

3. Drug/Alcohol Screening Requirements

3.1 To ensure patient safety, and comply with clinical facility policies, the North Carolina Board of Nursing regulations [21 NCAC 36.0320(d)], and the 2004 Manual for Hospitals published by The Joint Commission (TJC), students are expected to maintain personal health and hygiene, including, but not limited to, avoidance of any chemical substance that could impair judgment or ability to perform clinical or other duties, or otherwise endanger patients or other members of the healthcare team. All students entering the nursing program are required to obtain a drug/alcohol screen. The Department of Nursing reserves the right to direct a student to undergo drug screening at any time.

3.2 Students are admitted to the Department of Nursing pending a negative drug test. Students are responsible for costs associated with the drug screen. Students must further agree that all results are available to the university and the clinical sites associated with the program. The program is responsible for ensuring that students comply with individual hospital policy regarding disclosure of results. Students not meeting requirements regarding the drug screen are subject to dismissal from the program. **See Dismissal Policy.**

3.3 The nursing program maintains a no tolerance policy regarding substance abuse. All students must clear a drug/alcohol test. Failure to undergo this test, a positive drug/alcohol screen, or an altered sample will result in dismissal from the program. If the drug/alcohol screen produces a positive result and a valid prescription exists, the test will be deemed negative. For the purpose of this policy, a valid prescription is one that is verified during a time period when the student is under the current treatment of a licensed healthcare professional.

3.4 Students must undergo drug testing at a Department of Nursing approved drug screening laboratory. Students will bear all expenses associated with meeting these requirements.

4. Drug Screening and Criminal Background Check Acknowledgment/Agreement

All students upon beginning the program, will complete the **Drug Screening and Criminal Background Acknowledgement Form**, which must be uploaded in the compliance system. All drug screens and background checks are ordered through the compliance system at the time of initiation of a compliance system student account. Additional screens and checks may be required by individual agencies based on affiliation agreements.

20100324 CBC Acknowledgement and Agreement
(DTC rev).docx Revised 5/15:2015 CBC_DS
policy.docx (BK rev), 5/2017; Revised 06/2020;
05/2021

APP STATE GUIDELINES FOR ASSESSING CRIMES AND MISCONDUCT AS THEY RELATE TO NURSING REQUIREMENTS AND ACTIVITIES

In trying to assess comprehensively a candidate's qualifications, the University will carefully consider evidence of criminal convictions, court-accepted pleas indicating acknowledgement of responsibility and dispositions of crimes and information regarding other candidate discipline matters. The following guidelines may be utilized to assess particular convictions, pleas, and other dispositions of cases as they relate to nursing and performance of professional duties.

- **Safety Risk:** Evidence of conduct that may create an unacceptable risk with respect to the safety of the University and/or school and University and/or school activities, employees, other students, including those in public school settings or related activities, or the public would likely disqualify a candidate. Such evidence may include, but not be limited to, conviction of one or more felonies and/or misdemeanors involving assault, assault with a deadly weapon, rape, sexual assault, armed robbery, reckless endangerment, or operation of a motor vehicle while impaired as a result of drug or alcohol ingestion and arson.
- **Integrity Risk:** Evidence of conduct that indicates fraudulent behavior, deceit or dishonesty may create an unacceptable risk with respect to positions and activities that involve confidential documents (including medical records), security issues, sensitive data or materials, regulated issues and materials, financial matters and accounting. Such evidence may include, but not be limited to, convictions of one or more felonies and/or misdemeanors involving embezzlement, fraud, income tax evasion, forgery, burglary, robbery, larceny, theft, check kiting, issuance of bad checks, shoplifting and similar crimes, as well as academic misconduct (e.g., plagiarism, fabrication of data, cheating on examinations or representing someone else's work as one's own).
- **Illegal Drug Risk:** Evidence of conduct that encompasses illegal drug distribution and sale or like activities may create an unacceptable risk for employees and students of Appalachian State University in light of Appalachian State University's strong stance concerning illegal drugs and its commitment to a drug-free workplace and educational and living environments, as well as employees and students in health care settings and related activities. Such evidence may include, but not be limited to, conviction of felonies and misdemeanors involving drug trafficking, drug sales or distribution, drug possession with intent to sell, drug and/or paraphernalia possession and similar crimes.
- **Safety Risk for Students, Employees and Patients:** Evidence of conduct that encompasses harm or injury to others may create an unacceptable risk with respect to a student's enrollment in any curricular programs or participation in healthcare activities that serve patients. Such evidence may include, but not be limited to, felonies and misdemeanors involving abuse or neglect, molestation, taking indecent liberties with a minor, contributing to the delinquency of a minor, and similar crimes.

- **Motor Vehicle Operation Risk:** Evidence of conduct that encompasses illegal, violent, or dangerous operation of a motor vehicle may create an unacceptable risk with respect to employment in positions or volunteer activities that require operation of any motor vehicle (i.e., buses, vans). Such evidence may include, but not be limited to, DWI, DUI, speeding to elude arrest, vehicular manslaughter, multiple convictions of careless and reckless driving and multiple convictions of speeding.
- **Particular Position Risk:** Evidence of conduct that is likely to impede the candidate's ability to perform a particular duty or satisfy curricular requirements, or that otherwise indicates a significant risk to the safety of the student or those for whom the student is responsible, or effective conduct of University or health care institution programs.

Students are accountable for reporting any adverse event of a misdemeanor or felonious nature that occurs while enrolled in the nursing program. Reporting must occur within 48 hours of occurrence to the Chair of the Department of Nursing. Failure to report may result in dismissal from the program.

Approved: 5/7/2010 Reviewed: 5/15 (BK OGC); Revised 05/2017; 05/2021; Revised 04/25/2022

APP STATE Department of Nursing

CONSENT AND RELEASE AUTHORIZATION POLICY

In accordance with clinical agency requirements to attend clinical rotations (as noted above and in the outline of individual clinical affiliation agreements), students will indicate authorization for the compliance requirements to be shared/released to the clinical agency in which the student will attend training or have a scheduled clinical placement. At the beginning of the program, the student will complete the **Consent and Release Authorization Form** and upload to the compliance system and annually thereafter.

Appalachian State University Office of General Counsel JC document Adopted 5/10/18; Policy statement approved 05/2021

APP STATE Department of Nursing

UNIVERSAL CONFIDENTIALITY POLICY AND AGREEMENT

General

The Department of Nursing (“Department”) at Appalachian State University (“University”) maintains strict compliance with all legal, regulatory, and policy requirements addressing confidentiality of patient, research subject, and student records. This departmental policy and the related Universal Confidentiality Agreement describe departmental expectations in this regard. For purposes of this document, the term “students” includes undergraduate and graduate University Nursing students and students from other institutions who are completing graduate preceptorships with the University’s Department of Nursing Faculty.

Policy

It is the Department’s policy that students, faculty, staff, visiting professionals, and general visitors of the University comply with the requirements and regulations of this policy regardless of the agency or venue to which they are assigned. Such individuals may be involved in clinical placements and/or other activities, such as classes, labs, or conferences that involve indirect or direct contact with professional peers, clients, their families and/or significant others. This level of involvement requires the utmost level of professional behavior and responsibility.

Members of the aforementioned groups are provided access to placements/activities via a contractual agreement or Memorandum of Understanding between the University, the Beaver College of Health Sciences, the Department, and the agencies/facilities providing learning/clinical opportunities. Access to confidential information is permitted only on a need-to-know basis and limited to the minimum amount of information necessary to accomplish the intended purpose of the interaction.

Appalachian State University maintains strict confidentiality requirements and regulations in compliance with the Gramm-Leach-Bliley Act (GLBA), Family Educational Rights and Privacy Act of 1974 as amended (FERPA), and the Health Insurance Portability and Accountability Act (HIPAA) in addition to other federal and state laws. These principles of confidentiality must be strictly adhered to without exception so that the privacy of the privileged information is totally safeguarded.

Clinical or case materials prepared or used for classroom, lab, community/professional presentations,

assignments, or written materials must be altered so that there is no possibility that the persons involved can be identified. This requirement includes specific details and circumstances as well as names.

The classroom itself is to be considered an area of confidentiality. Information shared, clinical and otherwise, and the reactions of classmates are not to be discussed with anyone other than the Faculty Member of record.

Any person who knows or has reason to believe that a breach of confidentiality has occurred in violation of this policy is required to report that information to the Chair of the Department of Nursing and to the Director of Compliance and Student Support.

Students are provided training on Universal Confidentiality and the Health Insurance Portability and Accountability Act as part of initial compliance on entry into the programs. Each student completes the **Universal Confidentiality Agreement Form** and uploads this to the compliance system. In addition, each student completes a HIPAA mandatory training course and test to ensure understanding of privacy rules. This form and training are repeated annually.

Breaches of Confidentiality

Violations of this policy include, but are not limited to, the following:

1. Failure to be knowledgeable of, adhere to and protect the policies of the University and assigned agencies/facilities.
2. Accessing or sharing of confidential/sensitive information that is not within the scope of the role/assignment
3. Misuse, disclosure, or alteration of any confidential/sensitive information, electronic access or restricted areas.
4. Use of any electronic/social media means to convey any confidential/sensitive information related to clinical, student or faculty interactions.

The information below provides examples of mishandling of confidential information.

These examples are not exhaustive, and individuals with questions about the applicability of this policy are expected to err on the side of protecting confidentiality until clarification can be provided.

Questions about the proper handling, use, or disclosure of confidential information should be discussed with appropriate personnel.

<p>Accessing information that is not within the scope of your job/role as student, staff or faculty member:</p> <p>Unauthorized reading of client/employee/student/subject account information.</p> <p>Unauthorized reading of a client/employee/student/subject's chart/file.</p> <p>Unauthorized access of personnel file or business/ operational information.</p> <p>Accessing information that you do not "need-to-know" for proper execution of your job or educational functions.</p>	<p>Misusing, disclosing without proper authorization, or altering patient or personnel information:</p> <p>Making unauthorized marks on a medical record.</p> <p>Making unauthorized changes to a personnel file or research data files.</p> <p>Sharing or reproducing information in a client / employee / student /subject's chart or personnel file with unauthorized personnel.</p> <p>Discussing confidential information in a public area such as a waiting room, cafeteria or elevator.</p>
<p>Disclosing to another person your sign-on code and/or password for accessing electronic confidential information or for physical access to restricted areas:</p> <p>Telling an unauthorized person your password so that he or she can log in to your work.</p> <p>Telling an unauthorized person, the access codes for personnel files or patient accounts.</p>	<p>Using another person's sign-on code and/or password for accessing electronic confidential information or for physical access to restricted areas:</p> <p>Using another's password to log in to a hospital, agency, university, or other computer system.</p> <p>Unauthorized use of a login code for access to personnel files or student/client/subject's information, or restricted areas.</p>

<p>Leaving a secured application unattended while signed on: Being away from an electronic device while logged into a secure application. Allowing another person to use your secured application for which he or she does not have access after you have logged in.</p>	<p>Attempting to access a secured application or restricted area without proper authorization or for purposes other than official business: Trying passwords and login codes to gain access to an unauthorized area of the computer system or restricted area. Using a co-worker's application for which you do not have access after he or she is logged in. Using badge or login codes to gain access to facility for purposes other than assigned clinicals/orientations.</p>
<p>Intentional or negligent mishandling or destruction of confidential information: Failure to properly secure confidential information. Taking confidential information to areas outside your work area, e.g. out of the facility/agency, off campus, or to your home. Disposing of confidential information in a non-approved container, such as a trash can.</p>	<p>Unintentional disclosure of personal information: Failure to take necessary precautions to properly prevent unauthorized viewing of displayed or printed confidential information in all areas. Discussing confidential information in public areas. Inappropriate removal of documents containing confidential information from clinical/departmental areas. Using an email account <i>other than</i> an official University email account for conveying course/clinical/research/other University related business.</p>
<p>Intentional dissemination of confidential information: Distributing sensitive information via text, email, Facebook, blogs, etc. (See APP STATE Department of Nursing Handbook Social Media Policy). Electronic or digital transmission of unauthorized pictures or audio/video recordings.</p>	<p>Intentional and unauthorized securement, distribution, dissemination, modification or copying of photographs, videos or digital course materials. The APP STATE Release For Use of Photograph must be completed prior to securing any photos or videos.</p>

Violations of Policy

Violation of this policy may constitute grounds for corrective action up to and including loss of agency privileges, academic or employment suspension, or termination from the Nursing Department in accordance with applicable agency/facility, Department or University procedures. Allegations of student violations will be addressed as academic integrity matters and considered according to the procedures set forth in the University's Code of Academic Integrity. Allegations of violations by University faculty or staff, or by visitors, will be addressed by Department and Beaver College of Health Sciences administration consistent with applicable policies and procedures.

Violation of this policy by any member of the University's student body, faculty or staff may constitute grounds for termination of the contractual relationship or other terms of affiliation between the University and the agency.

Unauthorized release of confidential information may also subject the violator to personal, civil, and/or criminal liability and legal penalties.

References:

<http://www.hhs.gov/ocr/privacy/>
http://www.jointcommission.org/standards_information/tjc_requirements.asp

x APP STATE Department of Social Work
APP STATE Department of Communication Sciences and Disorders
4837-4508-8291, v. 3

Approved 5/4/15 (BKrause OGC); Revised 05/2021

APP STATE Department of Nursing

SOCIAL MEDIA POLICY

Purpose: To provide faculty and students with an understanding of the position of the Appalachian State University Department of Nursing regarding the use of use of social media and other electronic communications.

Definition: For the purpose of this policy Social Media is defined as any user-generated content or online network/applications that faculty or students may contribute to from a personal or professional perspective. Currently identified avenues include, but are not limited to texting, *Facebook*, *Twitter*, *YouTube*, personal or community blogs, or educational sites such as *AsULearn*.

Rationale: Social media is a promising innovation with the potential to enhance global health care information exchange and significantly impact patient care. However, social media is a tool, which when used inappropriately, has the potential to bring harm to colleagues, patients, the profession, and even nurses' careers. The ability of search engines to bring long forgotten information to current accessibility, with just a few keystrokes, may result in far-reaching consequences for individuals and the institution.

Policy: Representation of the University and the Department in a manner that is fair, accurate, in compliance with all confidentiality requirements and protective of the reputation of the individual(s) the university and any affiliated institution/agency should be the primary focus of faculty and students in any method of communication. To insure an understanding of the parameters of these emerging technology and applications, the following statements will serve as guidelines and will be modified as appropriate:

- All communications should be in compliance with the Appalachian State University Code of Student Conduct, the Appalachian State University Faculty Handbook and all university policies, as applicable.
- When representing the University, all communications should be made in a fair, accurate and legal manner that protects the brand and/or reputation of all involved and protects all confidential information.
- When expressing personal views and when your association with the University is shared, implied or apparent, make it clear that your opinions are personal and do not necessarily represent the views or opinions of the University.
- Communications should be made in a manner that protects confidential, sensitive, and proprietary information including such information relating to associated clinical facilities/agencies and their clients. HIPAA, University and other privacy, confidentiality and security guidelines must be followed at all times.
- Confidential and HIPAA protected information should not be posted in any avenue of social media or webpage.
- At no time should photographs or videos be made in a clinical facility/agency without the written permission of the administration of the facility/agency.

Considerations:

- Think twice about posting to any site as no site is truly private. If you are unsure about a potential post, seek guidance and clarification from departmental faculty or staff.
- Respect your audience.
- You are responsible for your use of social media. It is possible to identify the source of communication when using so-called “hidden usernames”, text messages and other types of social media.
- Promptly report any concerns about breaches of social media activity to the Chair of the Department of Nursing.

Consequences:

- Misuse of social media, including sharing of unprofessional or confidential information may result in disciplinary action that may include failure of the course or dismissal from the nursing program/position and/or penalties under HIPAA.
- Legal liability may be associated with communications found to be defamatory, harassing, or in violation of any other applicable law.

Please refer to information at the National Council of State Boards of Nursing position on Social Media in the profession of Nursing. Please see this website: <https://www.ncsbn.org/347.htm>, to watch video or download the transcript on this subject.

9/19/12 OGC approved; Revised 05/2021

APP STATE Department of Nursing ACCIDENT AND INJURY POLICY AND PROCEDURE

Purpose:

To comply with Nursing Department and Appalachian State University institutional guidelines for reporting, providing appropriate intervention, and follow-up post-accident or injury.

Definition:

An accident/injury is defined as an undesirable and unexpected event occurring in classroom, clinical, or clinical travel which results in potential or personal harm that impacts the student's ability to provide safe and quality patient care. In addition, an accident/injury includes occupational exposure to blood and body fluids, airborne pathogens or hazardous chemicals via opening in skin (needle stick, cut, puncture, chapped or abraded skin) or mucous membranes (eyes, nose or mouth).

Policy and Procedure:

- Students must report any accident or injury to their faculty, Chair of the Department of Nursing, Program Director, and Director of Compliance and Student Support immediately.
- Students must complete the **Accident or Injury Event Report** with faculty and turn in to Director of Compliance and Student Support within 48 hours of the event.
- Treatment should occur in a timely fashion. Students are advised to seek medical care with health care provider of choice or APP STATE Student Health Service.
- Students are responsible for the cost of any test or treatments due to accident/injuries.
- The Director of Compliance and Student Support will also complete a University Report via <https://hr.appstate.edu/hr-services/leave-management/workers-compensation/initial-notification-incidentinjury-form>
- The Department of Nursing will assess impact of accident/injury in regards to the Safety and Technical Standards Policy and Procedure to determine student's continuation of clinical activities.
- **When students are exposed to blood or body fluids:**
 - Clinical facility personnel will follow agency procedure regarding serologic testing of patient source for evidence of HIV antibodies, hepatitis C antigen and, hepatitis B antigen.
 - The student exposed will have hepatitis B immunization history and risks evaluated, as well as serologic testing for HIV, and hepatitis C. Serologic testing may occur at clinical facility, APP STATE Student Health Service, or medical facility of student's choice.
 - If the patient source tests positive for AIDS, HIV antibody, hepatitis C antigen or hepatitis B antigen or refuses the test, the student will be counseled regarding the risk of infection, receive and evaluated clinically. Students with seronegative results for HIV should be retested in 6 weeks, 12 weeks, and 6 months post-exposure (CDC, 1990).
 - The student should be advised to report and seek medical evaluation for any acute febrile illness that occurs within 12 weeks after the exposure. An illness characterized by fever, rash, or lymphadenopathy may be indicative of recent HIV infection.
- **When students are exposed to tuberculosis:**
 - The student must seek care from a medical facility of the student's choice or APP STATE Student Health Service. A baseline TST will be done at student's expense.
 - The student must be cleared by a physician or health care provider prior to return to clinical.

- **When students are exposed to COVID-19:**
 - The student will notify the Director of Compliance & Student Support so that the extent of exposure can be evaluated further as it may relate only to attendance at in-person activities or clinical activities.
 - Students who have been exposed, will follow University, public health, provider, and clinical agency requirements for quarantine or isolation, depending on status.
 - Students may not attend in person classes or clinical experiences until cleared from quarantine and/or isolation restrictions.

Reviewed: 5/26/11; 5/2015; Revised 5/2017; Reviewed 7/2019; Revised 05/2021

APP STATE Department of Nursing EVENT REPORTING POLICY AND FORM

This document is a student education record protected as confidential under the Family Educational Rights and Privacy Act.

Purpose: Event reports are used for improvement of patient care safety and quality as well as reduction of incidents that might cause or contribute to unsafe nursing practice. When used in this manner, event reports become a tool for the education of students/faculty and other healthcare providers lending support to agency quality and safety initiatives. This policy and the accompanying form are to be used only for the purpose of education of involved parties within the Department of Nursing.

Definition: An event is any occurrence that is not consistent with normal, routine operation of a clinical facility and the facility's policies and procedures **that may result in or have potential for injury and/or property damage**. This definition includes **near-miss situations** (situations that could have but did not necessarily result in harm). According to the Safe Medical Devices Act, event reports must be filled out if there is a malfunction of a piece of medical equipment. The FDA requires healthcare facilities to report when circumstances "reasonably suggest" that a medical device has caused or contributed to the death, serious injury, or serious illness of a patient. This type of event must be reported to the manufacturer and/or the FDA.

Procedure:

- This **Clinical Event Form** must be completed in conjunction with the clinical facilities' document and according to their policy.
- The person (student and/or faculty) discovering the event should report the event according to the facility policy and complete the facility document along with this form.
- This report must be submitted to the Chair of the Department of Nursing or the Director of Compliance and Student Support within 24 hours of the event.
- The Chair will keep the form on file in the Chair's office.
- A copy will not be placed in the student's file. The event will not be recorded on the student clinical evaluation anecdotal note.
- If circumstances documented suggest the need, the report will be discussed by the Chair of the Department of Nursing with the Dean (or designee) and the Office of General Counsel.

Reviewed 9/2016; Revised
5/2017; 7/2019

Department of Nursing

NURSING DEPARTMENT GRADUATION

At the end of the nursing program, after successfully completing coursework, students must apply to graduate. Students will receive instructions for application from the Nursing Advisor (Mr. Matt Crump, crumpmk@appstate.edu). Students are invited to participate in both nursing department and university graduation ceremonies. During the department ceremony, students are recognized for their accomplishments in the baccalaureate (RN-BSN) program. At the university graduation, students are recognized again and receive their diplomas.

- All nursing students are encouraged to participate in both ceremonies and may invite family, significant others, and friends.
- Students are to wear cap and gown.
- Professional dress is recommended. Please see the University guidelines for more details: [Commencement Attire Policy](#)
- Students must arrive and be in line (alphabetically) 30 minutes prior to the beginning of the ceremony.

FORMS

Attention: Forms are provided here for viewing as part of handbook and policy review. To access individual departmental forms, please review to the APP STATE Department of Nursing website at this link: <https://nursing.appstate.edu/student-information/student-forms>. Forms are also provided in individual AsULearn cohort project sites (as determined by program).

ACCIDENT OR INJURY REPORT

Part A: Documentation of Specifics Related to the Event

Refer to Accident and Injury Policy and Procedure: Report is to be completed legibly, in detail and with factual information by student and faculty member. Please use additional paper if needed.

1. Date:	Time:	Location:	
2. Circle appropriate category for person involved:		Student	Faculty
3. Name:		Staff	Visitor
DOB:			
Address:		Phone Numbers:	
4. Detailed statement of facts related to event and description of injury if applicable:			
5. Causative Factors: Please list and describe any causative or contributing factors			
Person			
Equipment			
Other			
6. Description of Immediate Action Taken/Treatment:			
7. Witnesses: Please list information below regarding persons observing/involved in the event			
Name(s):			
Address:			
Phone numbers:			
Relationship to the event:			
8. Notification of Nursing Department and/or Clinical Facility			
Name(s) and position of person(s) notified:			
Date:	Time:	How notified:	
Printed Name and Signature of Person Completing Report			Date and Time
Printed Name and Signature of Person Reviewing Report			Date and Time

Part B: Documentation of Investigative Component of the Event

1. Date:	Time:
2. Name of person involved in event:	
3. Name and credentials of person investigating event:	
4. Documentation of calls placed regarding the event:	
a. To whom	
b. Contact information	
c. Synopsis of information gathered	
5. Descriptive documentation of interventions and/or treatment:	
6. Evaluation/Follow-up: Please circle appropriate category(s) and document action/plan below:	
Policy and procedure review Counseling Equipment change Staff discussion Re-education and return demonstration Disciplinary process	
7. Printed Name and Signature of Person Completing Report	Date:

**Department of Nursing
BLANKET RELEASE FOR USE OF
PHOTOGRAPH**

**This form should be completed and submitted to
the compliance system.**

- I hereby grant to the Department of Nursing and Appalachian State University (hereafter referred to as “APP STATE”), its legal representative and assigns, and those acting with its permission, or its employees, the right and permission to make, use and/or copyright, reuse and/or publish, display (including in PowerPoint and other presentations), and re-publish photographic or digital pictures or images of me, or in which I may be distorted in character, or in form, in conjunction with my own or a fictitious name, or reproductions thereof, in color or black and white, made through any media by the Department of Nursing and/or APP STATE, for display or other purposes, including the use of any printed material in conjunction therewith.
- I hereby waive any right to inspect or approve the finished photograph, copy or printed material that may be used in conjunction therewith or to the eventual use that it might be applied.
- I hereby release, discharge and agree to save harmless the Department of Nursing, the State of North Carolina, the University of North Carolina, APP STATE, and their respective representatives, assigns, employees, agents or any persons, corporation or corporations, acting under its permission or authority, or any person, persons, corporation or corporations, for whom it might be acting, including any firm publishing and/or distributing the finished product, in whole or in part, from and against any liability as a result of any distortion, blurring, or alteration, optical illusion, or use in composite form, either intentionally or otherwise, that may occur or be produced in the taking, processing or reproduction of the finished product, its publication or distribution of the same, even should the same subject me to ridicule, scandal, reproach, scorn, or indignity.
- I hereby warrant that I am over eighteen years of age, and competent to contract in my own name insofar as the above is concerned.

**I HAVE READ THE FOREGOING RELEASE, AUTHORIZATION AND AGREEMENT, BEFORE AFFIXING
MY SIGNATURE BELOW, AND WARRANT THAT I FULLY UNDERSTAND THE CONTENTS THEREOF.**

BSN	<input type="checkbox"/>	Student from	<input type="checkbox"/>	Staff	<input type="checkbox"/>
RN to BSN	<input type="checkbox"/>	other institution		Visitor	<input type="checkbox"/>
MSN	<input type="checkbox"/>	Faculty	<input type="checkbox"/>		

Signature

Date

Printed Name

Address

CLINICAL EVENT FORM

This document is a student education record protected as confidential under the Family Educational Rights and Privacy Act.

This report is to be completed legibly, in detail and with factual information by student and faculty member. Please use back of form or additional paper if needed. Completed form should be given to the Nursing Department Chair within 24 hours of the event. Due to the nature of the information in the report, copies/scans of the form should not be made. This document is to be used only for the purpose of education of involved parties within the Department of Nursing.

[illegible]

Treatment Management Event: Yes <input type="checkbox"/> No <input type="checkbox"/>		Check all that apply below	
Wrong: treatment Yes <input type="checkbox"/> No <input type="checkbox"/> patient Yes <input type="checkbox"/> No <input type="checkbox"/> time Yes <input type="checkbox"/> No <input type="checkbox"/>			
Treatment order verified		Yes <input type="checkbox"/> No <input type="checkbox"/>	Treatment order difficult to read
Crowded prep area		Yes <input type="checkbox"/> No <input type="checkbox"/>	Wrong supplies/equipment used
Omitted/Incorrect Assessment Prior to Treatment		Yes <input type="checkbox"/> No <input type="checkbox"/>	Omitted/Incorrect Assessment Following Treatment
Competency to perform verified		Yes <input type="checkbox"/> No <input type="checkbox"/>	First time student performed treatment
Discrepancy between facility policy/procedure and Nursing programs teaching of skill			Yes <input type="checkbox"/> No <input type="checkbox"/>
OTHER:			
Patient Fall Event: Yes <input type="checkbox"/> No <input type="checkbox"/>		Check all that apply below	
Floor conditions Clean and smooth <input type="checkbox"/> Slippery or wet <input type="checkbox"/> Other (describe):			
Pt. identified as fall risk	Yes <input type="checkbox"/> No <input type="checkbox"/>	Bed Level	High <input type="checkbox"/> Low <input type="checkbox"/>
Night light- Yes <input type="checkbox"/> No <input type="checkbox"/>			
Ambulation privilege- <input type="checkbox"/> Unlimited <input type="checkbox"/> Limited with assistance <input type="checkbox"/> Complete bedrest <input type="checkbox"/> Other-			
Bed Rails <input type="checkbox"/> All down <input type="checkbox"/> 1 up <input type="checkbox"/> 2 up <input type="checkbox"/> 3 up <input type="checkbox"/> 4 up		Patient in bathroom <input type="checkbox"/> on bedpan <input type="checkbox"/> on bedside commode <input type="checkbox"/> in chair <input type="checkbox"/>	
Wheels unlocked on Bed <input type="checkbox"/> Stretcher <input type="checkbox"/> Wheelchair <input type="checkbox"/>			
Restraints (used, type and extent)			
Narcotic, analgesic, hypnotic, sedative, diuretic, antihypertensive or anticonvulsant administered during last 4 hours?			Yes <input type="checkbox"/> No <input type="checkbox"/>
Drug:	Dose:	Time:	
Drug:	Dose:	Time:	
Drug:	Dose:	Time:	
Other contributing factors:			
Other Safety Management Event: Yes <input type="checkbox"/> No <input type="checkbox"/>		Check all that apply below	
Patient/Site Identification compromised		Yes <input type="checkbox"/> No <input type="checkbox"/>	Two unique patient identifiers used- Yes <input type="checkbox"/> No <input type="checkbox"/>
Describe:			
Patient Hand-off compromised		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Describe:			
Bloodborne Pathogens Protocol compromised		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Describe:			
Infection Control compromised		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Describe:			
Confidentiality/HIPAA breached		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Describe:			
Other type event		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Describe:			
Persons notified other than physician: include name, date and time notified			
Nurse Manager:			
Risk Manager:			
Department Chair:			
Director of Compliance and Student Support:			
Additional info from faculty perspective:		Additional info from student perspective:	
Evaluation/Follow-up: Please circle appropriate category(s) and document action/plan below:			
<input type="checkbox"/> Staff discussion <input type="checkbox"/> Policy and procedure review <input type="checkbox"/> Equipment change <input type="checkbox"/> Counseling <input type="checkbox"/> Re-education and return demonstration <input type="checkbox"/> Disciplinary process <input type="checkbox"/> Other _____			
Printed Name and Signature of Faculty Completing Report			Date:
Printed Name and Signature of Student			Date:

**Appalachian State University
Beaver College of Health
Sciences Department of Nursing
Consent and Release Authorization Form**

This form should be completed and submitted to the compliance system.

I hereby authorize Appalachian State University through its Department of Nursing (hereinafter “University”) to provide the following information to any and all clinical facilities and training sites to which I may request a clinical placement: criminal background check, drug testing, physical and safety and technical standards examination documents, immunization/titer records, TB testing records, proof of completion of clinical education requirements including information that constitutes an educational record as that term is defined by the Family Educational Rights and Privacy Act (FERPA) and any other documents required by the Affiliation Agreement between University and the clinical facility/training site. I understand that any statements that I have placed in my records commenting on contested information contained in the records listed above will be released along with the records to which they relate.

I hereby release, indemnify and hold harmless Appalachian State University, the University of North Carolina, the State of North Carolina and their respective trustees, directors, officers, agents, representatives and employees from and against any liability or damage in connection with the release of criminal background check, drug testing, other health information and requirements referenced above.

I understand and agree that it is my responsibility to keep the clinical requirements current for each semester. I should keep all original documents and be prepared to show them each semester if requested by the assigned health care facility. It is possible that participation at a particular facility may necessitate additional screening or that additional screening may be required during the course of the program (this may incur an additional cost at that time). I understand clinical facilities and/or training sites may refuse to permit me to access clients/patients based on information contained in the reports and that their criteria may differ from the criteria of the Appalachian State University’s Department of Nursing.

I further authorize the clinical facilities and/or training sites where I am placed for my clinical experience to share any information they have regarding my participation in the clinical training program at their site with University. I hereby release, indemnify and hold harmless the applicable clinical facility, training site(s) and their respective officers, employees, agents, contractors, and other representatives from any liability or damage in connection with their release of the information noted in this provision to University.

I have the right to terminate this consent and release at any time in writing, however, I understand that doing so will prevent the University from providing the information necessary for me to be placed at or permitted to engage in a clinical experience.

I HAVE READ AND UNDERSTAND THIS CONSENT AND RELEASE AND AGREE THAT IT WILL LEGALLY BIND ME AND MY ESTATE, AND I SIGN IT VOLUNTARILY.

Student Signature

Date

Name (Print)

Banner ID

Email

Phone number

Check Program/Status: ☐BSN

☐RN-BSN

☐MSN

☐Faculty

**DRUG SCREENING AND CRIMINAL BACKGROUND CHECK
ACKNOWLEDGEMENT AND AGREEMENT
APPALACHIAN STATE UNIVERSITY EDUCATION PROGRAMS REQUIRING EXTERNAL
HEALTH OR HUMAN SERVICE AGENCIES**

This form should be completed and submitted to the compliance system.

1. I understand and acknowledge that Appalachian State University ("University") has affiliated with several health care and human service facilities (hereinafter "Agencies") to provide internships, field placements or clinical experience for students ("Students"). I further understand and acknowledge that the Agencies have a compelling interest in the integrity of their services and the health and safety of their patients, others who may come into contact with Students, and the Students themselves.
2. I understand and acknowledge that in order to protect their interests, many Agencies require Students to comply with their drug testing and/or criminal background check policies and to undergo drug testing and/or criminal background checks as conditions of participation in their education programs. In addition, such Agencies often require that Students submit to the required drug testing and/or criminal background checks at the Students' own expense. I understand that the University will provide Students with information to obtain the drug testing and/or criminal background checks required by the Agencies.
3. I understand and acknowledge that an Agency may, in accordance with its policies, reject or expel a Student from participation in its operations on the basis of results of the drug testing and/or criminal background checks.
4. I am or will be enrolled as a student in the University's Nursing program, and I plan to participate as a Student in an educational experience at an Agency.
5. Because participation in Agency-related educational programs is a degree requirement for students in the Nursing program, I understand that I may be required to undergo a criminal background check and/or drug screening as a condition of my participation in an internship, field placement or clinical experience at an external health or human service agency.
6. As a condition of participation as a Student in the education program identified above, I hereby agree to comply with the criminal background check requirements at each Agency to which I am assigned. If the Agency facilitates criminal background checks, I agree to comply with such requirements and follow the procedures set forth by the Agency. If the Agency requires that I undergo a criminal background check prior to my placement, I agree to undergo a criminal background check by a University-approved agency at my own expense. I hereby authorize University officials to submit my original results to the Agency, which shall determine whether the results of my criminal background check are acceptable.
7. The student is accountable for reporting any charges of a misdemeanor or felonious nature that occurs while enrolled in the BSN Program within 48 hours of occurrence to the Chair of the Department of Nursing. Reporting means that the student directly contacts the Chair and requests an appointment to discuss the charges.
8. I hereby agree to comply with the drug screening requirements at each Agency to which I am assigned. If the Agency facilitates drug screening, I agree to comply with such requirements and follow the procedures set forth by the Agency. If the Agency requires that I undergo independent/third party drug screening prior to my placement, I agree to undergo drug testing by a University-approved testing laboratory at my own expense. I hereby authorize any testing laboratory performing such services to provide the test results to the University, and I further authorize the University to submit my original results to the Agency. Each Agency shall determine whether the results of my drug screening are acceptable.
9. I have read both the Criminal Background Check and Drug Screening Policy ("Policy") and this Acknowledgement and Agreement, and I understand their contents. I have had the opportunity to ask questions of and discuss the Policy and this Acknowledgement and Agreement with appropriate faculty and administrators in the Department of Nursing. I understand that I am responsible for meeting the requirements set forth in the Policy and this Acknowledgement and Agreement.

Student's Signature

Date

Student's Printed Name

Department of Nursing
PHYSICAL EXAMINATION

This form should be completed and submitted to the compliance system.

Students should keep a copy in their personal records for future use.

NAME:	BANNER ID:
This Physical Examination is to be completed by a licensed healthcare provider. Please attach any additional documentation regarding any category below to this form.	
APP STATE Nursing Safety and Technical Form is also to be completed by the student and healthcare provider	

Temperature:	Pulse:
Respiration:	Blood Pressure:
Height:	Weight:

Eye Exam (all fields must be completed. If healthcare provider is unable to complete, options for completion should be discussed with APP STATE Nursing Director of Compliance and Student Support)			
Peripheral Vision:	Normal/Abnormal		
Acuity: Near:	Right Eye:	Left Eye:	Correction Used: YES / NO
Far:	Right Eye:	Left Eye:	Correction Used: YES / NO
Ishihara Color Test:	Normal/Abnormal	Correct No. of Answers:	

	Normal	Abnormal	Comments
General Appearance			
Skin			
HEENT			
Respiratory			
Cardiovascular			
Abdomen			
Neurological			
Speech			
Motor			
Sensory			
Musculoskeletal			
Muscle Strength			
Gait			
Extremities			
Spine			
Mental Health Status			

Current Medications:

MD/DO/NP/PA Signature:	Date:
Address:	

I understand that the APP STATE Department of Nursing will share health and immunization information with appropriate clinical agencies or in the event of a medical emergency.	
Student Signature:	Date:

REMEDATION FORM: ACADEMIC

GENERAL INFORMATION			
Student Name:		Date:	
Report Prepared by:		Class:	
REASON FOR REMEDIATION		ACTIONS TAKEN	
<input type="checkbox"/>	Level one or below ATI testing(state test_____)	<input type="checkbox"/>	Conference with student: date
<input type="checkbox"/>	Score below 77 on unit exam	<input type="checkbox"/>	Review of test
<input type="checkbox"/>	Writing problems	<input type="checkbox"/>	Suggest study skills
<input type="checkbox"/>	Critical thinking problems	<input type="checkbox"/>	Discuss stress reduction strategies
<input type="checkbox"/>	Stress / anxiety	<input type="checkbox"/>	Review test taking principles
<input type="checkbox"/>	Classroom behavior problems	<input type="checkbox"/>	Suggest decreasing amount of time working
<input type="checkbox"/>	Other: (Explain) _____	<input type="checkbox"/>	Suggest balance of college activities/ academics
<input type="checkbox"/>		<input type="checkbox"/>	Discuss testing accommodations
<input type="checkbox"/>		<input type="checkbox"/>	Referral to university services (e.g. counseling, etc.)
<input type="checkbox"/>		<input type="checkbox"/>	
Detailed Description of student need:			
OTHER ACTION(S)			
<input type="checkbox"/>	Note on advising record:(date/s):_____	<input type="checkbox"/>	Team meeting (date/s):_____
<input type="checkbox"/>	Contacted course coordinator:(date/s):_____	<input type="checkbox"/>	Other action(s):
<input type="checkbox"/>	Contact undergraduate director: (Date/s): _____	<input type="checkbox"/>	
<input type="checkbox"/>	Conference with Chair:Date(s):_____	<input type="checkbox"/>	
ASSIGNMENTS OR REQUIREMENT(S) FOR STUDENT IF APPLICABLE			
RESULTS (INCLUDE DATE):			
STUDENT SIGNATURE:_____		DATE:_____	
INITIATING INSTRUCTOR SIGNATURE:_____		DATE:_____ SIGNATURE OF F	
DATE:			

Remediation recommendations:

- Review material prior to coming to class as well as after class
- Study in small groups
- Work NCLEX questions every day (FA DAVIS or other sources)
- Strive for 80% on NCLEX questions- review rationales (this is a very important part of learning to critically think).
- Work on activities provided in course textbook and associated websites.

REMEDIATION FORM: CLINICAL

GENERAL INFORMATION

Student Name:

Course:

Report Prepared by:

Date:

Clinical facility

Unit:

REASON FOR REFERRAL (CHECK ALL THAT APPLY)

<input type="checkbox"/>	Lack of familiarity with clinical skill	<input type="checkbox"/>	Urinary catheterization
<input type="checkbox"/>	Needs increase in confidence with skill	<input type="checkbox"/>	Tube feedings
<input type="checkbox"/>	Needs practice with procedure: see below	<input type="checkbox"/>	Fundamental skills (bedmaking/ hygiene)
<input type="checkbox"/>	IV insertion/ IV therapy	<input type="checkbox"/>	Vital signs
<input type="checkbox"/>	Sterile technique	<input type="checkbox"/>	Trach care/ suctioning
<input type="checkbox"/>	Dressing change	<input type="checkbox"/>	Transfer techniques
<input type="checkbox"/>	NG insertion or care	<input type="checkbox"/>	Behavior issues
<input type="checkbox"/>	Ostomy care	<input type="checkbox"/>	Dress Code Violation
<input type="checkbox"/>	Medication administration	<input type="checkbox"/>	Communication problems
<input type="checkbox"/>	Isolation protocols	<input type="checkbox"/>	Other: (Explain) _____

Detailed Description of student need:

PRIOR ACTION(S) TAKEN BY CLINICAL INSTRUCTOR

<input type="checkbox"/>	Note on anecdotal record:(date/s): _____	<input type="checkbox"/>	Verbal consultation(date/s) _____
<input type="checkbox"/>	Contacted course coordinator:(date/s): _____	<input type="checkbox"/>	Conference with Student:(Date/s): _____
<input type="checkbox"/>	Contact undergraduate director: (Date/s): _____	<input type="checkbox"/>	Team meeting (date/s): _____
<input type="checkbox"/>	Conference with Chair:Date(s): _____	<input type="checkbox"/>	Other action(s): _____

REQUIREMENT(S) FOR STUDENT

<input type="checkbox"/>	Referral to skills lab
<input type="checkbox"/>	Referral to administration
<input type="checkbox"/>	SPEET attached and completed by: _____
<input type="checkbox"/>	Other action (assignment, etc.) explain: _____

RESULTS:

STUDENT SIGNATURE: _____ DATE: _____

INITIATING INSTRUCTOR SIGNATURE: _____ DATE: _____ SIGNATURE OF F
DATE:

Appalachian State University Department of Nursing
SAFETY AND TECHNICAL STANDARDS: EVALUATION

This form should be completed and submitted to the compliance system at the beginning of the program, annually, and with any changes.

Name: _____
Last First MI

Mailing Address: _____
Street City State Zip Code

1. If you had sufficient educational preparation would you be able to perform, with or without reasonable accommodations, the customary techniques for physical assessment such as auscultation (listening with a stethoscope), percussion (tapping of the chest or abdomen to elicit a sound indicating the relative density of the body part), palpation (feeling various body parts such as the breast or abdomen with the ability to discern the size, shape and consistency of masses), and visual observation sufficient to note such changes as skin and eye color, and body positioning as well as to use such instruments as an otoscope (magnifying instrument for examining the ear) and ophthalmoscope (magnifying instrument eye examinations)?
☐ Yes (with or without accommodations) ☐ No
2. If you had sufficient educational preparation would you be able to perform, with or without reasonable accommodations, basic nursing procedures such as giving injections of medications, inserting intravenous lines, transferring, lifting, and turning patients and assisting patients in their activities?
☐ Yes (with or without accommodations) ☐ No
3. If you had sufficient educational preparation would you be able to perform quickly and effectively, with or without reasonable accommodations, such emergency procedures as cardiopulmonary resuscitation and suctioning of obstructed airways?
☐ Yes (with or without accommodations) ☐ No
4. Are you able to communicate orally and in writing and receive communication so as to conduct patient interviews, to provide patient education, and to make your assessments and plans known to others on the health care team?
☐ Yes (with or without accommodations) ☐ No
5. Are you able to withstand the physical and psychological rigors of nursing education and practice? Both may entail long classroom and clinical hours, strenuous physical activity, exposure to latex and other allergens and taking care of patients with serious illnesses, contagious diseases, terminal diseases, and severe emotional disorders. Consistent class attendance is mandatory due to the clinical nature of the nursing program.
☐ Yes (with or without accommodations) ☐ No

6. Can you meet the immunization requirements for nursing students as listed below? For information on costs at APP STATE Student Health Services go to: <http://healthservices.appstate.edu/pagesmith/98>

MMR vaccine requirement: 2 MMR vaccines given after 1st birthday and at least 30 days apart are required.

Tuberculosis screening requirement: Initial TB screening – 2 separate PPD tests 7-21 days apart (a.k.a., “two step”). A Quantiferon Gold or T-spot blood test may also be done annually to meet this requirement if negative. If history of positive PPD, provider review (risk assessment). Annual TB screening is required.

DPT/Td requirement: A series of 3 doses of DPT, DTaP, or Td -- one within past 10 years; one dose Tdap (Adacel or Boostrix) (date must be after vaccine release day of May 2005). Td repeated if Tdap is ≥ 10 years.

Hepatitis B vaccine requirement: A series of 3 vaccines and a positive blood titer is required, or Hep B Declination.

Varicella/Chicken Pox Immunity requirement: If history of chicken pox disease, a positive blood titer is required. If a student has no history of chicken pox disease, a 2-dose series of vaccine is required.

Annual Influenza Vaccine: Required by clinical facilities.

☐ Yes ☐ No If No, why:

7. Are you able, with or without reasonable accommodations, to listen, speak, read, write, reason and perform mathematical functions at a level which allows you to process and understand materials which are presented to you (in either a verbal or a written format)?

☐ Yes (with or without accommodations) ☐ No

8. Having read the Safety and Technical Standards for Appalachian State University Department of Nursing, do you require reasonable accommodations, consistent with the Americans with Disabilities Act, to meet any of these requirements?

☐ Yes ☐ No

I certify that the information submitted in this application is complete and correct to the best of my knowledge. I understand that submission of false or incorrect information may cause my application to be rejected or may result in my dismissal from Appalachian State University, if admitted. I understand that any request for accommodation will be evaluated to determine the reasonableness of the requested accommodation and the adequacy of the supporting documents.

Applicant's Signature

Date

If you have any questions regarding the above questions, please contact the Director of Compliance & Student Support.

Health Care Provider Verification

☐ I have reviewed the information provided by the student in this document. I have discussed this information with the student. To the best of my knowledge, this student is able to meet the Safety and Technical Standards required for the nursing program at Appalachian State University.

MD/NP/DO/PA Signature: _____ **Date:** _____



**Department of Nursing
STUDENT HANDBOOK
AGREEMENT FORM**

**This form should be completed and
submitted to the compliance system**

I, (print name)_____

-
- have received the academic year 2022-2023 APP STATE Department of Nursing StudentHandbook.
 - am aware that the handbook is available for review on the APP STATE Nursing Department website.
 - have read in its entirety, the academic year 2022-2023 APP STATE Department of Nursing Student Handbook.
 - acknowledge that I am responsible for its contents and for adhering to the policies therein.

BSN handbook ☐

RN-BSN ☐

Graduate ☐

Signature

Date

**Department of Nursing
 STUDENT INFORMATION FORM**

This form should be completed and submitted to the compliance system.

This form is to be completed at the beginning of each academic year. Please print legibly.

Current information should also be maintained at:

<https://registrar.appstate.edu/students/updating-personal-information>

Student Information:

Full Name: _____

Banner ID Number: _____ SS Number (last four digits): _____

Date of Birth(mm/dd/year): _____

Current Physical Address: _____

Current Mailing Address: _____

Permanent Mailing Address: _____

Phone Number(s) Cell: _____ Other: _____

APP STATE Email: _____

Personal Email: _____

Emergency Contacts

Emergency Contact Name (1): _____

Emergency Contact Phone Number (1): _____

Emergency Contact Name (2): _____

Emergency Contact Phone Number (2): _____

Vehicle Information

Tag Number	Make	Model	Year	Color	State

Revised 05/2017; 05/2018; 07/2019; 05/2021

Department of Nursing Tuberculosis Risk Assessment

For individuals with a history of a positive TB test
This form should be completed and submitted to the compliance system as directed.

NAME (printed): _____ DATE: _____

Please answer the following questions and provide additional information for any YES answers.

1. Were you born outside the USA in one of the following parts of the world: YES NO
Africa, Asia, Central America, South America, or Eastern Europe?

2. Have you traveled outside of the USA and lived for more than one month YES NO
in Africa, Asia, Central America, South America, or Eastern Europe?
Date and duration of last travel to these countries: _____

3. Do you have a compromised immune system such as from any of the following YES NO
conditions: HIV/AIDS, organ or bone marrow transplantation, diabetes,
immunosuppressive medications (e.g. Prednisone, Remicade), leukemia, lymphoma
cancer or the head or neck, gastrectomy or jejunal bypass, end stage renal disease
(on dialysis), or silicosis?
Date of onset of any of the above conditions: _____

4. Have you ever done one of the following: used crack cocaine, injected illegal drugs, YES N
worked or resided in a jail or prison, worked or resided in a homeless shelter, or
worked as a healthcare worker in direct contact with patients?
Date of use of any of the above conditions: _____

5. Have you experienced any of the following symptoms in the past year?

Symptoms	YES	NO	Symptoms	YES	NO
Fatigue			Night sweats		
Weight loss			Low grade fever		
Loss of appetite			Chest pain		
Weakness			Bloody sputum		
Persistent cough**			Prolonged period of "just not feeling well"		

Have you followed up with your health care provider regarding any categories with "yes" answers?

YES NO

Answers of "Yes" should be discussed with the APP STATE Nursing Director of Compliance and Student Support

Date of last CXR (or not applicable(n/a)): _____

Radiologist Report submitted to APP STATE Nursing Program: YES NO

Date completed medication for active or latent tuberculosis (or not applicable (n/a)): _____

This information will be evaluated and you may be required to have a statement of clearance to participate in clinical from a healthcare provider of your choice.

The above information is accurate to the best of my knowledge.

Student signature: _____ Date: _____

Reviewed by: _____ Date: _____

Reviewer Signature: _____

Department of Nursing Tuberculosis Testing Record: Annual

This form should be completed and submitted to the compliance system.

APP STATE Box 32151, Boone, NC 28607-2151

Please copy for your records before turning in to nursing office.

Name: _____ **Banner ID #:** _____

TUBERCULOSIS (TB) SCREENING TEST:

Annually (364 days or less after initial tb testing) one of the following is required:

One tst or

IGRA test for tuberculosis.

Upon request of a clinical agency, additional TB testing may be required.

TST 0.1ml intradermal in the left arm.

READ IN 48-72 HOURS.

Date/Time administered: _____

By: _____ Date/Time read: _____

Results: _____ mm

By: _____

OR

IGRA (Quantiferon Gold or T-Spot)

Date and Results: _____

Attach an official copy of the results to this form.

Chest x-ray required if any TB screening test is positive, yearly for two years after first converting to positive. And every 5-6 years thereafter.

Date of x-ray: _____ Absence of active disease: ☐ Yes ☐ No

Attach Radiology Report and fill out Annual Tuberculosis Surveillance Questionnaire.

If medication for latent tuberculosis has been completed, documentation should be provided.

Comments: _____

Provider Signature: _____ **Date:** _____

Nurse, MD, PA, FNP who completed any of the above

Address: _____

I understand that the Department of Nursing at Appalachian State University will share health and immunization information with appropriate clinical agencies or in the event of medicalemergency.

Signature: _____ Date: _____

Department of Nursing Tuberculosis Testing Record: Initial

This form should be completed and submitted to the compliance system.

NAME: _____

Banner ID: _____

Tuberculin skin Test (TST)

Administered 0.1 intradermal

Date: _____ Time: _____

Date: _____ Time: _____

Tuberculin skin Test (TST) 7-21 days after test #1

Administered 0.1 intradermal

Date: _____ Time: _____

Date: _____ Time: _____

Interferon Gamma Release Assay (IGRA: QuantiFERON Gold or T Spot)

Date lab obtained: _____ Time: _____

Lab Name: _____

Lab Address: _____

Chest X Ray (CXR) required for any positive tuberculosis screening test

Date of CXR: _____

Tuberculosis Risk Assessment completed and attached to this form

PROVIDER COMPLETING FORM (May by RN, MD, DO, NP, or PA)

Provider Name: _____ Provider Signature: _____ Provider Address: _____ Provider Phone: _____

STUDENT:

I understand that the Department of Nursing at APP STATE will share health and immunization information with appropriate clinical agencies or in the event of a medical emergency.

Signature: _____

Date: _____



Department of Nursing Universal Confidentiality Agreement

This form should be completed and submitted to the compliance system.

I have read, understand and agree to comply with the Appalachian State University Department of Nursing Universal Confidentiality Policy.

- Further, I will read and comply with all University, and agency/facility policies and standards relative to confidentiality and information security.
- I understand and agree that violation of the Universal Confidentiality Policy may constitute grounds for corrective action up to and including loss of agency privileges, academic or employment suspension, or termination from the Nursing Department in accordance with applicable agency/facility, Department or University procedures, as set forth in the Policy.
- I also understand and agree that unauthorized release of confidential information may subject me to personal, civil, and/or criminal liability and legal penalties.
- I further understand that violation of this policy by any member of the University's student body, faculty or staff may constitute grounds for termination of the contractual relationship or other terms of affiliation between the University and the agency.

BSN ☐
RN-BSN ☐
MSN ☐

Student from other institution ☐
Faculty ☐
Visitor ☐

Printed Name

Signature

Date