BSN Completion

Student Handbook

Academic Year
2018-2019
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INTRODUCTION

Welcome to the Fay W. Whitney School of Nursing and welcome to the world of professional nursing! All students in the school are provided with a student handbook that contains information about the school, professional expectations, resources and specific policies and procedures that are of concern to student academic life. The handbook serves as a companion to the University Catalog that contains university academic policies.

Please become familiar with this handbook. The handbook serves as a guide for academic and nonacademic policies. Students are responsible for using the handbook as a resource when issues and questions arise.

The information in this handbook is updated annually. In addition, changes may be made during the academic year. Any changes to the current version of the handbook will be posted on the School’s website at www.uwyo.edu/nursing. Both the handbook and the University Catalog are available electronically and can be printed.

WELCOME FROM THE DEAN

On behalf of the faculty and staff, I welcome you to the Fay W. Whitney School of Nursing. The School has an atmosphere that is friendly, scholarly, professional and forward-minded. We invite you to join an exciting and dynamic community where active learning and teacher-student partnerships, scholarly practice, interprofessional education and practice, and rural health care are valued.

You are embarking on an exciting and challenging journey. The faculty and staff have carefully developed this student handbook so that you have a guide to the variety of resources available to you within the school, college and university, and that you have clear guidelines about what is expected of you as a student.

Please explore this handbook and become familiar with resources and the policies that govern our nursing community. I wish you the best as you pursue your goals in professional nursing!

My best regards,

Mary E. Burman
Dean and Professor
SECTION 1: OVERVIEW

This section provides a brief introduction to the University of Wyoming, Fay W. Whitney School of Nursing, hereafter referred to as the School of Nursing or FWWSON. Legislation to initiate the Bachelors of Science in Nursing (BSN) program at the University of Wyoming was passed in 1951 with students admitted that fall. The program received initial accreditation from the National League for Nursing (NLN) in 1955 and has maintained accreditation since that time. Currently, all of the FWWSON undergraduate and Master of Science (MS) programs are accredited by the Commission on Collegiate Nursing Education (CCNE) through 2021.

The FWWSON has a well-established undergraduate program with three options to obtain a BSN degree: Basic BSN – a four-year, on-campus BSN option for students wishing to become registered nurses at the baccalaureate level; Bachelors Reach for Accelerated Nursing Degree (BRAND) – an accelerated BSN option for students who have already achieved a previous non-nursing baccalaureate degree and wish to become a registered nurse at the baccalaureate level; RN-BSN Completion – a BSN completion option for registered nurses or Wyoming associate degree nursing students who wish to further their education to the baccalaureate level (online program).

The FWWSON has two graduate options: a Doctor of Nursing Practice (DNP) nurse practitioner and MS in nursing with an emphasis in either Nurse Education or Nurse Leadership.

MISSION

The Fay W. Whitney School of Nursing educates, conducts research and provides service and practice to improve, protect and promote health. Mission approved FWWSON All-Faculty and Staff Meeting 10-2-2013; reviewed and revised 2-28-2018

VISION

In the ever-changing education and health care environment, the Fay W. Whitney School of Nursing shapes the profession of nursing and health care, especially rural health care, and promotes a culture of health.

Vision approved FWWSON All-Faculty and Staff Meeting 10-2-2013; reviewed and revised 2-28-2018

VALUES

The Fay W. Whitney School of Nursing upholds the University of Wyoming values.

- Exploration and Discovery: Free, open and unfettered exploration and discovery supported by rigorous peer review and the communication and application of that scholarship, constitute the core principles and practices of this university.
- Innovation and Application: Creative thinking leads to new knowledge, inspires student achievement and brings practical innovation to our communities.
- Disciplinarity and Interdisciplinarity: Knowledge advances through intense and focused study and also in the intersection of ideas and disciplines. UW cultivates the energy of individual and collaborative advances.
- Integrity and Responsibility: Outstanding teaching, learning and scholarship rely on the principles of integrity, responsibility and trust throughout our community.
• Diversity and Internationalization: A diverse and international community that includes and respects different ethnicities, genders, sexualities, abilities, cultures and worldviews multiplies our capacity to explore, innovate and educate.

• Engagement and Communication: Engagement with local, state, tribal, national and global constituencies inspires our daily work. We are committed to active outreach and clear communication.

Values approved FWWSON All-Faculty and Staff Meeting 10-2-2013; reviewed and revised 2-28-2018

GOVERNANCE

Three committees govern the FWWSON. Each nursing faculty is a member of at least one committee. The committees are: Curriculum and Evaluation, Student Affairs, and Scholarship and Learning. Students may volunteer or be invited to serve on the Student Affairs Committee. The student representative serves as a liaison between the students and the faculty. The College of Health Sciences, which the school is one of the academic units, provides opportunities for students to participate in governing processes. The By-laws of the College designate which committees have students as members.

ACCREDITATION

The Bachelor’s, Master’s and Doctoral Programs offered by the FWWSON are accredited by the Commission on Collegiate Nursing Education (CCNE) http://www.aacn.nche.edu/Accreditation/. Click on the link to read further about this accrediting agency. The link provides a listing of schools accredited by CCNE.

Programs are also approved by the Wyoming State Board of Nursing.
SECTION 2: COMMUNICATION

Administration ......................................................................................................................................... 307-766-6569
Dean: Mary Burman (mburman@uwyo.edu) ..................................................................................... 307-766-6569
Associate Dean: Mary Anne Purtzer (mpurtzer@uwyo.edu) .............................................................. 307-766-6576
Business Manager: Denise Gable (dgable@uwyo.edu) ........................................................................ 307-766-6569

Financial Aid/Scholarships
Nursing Scholarships (dgable@uwyo.edu) .......................................................................................... 307-766-6569
General Financial Aid Information (finaid@uwyo.edu) ...................................................................... 307-766-2116

Nursing Academic Programs
Basic BSN (basicbsn@uwyo.edu) ......................................................................................................... 307-766-4292
Basic BSN Director: Kim Raska-Miller (kraska@uwyo.edu) ................................................................. 307-766-5538
Basic BSN Support
Credentials Analyst/Academic Advisor: Debbie Shoefelt (shoefelt@uwyo.edu) ................................. 307-766-4292
BRAND – Accelerated BSN (BRAND@uwyo.edu) ............................................................................ 307-766-6565
BRAND Director: Kim Raska-Miller (kraska@uwyo.edu) ................................................................. 307-766-5538
BRAND Support
Credentials Analyst/Academic Advisor: Dawn Carver (dcarver@uwyo.edu) .................................... 307-766-6565
RN-BSN Completion (RN.BSN@uwyo.edu) ......................................................................................... 307-766-6574
RN-BSN Completion Director: David Bodily (david.bodily@uwyo.edu) ............................................. 307-766-4312
RN-BSN Completion Support
Credentials Analyst/Academic Advisor: LeAnn Amen-McConnell (lamen1@uwyo.edu) ............. 307-766-6574
Graduate Programs (gradnurse@uwyo.edu) ......................................................................................... 307-766-6568
Nurse Educator / Leader Options (MS) Director: Mary Anne Purtzer (mpurtzer@uwyo.edu) 307-766-6575
Nurse Practitioner (DNP) Director: Ann Marie Hart (annmhart@uwyo.edu) ...................................... 307-766-6564
Graduate Program Support
Credentials Analyst/Academic Advisor: Dawn Carver (dcarver@uwyo.edu) .................................... 307-766-6565

Additional Program/Student Support Staff
Receptionist, Course Support, Clinical Contracts / Office Associate
Christina Lepper (clepper@uwyo.edu) ................................................................................................. 307-766-4312
General School Inquiries, Web Master / Office Associate
Claire Hitchcock (uwnursing@uwyo.edu or claire@uwyo.edu) ............................................................ 307-766-4291
COMMUNICATION SYSTEM

The primary source of communication with nursing students is through UW email accounts and online course shells. Students are responsible for all information sent out via these resources. Some student contacts may be made by phone or through the U.S. Mail service. Please keep both your mailing (school) and permanent address and phone information current at all times on WyoWeb.

APPROPRIATE CHANNELS IN PROBLEM SOLVING DIFFICULT SITUATIONS

The following process is based upon these assumptions:

- Students experience problems that need to be discussed with faculty in various contexts.
- Students approach trusted faculty with their problems in order to obtain assistance in solving them.
- Students experience anxiety and stress when they are not empowered to use appropriate problem-solving strategies.
- Learning to use appropriate problem-solving strategies is empowering.

Based upon these assumptions, the following process should be used in the FWWSON by both students and faculty. The purpose of the process is to facilitate student learning of a problem-solving strategy that will empower them to cope with significant issues in their academic life. This process will also be useful to them as graduate nurses in future employment situations.

STUDENT COURSE OF ACTION

The steps below are to be followed when a problem arises. Should a student skip any of the steps by trying to contact a higher authority, that authority figure will ask the student to go back and follow the process. THEN, if that person is not able to help, the student may progress to the next level of authority.

1. Go directly to person (student, faculty) involved first.
   
   If this is difficult, the student may speak directly to his/her advisor or a trusted faculty member first for assistance in planning how to approach this person. Students may also contact the Dean of Students Office (307-766-3296) at any time for help in addressing tough issues.

   If speaking directly to the student/faculty member involved did not resolve the situation, then proceed to the next level of authority...

2. Go to the course instructor (if that is not the person in #1).

   If speaking to the course instructor did not resolve the situation, then proceed to the next level of authority...

3. Go to the course coordinator (if that is not the person in #2).

   The course coordinator will be listed as such on the course syllabus.

   If speaking to the course coordinator did not resolve the situation, then proceed to the next level of authority...

4. Go to the program director (if that is not the person in any of the prior steps).

   If speaking to the program director did not resolve the situation, then proceed to the next level of authority...

5. Go to the Associate Dean of the School of Nursing

6. Go to the Dean of the School of Nursing
SECTION 3: PROFESSIONAL BEHAVIOR

PROFESSIONAL CONDUCT CODE FOR STUDENTS ENROLLED AT THE FAY W. WHITNEY SCHOOL OF NURSING

CODE

Introduction

The Fay W. Whitney School of Nursing (FWWSON) at the University of Wyoming has an obligation to educate students who are accountable to the highest ethical and professional standards. The Professional Conduct Code has been developed to guide students who are enrolled at all levels in the FWWSON. This Code has been developed in accordance with the American Nurses’ Association Code of Ethics and Standards of Practice and the American Association of Nurse Practitioner Standards and Scope of Practice for Nurse Practitioners.

The FWWSON Professional Conduct Code provides guidance to students about expected professional behaviors in nursing. In addition, the university has other codes of conduct that nursing students are accountable to including the University of Wyoming Regulation (UW Reg) 6-802, which focuses on academic dishonesty and the UW Student Code of Conduct.

The Fay W. Whitney School of Nursing is a part of the University of Wyoming community of scholars and learners, committed to the principles of honesty, trustworthiness, fairness, and respect of others. Students share with faculty and staff the responsibility for promoting a climate of integrity. The purpose of the Professional Conduct Code is to uphold these fundamental values. As citizens of the university community, each student is responsible for upholding the spirit as well as the letter of the Professional Conduct Code during his/her tenure in the Fay W. Whitney School of Nursing. The Professional Conduct will be directed and enforced by the Fay W. Whitney School of Nursing.

Professional Conduct

The FWWSON is committed to maintaining the highest standards of academic performance, professional behavior, personal integrity, and respect for each other as individuals. The following are ethical principles that professional nurses embrace. Brief descriptions of each are included.

Integrity

Students are expected to demonstrate honesty and integrity in all aspects of their interaction with fellow students, faculty, staff, clients, and community partners, including assuring accuracy and completeness in their actions and communication. Students are expected to promote ethical behavior and report unethical behavior.

Responsibility, Accountability and Professional Growth

Students accept individual responsibility and accountability for their actions. Students will work to safeguard the lives, health and welfare of others. Students must assume personal responsibility for their own physical and mental health and maintain commitment to the highest professional and academic standards of the nursing profession.

Respect

Students will treat fellow students, faculty, staff, clients, and community partners with dignity and respect while taking into consideration diversity in values and beliefs without discrimination.
Confidentiality and Privacy

Confidentiality is a fundamental tenet of health care. Students shall respect the rights and privacy of fellow students, faculty, staff, clients, community partners and other healthcare professionals. Breaches of confidentiality and privacy apply to any type of communication as well as the improper use of social media.

Professional Demeanor

Students are representatives and ambassadors of the FWWSON. Students’ behavior may positively or negatively affect the image of the FWWSON. Students shall interact with all members of the school, university, healthcare team, their colleagues, and the public in a professional manner that reflects a spirit of cooperation, consideration, and professionalism.

PROCEDURES FOR VIOLATIONS OF THE PROFESSIONAL CONDUCT CODE

I. Overview: The Fay W. Whitney School of Nursing (FWWSON) shall have jurisdiction over incidents of alleged violations of the Professional Conduct Code by any individual who is enrolled in a professional nursing program at the University of Wyoming. The Professional Conduct Code identifies areas of conduct which are judged unacceptable for individuals who are either in or aspire to be in the profession of nursing. The Professional Conduct Code and these Procedures will be included in the Student Handbook.

II. The FWWSON Student Affairs Committee shall receive complaints through the Associate Dean, Chair of the committee, alleging misconduct by students as outlined by the FWWSON Professional Code of Conduct. The Student Affairs Committee has primary authority and responsibility for the administration of the Professional Conduct Code.

III. Procedures for Report of Violation, Preliminary Procedures, Notice, Conferences/Hearings, and Suspension

a. Report of Violation: An alleged violation of the Professional Conduct Code should be reported to the Chair of the FWWSON Student Affairs Committee as soon as possible after discovery of the incident. Any member of the University community, including students, staff and faculty, or a community partner may file a complaint against a student suspected of violating the Professional Code of Conduct. Complaints shall be reported promptly without unreasonable delay.

b. Preliminary Procedures: If appropriate, the Student Affairs Committee Chair may refer the alleged violation to relevant university officials. Otherwise, the Student Affairs Committee will conduct a preliminary inquiry to ascertain whether the allegations are supported by evidence and do allege a violation of the Professional Code of Conduct. If not, in consultation with the Dean, the complaint shall be dismissed or resolved administratively without filing a formal complaint. If the allegation is supported, the Student Affairs Committee shall proceed to conduct a professional conduct hearing according to the process outlined below.

c. Written Notification: The Student Affairs Committee Chair will notify the accused, in writing, of the allegations brought against him/her. The student shall receive a copy of the Professional Conduct Code and other relevant documents along with the written notice. The student will be informed of the date, time and location of the professional conduct hearing at least five (5) business days prior to the hearing date.

d. Professional Conduct Conference: Any student accused of misconduct who is not disputing the charge(s) will participate in a professional conduct conference with the Student Affairs Committee as outlined in Section IV.

e. Professional Conduct Hearing: Any student accused of misconduct who is disputing the charge(s) will participate in a professional conduct hearing as outlined in Section V.

f. Temporary Suspension: The Dean or his/her designee may at any time temporarily suspend or deny readmission to a student from the FWWSON pending formal procedures when the Dean or
designee finds and believes from available information that the student would seriously disrupt the School or constitute a danger to the health, safety or welfare of members of the FWWSON community.

IV. Professional Conduct Conference – informal process

a. Admission of responsibility: Students that elect a professional conduct conference admit responsibility for the misconduct. The purpose of the conference is to determine what sanctions are appropriate for the violation of the professional conduct code. Students that agree to a conference waive any rights to further hearings or appeals regarding the admitted misconduct.

b. FWWSON Student Affairs Committee: The committee will review the charges to determine the appropriate action or sanction.

c. Failure to appear: If a student accused of misconduct fails to appear for a professional conduct conference, the Student Affairs Committee Chair will refer the student for a professional conduct hearing.

d. Appeal: A student that participates in a professional conduct conference may appeal only the sanction(s) imposed by the Student Affairs Committee. The formal appeal shall be made in writing to the FWWSON Dean. Such disposition shall be final and there shall be no subsequent proceedings.

V. Professional Conduct Hearing - formal process

a. A professional conduct hearing chaired by the Associate Dean (Chair of the Student Affairs Committee) shall occur within thirty (30) business days of the charge unless the Student Affairs Committee determines that it is in the best interests of the University or the student to postpone the hearing, at which point notice will be given to both the student and the charging party.

b. Appropriate accommodations will be made for students who have documented disabilities through University Disability Support Services.

c. Discovery shall be limited to an exchange between parties of a list of witnesses for the hearing, a brief summary of the information each witness is expected to present along with any documents to be presented at the hearing. No depositions may be taken. Interrogations are not permitted nor are written pre-hearing motions. If a member of the Student Affairs Committee is the accusing party, he/she will be excused from the process.

d. Normally, professional conduct hearings are not open to the public. At the request of the student accused of misconduct, and subject to the discretion of the Student Affairs Committee Chair, the hearing may be opened to the public.

e. Admission of any person to the professional conduct hearing shall be at the discretion of the Chair. Witnesses, other than the student accused of misconduct, may be excluded from the judicial hearing during the testimony of other witnesses.

f. Either party may present information, including documents, and/or a reasonable number of relevant witnesses in support of their position.

g. The student accused of misconduct may speak on his or her own behalf; however students who chose to remain silent shall not have their silence used to their detriment.

h. The Chair may exclude any person(s) disrupting a professional conduct hearing or who fails to abide by the decisions of the committee.

i. The Student Affairs Committee will only consider information that directly relates to the facts of the complaint or information regarding the appropriateness of a particular sanction.

j. The Student Affairs Committee may question all witnesses in a hearing.

k. Neither advisors nor legal counselors may appear in lieu of the accused student.
The accused may have an advisor or counselor present to consult or advise before and/or during the hearing; however, the adviser/counselor will not be allowed to question witnesses and/or address the committee. The accused student must notify the Student Affairs Committee Chair at least three (3) business days in advance with the name and relationship of the advisor/counselor and the name of any witness that will attend the hearing.

In the course of any hearing, the Student Affairs Committee Chair is authorized to request the appearance or additional evidence of any student, faculty, staff member, other employee of the University, or other person as witness.

After the professional conduct hearing, the Student Affairs Committee shall determine whether or not the student is responsible for violating the Professional Code of Conduct.

If the student does not appear at the hearing, the written statements will represent the accused and the Student Affairs Committee’s recommendation will be made accordingly.

The hearing may take place by audio/visual teleconferencing for students and/or faculty in Outreach programs in the FWWSON. The conference will be scheduled by FWWSON personnel and, at the discretion of the Student Affairs Committee Chair, may be set up with an independent proctor to accompany the student at the distance site.

If a case involves more than one accused student, the Student Affairs Committee may elect to hear the cases together, but in that event shall make separate findings and determinations for each accused.

All procedural questions are subject to the final decision of the Student Affairs Committee Chair.

The Student Affairs Committee recommendations will be submitted by the Chair to the Dean within five (5) days of the hearing. The student accused of misconduct will then be informed in writing of the determination and recommendations and the appellate process within twenty (20) business days of the close of the professional conduct hearing.

The standard of proof shall be “by a preponderance of the evidence” which shall mean that the evidence as a whole shows that the fact sought to be proved is more probable than not.

VI. Record of Hearing/Notice of Decision

The FWWSON Student Affairs Committee Chair shall prepare a “Notice of Decision” which includes the findings of fact, findings of guilt or innocence, and the sanctions imposed. A copy of shall be filed in the student’s professional conduct records maintained by the Dean of FWWSON for seven (7) years.

VII. Further Appeal

Further appeal shall be in accordance with the College of Health Sciences Appeals procedures.

Status during the appeal: In cases of suspension, dismissal or expulsion where a notice of appeal is filed within the required time, the accused student may petition the FWWSON Dean in writing for permission to attend classes pending final determination of appeal. The Dean may permit the accused student to continue in school under such conditions as may be designated pending completion of appellate procedures, provided such continuance will not disrupt the University or constitute a danger to the health, safety or welfare of the University Community. In such event, however, any final disciplinary action imposed shall be effective from the date of the final decision by the FWWSON Student Affairs Committee.

Approved at SON meeting on 11/30/16
The purpose of this policy is a guide for students and faculty to optimize understanding of performance concerns. A learning plan is developed to address concerns and provide guidance to promote student success.

**Academic Concerns**

Academic performance concerns and a process to facilitate successful learning are identified below.

**Unsatisfactory or failing performance in a didactic course will initiate the following process:**

- In collaboration with course coordinator (or program director/associate dean if appropriate), the course faculty member will develop an agreement (Academic Performance Learning Plan) with the student specifying an action plan with a timeframe and potential outcomes of the concern.
- The student and the faculty member will sign the Academic Performance Learning Plan (course coordinator, faculty advisor, program director, and associate dean signatures will be obtained if appropriate).
- A follow-up conference(s) to review the student’s progress will occur according to the timeline of the learning plan. Documentation will be attached to the original Academic Performance Learning Plan.

**Clinical Concerns**

Clinical performance concerns and a process to facilitate successful learning are identified below.

**Level I Clinical Concerns**

...are actions of a serious nature with potential to jeopardize client safety and result in the danger and/or harm to clients in any setting. Such concerns may result in actions ranging from a written learning plan to dismissal from the program. These concerns include, but are not limited to, the following:

- Demonstrates acts of omission or commission during the care of clients that result in harm or may result in harm.
- Demonstrates impaired behavior in clinical settings. This impairment may be the result of alcohol, recreational drug or prescription drug use (invokes Impaired Student policy).

**Level II Clinical Concerns**

... are actions with less potential to cause harm. Such concerns may result in actions ranging from a written learning plan to course failure. These concerns include, but are not limited to, the following:

- Comes unprepared for the clinical experience.
- Displays inadequate knowledge and/or skills necessary for client care.
- Fails to accept accountability for his/her own actions.
- Fails to abide by the program’s dress code for the clinical experience.
- Fails to attend clinical experiences as scheduled.
- Fails to provide prior notification to the faculty/preceptor of an absence, tardiness, or early departure from the clinical setting.
Unsatisfactory or failing performance in a clinical course will initiate the following process:

- Level I concerns may result in immediate removal from the clinical experience.
- The student will receive verbal feedback from the faculty regarding the clinical concern(s).
- In collaboration with course coordinator (or program director/associate dean if appropriate), the course faculty member will develop an agreement (Clinical Performance Learning Plan) with the student specifying an action plan with a timeframe and potential outcomes of the concern.
- The student and the faculty member will sign the Clinical Performance Learning Plan (course coordinator, faculty advisor, program director, and associate dean signatures will be obtained if appropriate).
- A follow-up conference(s) to review the student’s progress will occur according to the timeline of the action plan. Documentation will be attached to the original Clinical Performance Learning Plan.
# Academic Performance Learning Plan

**Student Name:**

**Faculty Name:**

**Nursing Course:**

<table>
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<tr>
<th>Details</th>
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<tbody>
<tr>
<td><strong>Description of Academic Concern:</strong></td>
</tr>
<tr>
<td><strong>Learning Plan Addressing Academic Concern:</strong></td>
</tr>
<tr>
<td><strong>Timeline and Potential Outcome:</strong></td>
</tr>
</tbody>
</table>

## Acknowledgement

*By signing this form, you confirm that you understand this information. You also confirm that you and the faculty have discussed the academic concern. Signing this form does not necessarily indicate that you agree with the academic concern.*

<table>
<thead>
<tr>
<th>Student Signature:</th>
<th>Date:</th>
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<tbody>
<tr>
<td>Faculty Signature:</td>
<td>Date:</td>
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# Clinical Performance Learning Plan

<table>
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<tr>
<th>Student Name:</th>
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<tbody>
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<td>Faculty Name:</td>
<td>Nursing Course:</td>
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<table>
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<tr>
<th>Level of Clinical Concern</th>
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<tr>
<td>Level I Clinical Concern</td>
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<tr>
<td>Level II Clinical Concern</td>
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</table>

## Details

### Description of Clinical Concern:

### Action Plan Addressing Clinical Concern:

### Timeline and Potential Outcome:

## Acknowledgement

*By signing this form, you confirm that you understand this information. You also confirm that you and the faculty have discussed the clinical concern. Signing this form does not necessarily indicate that you agree with the clinical concern.*

<table>
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<tr>
<th>Student Signature:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Signature:</td>
<td>Date:</td>
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</table>
You are required to read the following information. All undergraduates and graduates admitted to the University of Wyoming Fay W. Whitney School of Nursing (FWWSON) will be asked to verify that they can meet these standards with or without accommodation(s). In courses or programs without clinical components, or involving no direct client care, these Technical Standards may be modified by the program admission committee.

**STANDARDS**

- **Observation/Sensory-motor**: Applicants must be able to observe demonstrations and learn from experiences in the basic sciences, including but not limited to, physiology and pharmacology, microbiology and pathophysiology laboratory situations. Applicants must be able to observe and learn from experiences in the clinical nursing laboratory such as the following examples: accurately read gradients/calibrations on a syringe; measure medications accurately; accurately recognize color changes on chemical reaction strips; assess heart, breath, abdominal sounds; assess normal and abnormal color changes in the skin; observe pupil changes; and observe digital or waveform readings.

- **Communication**: Communications include not only speech but also reading, writing, and computer usage, including handheld digital access. Applicants must be able to communicate accurately and effectively with patients, caregivers, physicians, other health professionals, clinical facility staff, faculty and staff, peers, and the community in general in order to elicit information, describe changes in mood, activity and posture, and perceive nonverbal communications.

- **Psychomotor**: Applicants should have sufficient motor function to elicit information from patients by palpation, auscultation, percussion, and other diagnostic maneuvers. Applicants should be physically able to collect specimens and perform basic tests (such as glucose finger stick, urine dipstick). Applicants should be able to execute motor movements reasonably required to provide general care and emergency treatment to patients. Examples of emergency treatment reasonably required of nurses are cardiopulmonary resuscitation, administration of intravenous medication, application of pressure to stop bleeding, and assist in moving and lifting patients using proper body mechanics. Such actions require coordination of both gross and fine muscular movements, equilibrium and using tactile and visual senses.

- **Intellectual-Conceptual, Integrative, and Quantitative**: Applicants must be able to comprehend and interpret documents written in English. Applicants should have cognitive abilities including measurements, calculation, reasoning, analysis, and synthesis. Critical thinking is the ability to synthesize knowledge and integrate the relevant aspects of a client's history, physical exam findings and diagnostic studies. Problem solving, the critical skill demanded of nurses, requires all of these intellectual abilities. In addition, the applicant should be able to comprehend three dimensional relationships and to understand the spatial relationships of structures in order to understand normal and abnormal anatomy and physiology.

- **Behavioral and Social Attributes**: Applicants must possess the emotional health required to utilize their intellectual abilities fully, exercise good judgment, complete all responsibilities attendant to the nursing diagnosis and care of patients promptly, and the development of mature, sensitive and effective relationships with patients and their families. Applicants must be able to tolerate physically taxing workloads and to function effectively under stress. They must be able 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. Compassion, integrity, concern for others, interpersonal communication skills, interest and motivation are all personal qualities that should be assessed during
the admissions and education process. As a component of nursing education, a student must demonstrate ethical behavior including adherence to the professional nursing code and the UW and FWWSON student conduct codes.

1 These standards were adapted from the University of Kansas School of Nursing Technical Standards for Admission.

REASONABLE ACCOMMODATIONS

Applicants who disclose a disability are considered for admission if they are otherwise qualified so long as such accommodation does not significantly alter the essential requirements of the curriculum and the educational program, or significantly affect the safety of patient care or others. When applicants or students disclose a disability, the provision of reasonable accommodations will be considered in an attempt to assist these individuals in meeting these required technical standards. Applicants whose response indicates that they cannot meet one or more of the expectations will be reviewed further by the University Disability Support Services, with applicant and faculty input, to determine if any reasonable accommodations are possible to facilitate successful completion of the nursing curriculum and preparation for the national registry examination (website: http://www.uwyo.edu/udss/).

It is important to give persons interested in enrolling in nursing a realistic view of the vigorous demands of the School of Nursing’s theoretical and practicum curriculum while at the same time investigating reasonable accommodations. Whether or not a requested accommodation is reasonable will be determined on a case by case basis.

If you have questions about these technical standards and/or your ability to meet them, please contact the FWWSON at 307-766-4312.

CONFIDENTIALITY

All patient/client information is confidential. As stated in the ANA Code of Ethics, "The nurse promotes, advocates for, and strives to protect the health, safety, and rights of the patient," which includes the duty of the nurse to maintain patient confidentiality. Protecting patient confidentiality is now the law. The Health Insurance Portability and Accountability Act (HIPAA) of 1996 went into effect in April 2003. Noncompliance can result in monetary, civil and criminal penalties.

- Students should not discuss patient/client information with anyone except for clinic personnel and those in the School of Nursing who are involved in student education and adhere to the same confidentiality (e.g., faculty, colleagues).
- Client records should never leave the clinical agency.
- Students should never save patient/client sensitive information (with identifying information) on their computers.
- Email correspondence with faculty should also be treated confidentially and identifying information about patients/clients should not be included.
- All documentation related to clinical clients must be treated as a legal document and confidentiality respected and maintained.
- Client names should not be included in logs, case presentations or on notes.
- Copying client records is NOT permitted in any clinical setting.
Impaired Student Policy

Impairment of student performance may be the result of a mental health disorder and/or substance abuse or substance dependence disorder. The School of Nursing, in support of UW Regulation 2-39 Alcohol and Other Drugs Policy, supports the following:

- Providing safe, competent patient care is the priority. A student must be able to perform professional and clinical care to patients in a reliable, dependable, trustworthy, and prudent manner.
- Prevention of substance abuse/substance dependence is a critical component. Students are educated about this issue in all programs offered by the School of Nursing.
- School of Nursing faculty and staff are responsible for identifying individuals with declining academic performance, behavioral changes of concern, and excessive absenteeism that may be caused by a mental health disorder or substances and impairing performance.
- When there is a concern regarding substance abuse, drug and/or alcohol testing for any student can be requested by the School of Nursing. The cost of this testing will be borne by the student. Refusal by a student to submit to testing may result in suspension from the program.
- Students who are suspected of being impaired in the clinical setting will be asked to leave. They will not be permitted to drive and must bear the cost of transportation. The student will be suspended from all clinical activities until the situation has been resolved.
- Students who are under the influence of alcohol and/or drugs have a right to an assessment of this concern, a right to access treatment, and a right to accept and undergo treatment services at their own cost if warranted. Continuation and/or readmission is not guaranteed.
Refer student to Wyoming State approved Licensed Professional Addiction Counselor and/or Licensed Mental Health/Health Care Provider

Licensed Professional Addiction Counselor and/or Licensed Mental Health/Health Care Provider completes assessment and determines status of student in regards to impairment, and determines assessment and required intervention/treatment for student

Student refuses to see Licensed Professional Addiction Counselor and/or Licensed Mental Health/Health Care Provider

Involvement of other University personnel or resources as appropriate

If student is currently licensed as a RN, LPN, CNA, ask student to report to the Board of Nursing or Dean or designee will report to Board

Recommendation for treatment plan for student made to Dean and/or designee and student

Student agrees to recommended plan of care

Periodic reports to Dean and/or Dean designee by Licensed Professional Addiction Counselor and/or Licensed Mental Health/Health Care Provider on progress of student in treatment

Readmission decision is based on clearance by Licensed Professional Addiction Counselor and/or Licensed Mental Health/Health Care Provider; and approval Dean and/or Dean designee. Readmission hearing may be required

Treatment refused by student

Student dismissed from nursing program as determined by Dean or Dean’s designee

No impairment

No further intervention necessary

Dean or Dean’s designee makes decision as to student’s status in nursing program

Fay W. Whitney School of Nursing
Impaired Student Policy Flowchart
Updated and Approved April 2015
GRADE APPEAL PROCESS

Students have the right to appeal the grades of Fay W. Whitney School of Nursing (FWWSON) academic personnel when they feel they have been treated arbitrarily or capriciously. Students should first attempt to resolve the issue with the person informally. If the student is not satisfied with the outcome, an appeal can be made to the Student Affairs Committee of the FWWSON and will proceed pursuant to the process outlined below.

FWWSON APPEAL

The appeal is presented to the Associate Dean (Chair of the Student Affairs Committee) or designee no later than fifteen (15) business days after notification of the grade or five (5) business days after the beginning of the next academic or summer session in which the student enrolls, if the decision/action occurs at the end of the semester. A written appeal shall consist of a letter to the Associate Dean or designee presenting the action being appealed, the basis of the appeal, and any supporting documents.

The Associate Dean or designee will make preliminary inquiry to ascertain whether the appeal is supported by available evidence. If not, the Associate Dean or designee shall dismiss the appeal. The Associate Dean in consultation with the Dean may also assist in the resolution of the matter through an administration disposition without filing a formal appeal. Otherwise, an appeal hearing shall proceed according to the process outlined below.

COMPOSITION OF THE APPEAL PANEL:

1. The Appeal Panel will consist of the Student Affairs Committee and a faculty member of the student’s choice.
2. Neither the faculty member who assigned the grade to the student nor the Dean will be a member.
3. A student representative will be appointed by the Student Affairs Committee.
4. The chair of the Appeal Panel is the Associate Dean or designee and is a non-voting member.

THE ASSOCIATE DEAN OR DESIGNEE WILL:

1. Coordinate the grade appeal process and serve as chairperson of the Appeal Panel.
2. Notify the student and instructor:
   o the time and overall process of the hearing,
   o to submit at least five (5) business days prior to the hearing:
     ▪ all materials pertinent to the review,
     ▪ names of witnesses (a maximum of two (2) witnesses for student and maximum of two (2) for instructor).
3. Distribute all received materials to the Appeal Panel, student, and instructor at least three (3) business days prior to the hearing.
4. Preside over the appeal hearing; ensure procedural conduct consistent with fairness; maintain confidentiality except as required by administrative or other legal process.
5. Dismiss any person from the hearing room who becomes disorderly during proceedings, document behavior and subsequent action, and keep documentation with the record of the proceedings.
6. Submit the Appeal Panel’s findings of fact and the recommendation to the Dean in writing and with a rationale within five (5) business days of the hearing. All Appeal Panel members shall sign the findings of fact and recommendation.
**APPEAL HEARING PROCEDURES:**

1. The hearing may take place by audio/visual conference. The conference will be scheduled by FWWSON personnel and will be set up with an independent proctor to accompany the student/instructor at the distance site.

2. The Associate Dean or designee shall call the meeting to order, and ask the Appeal Panel members, the student, and the instructor to identify themselves. The Associate Dean or designee shall emphasize the importance of confidentiality of the hearing and related records; review the procedures to be followed; and to inform those present that the purpose of the appeal process is to ensure fairness to the student and not to substitute the judgment of the instructor.

3. The Associate Dean or designee shall have the final authority in procedural matters. Unless otherwise noted, the order for the proceedings will be:
   - Student opening statement justifying the appeal (15 minutes maximum, 5 minute warning)
   - Student’s witness statements (5 minute maximum, 1 minute warning)
   - Instructor opening statement (15 minutes maximum, 5 minute warning)
   - Instructor’s witness statements (5 minute maximum, 1 minute warning)
   - Student response (10 minute maximum, 2 minute warning)
   - Instructor response (10 minute maximum, 2 minute warning)
   - Questions by Appeal Panel
   - Final response by student (2 minute maximum)
   - Final response by instructor (2 minute maximum)

4. Hearsay is permissible with relevancy and credibility as determined by the Appeal Panel.

5. The student shall have the burden of proof by “substantial evidence” (evidence that a reasonable mind might accept as adequate to support a conclusion) that the decision or action was based on capricious or arbitrary academic evaluation or capricious or arbitrary treatment.

6. The parties (student and instructor) may have a representative present, but this representative shall not speak on behalf of the party. Both parties must notify the Associate Dean or designee if a representative will be present at least three (3) business days before the hearing.

7. Within the order of the proceedings, all parties may present witnesses. Witnesses will be permitted to testify for a period not to exceed 5 minutes, although the Appeal Panel may waive this time restriction. Witnesses will be present during the hearing only when they are giving statement and answering questions. If witnesses are not able to appear, their written statements may be admissible as determined by the Associate Dean or designee.

8. In the course of any hearing, the Associate Dean or designee is authorized to request the appearance of any student, faculty, staff member, or other employee of the University as a witness or request additional evidence or materials she/he deems relevant to a decision.

9. If the student or the instructor does not appear at the hearing, the written statements will be the entire presentation by that person and the Appeal Panel’s recommendation will be made accordingly based on the hearing and records before it.

10. Hearings will not be adversarial in tone or fact. Rather, they will be conducted in a way that provides the Appeal Panel and all parties an opportunity to ensure that all pertinent information is heard.

11. Immediately following the hearing, the Appeal Panel will take the matter under submission and retire to vote. A majority vote is required to reach a recommendation.
THE DEAN WILL:

1. Receive the findings of fact and recommendation of the Appeal Panel.

2. Make a final decision within ten (10) business days after receipt of the Appeal Panel’s findings of fact and recommendation.

3. Notify the student and instructor in writing of her/his decision immediately thereafter. This does not preclude verbal communication of findings.

FURTHER APPEAL

Further appeal shall be in accordance with the College of Health Sciences Appeals procedures.

Updated: 7/29/09; reviewed, updated, and approved at SON meeting 4/26/17

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COLLEGE OF HEALTH SCIENCES
GUIDELINES FOR STUDENT ACADEMIC APPEALS

References

UW Regulation 6-716, Change of Recorded Grade
UW Regulation 6-802, Procedures and Authorized University Actions in Cases of Academic Dishonesty
UW Regulation 6-809, Course Syllabus Requirement

Philosophy

Students have the right to expect thoughtful, non-capricious evaluation of their academic performance. Academic standards and approaches to grading may vary across colleges, units, and instructors. Grading policies should be clearly articulated in course syllabi as specified in University Regulation 6-809.

The College of Health Sciences encourages resolution of academic disputes at the level closest to the issue. Often these disputes can be resolved when a student and instructor engage in reflective and respectful deliberation about the academic issue. Instructors may change grades if they have made an error in calculating or reporting the grade as specified in University Regulation 6-716.

Each academic unit in the College of Health Sciences shall have written procedures for resolution of student disputes arising from decisions or actions of faculty, staff and/or administrators. Any student or group of students shall have the right to use these procedures within the appropriate unit. If the student is not satisfied with the outcome, the appeal may be forwarded to the dean/director of the appropriate unit and will proceed according to the appeals procedures outlined within the unit.

A formal appeal should be considered carefully by the student before submission to the College of Health Sciences and should be based on substantial evidence. Prior to filing a formal grade appeal, the student should exhaust all channels of relief at the level closest to the issue (e.g., division/school)

Grounds for Appeal:

The right of student appeal at the college level is limited to allegations of prejudice, capricious or arbitrary academic evaluation or capricious or arbitrary treatment.
Prejudice: adverse, preconceived judgment about the student based on personal characteristics or group membership.

Capricious evaluation: applying different standards of evaluation to members of the same course without legitimate reason; or grading assignments or assigning course grades in a manner inconsistent with the articulated standards of evaluation for the assignment or course.

Capricious treatment: unpredictable or inconsistent actions that affect the student in an adverse way.

For an appeal to be successful, one of these conditions must be clearly evident to impartial committee members who are not in the field of study in the class. The burden of proof is on the student. These accusations are serious and students should consider their ability to document prejudice, capricious evaluation, or capricious treatment before proceeding. By the same token, students have the right to raise an appeal and expect that every effort will be made to resolve it in accordance with these guidelines, without prejudice or fear of reprisal.

The guidelines included in the following sections pertain to College-level appeals other than those that involve charges of academic dishonesty. Policies and procedures involving cases of academic dishonesty fall under the jurisdiction of University of Wyoming Regulation 6-802. Students and faculty involved in appeals of academic dishonesty charges are directed to University Regulation 6-802 for the proper procedures to follow.

Jurisdiction
When the Dean of the College of Health Sciences believes that a formal hearing panel would be useful to resolve the dispute, a College of Health Sciences Student Appeals Board (CHSSAB) will be structured as described below. The Dean may also elect to reconcile the problem informally or render a decision based on the record in lieu of a formal hearing. Notice of resolution or decision without Board review should be forwarded to all parties within 15 business days of receipt of the formal appeal.

College of Health Sciences Student Appeals Board

The Student Affairs Committee shall serve as the Health Sciences Student Appeals Board (HSSAB) as specified in the bylaws of the College of Health Sciences. The HSSAB is comprised of academic personnel (elected to serve three-year staggered terms) and students (appointed from each academic unit) who serve one year terms.

The Chairperson of the HSSAB shall be the current chairperson of the Student Affairs Committee. This individual will be elected by the members of the Board. Exception: When the chairperson is a faculty member of the unit where the grievance originated, another Student Affairs member not associated with the unit must chair the HSSAB.

Basic Authority and Responsibilities

1. The HSSAB shall have the final authority in procedural matters.
2. The HSSAB may recommend affirmation or reversal of the decision being appealed, and may make such recommendations for further actions as it may deem appropriate.
3. The HSSAB will forward its recommendation(s), including detailed facts and findings, to the Dean of the College, along with a record of the hearing proceedings within five (5) business* days of the hearing.

Procedures

1. Initiating the Appeal (Timeframe)
22

a. The appeal must be submitted by the student to the Dean of the College or designee no later than fifteen (15) business* days after the student receives the decision of the School’s/Division’s Appeals Committee from the Director/Dean or designee. If the decision is received on a date that will not allow for a timely appeal in the current academic term, the timeline may be extended by the Dean of the College of designee to the following academic term.

b. If no settlement can be reached at the division/school level, the student may elect to follow the formal appeals process.
   i. For appeals of final grades, the written appeal must be submitted to the Dean’s Office, College of Health Sciences, no later than fifteen (15) business* days after the first day of classes of the semester following that in which the action being appealed occurred. If the action being appealed occurred during the spring semester, the student has the option of appealing in either the summer session or the following fall semester.
   ii. For appeals of grades given during a semester, the written appeal must be submitted to the Dean’s Office, College of Health Sciences, no later than fifteen (15) business* days after receipt of the grade.

c. Within fifteen (15) business* days of the receipt of a written appeal, the Dean, along with the Chair of the HSSAB, shall determine whether the appeal is within the jurisdiction of the Board.
   i. If the appeal does not fall within the jurisdiction of the board, the Chair of the HSSAB shall notify the student that the board will not hear the matter due to a lack of jurisdiction.
   ii. If the appeal is within the jurisdiction of the HSSAB, the Chair shall notify the student and the appellee** (instructor, school/division) and include a notice of the time and place of the hearing.

2. Filing the Appeal
   A written appeal shall consist of a letter to the Dean, College of Health Sciences, presenting the action being appealed, the basis of the appeal, and any supporting documents. The written appeal must include the following:

   a. Evidence that all normal channels of relief in the School/Division for adjustment of the action being appealed have been exhausted,
   b. A copy of the decision rendered by the School’s/Division’s Appeals Committee with the date of such decision and the date that the student received notification of the decision must be included in the appeal.
   c. The specific bases of the appeal. (See above for legitimate grounds for appeal which must be demonstrated by the student in the written materials.)
   d. A step-by-step description of the factual matters of the case, including documentation of the student’s attempts to resolve the matter through normal channels of relief at the School/Division level.
   e. Relevant course materials (e.g., a complete copy of the course syllabus plus any amendments, grading rubrics, etc.)
   f. A list of any witnesses (if any) student intends to call at the hearing.

3. Notification of the Hearing
   The Dean or designee will provide the appellee with a copy of the written appeal, any supporting documents, and a list of student’s proposed witnesses. The appellee may make a written reply to the HSSAB. The appellee must also notify the HSSAB of any witnesses appellee intends to call at the hearing. The appellee’s written reply will be presented to the Board along with the student’s written appeal at least three (3) business* days before the meeting. The Dean or designee will provide a copy of the reply to the student along with names of witnesses for the appellee.

4. Hearing
   The Chair of the HSSAB will schedule a hearing and inform all parties and the HSSAB of the date, time, and place.

5. Disqualification of Members
Any member of the HSSAB may recuse him or herself or request any other member be disqualified for just cause, by notifying the Chair of the Board at least two (2) business* days before the hearing. Either student or appellee may request that a member be disqualified for just cause by providing a written request to the Dean of the College at least five (5) business days before the scheduled meeting. The decision to disqualify is made by the dean.

6. Recorder
A recorder will be assigned by the Dean to compile and disseminate all applications and materials for board members to review. The recorder will record the hearings and its outcome and provide a copy of the recording to the student if requested. The transcriptions and recordings and related materials which comprise the case file will be forwarded to the Dean of the College within five (5) business* days.

7. Hearing Procedures
   a. The HSSAB shall have the final authority in procedural matters. Unless otherwise noted, the order for the proceedings will be:
      1. Student opening statement justifying the appeal (15 minutes maximum, 5 minute warning)
      2. Appellee opening statement (15 minutes maximum, 5 minute warning)
      3. Student response (10 minute maximum, 2 minute warning)
      4. Appellee response (10 minute maximum, 2 minute warning)
      5. Questions by HSSAB
      6. Final response by student (2 minute maximum)
      7. Final response by appellee (2 minute maximum)
   b. Hearsay is permissible with relevancy and credibility as determined by the HSSAB.
   c. The student shall have the burden of proof by “substantial evidence” (evidence that a reasonable mind might accept as adequate to support a conclusion) that the decision or action was based on prejudice, capricious or arbitrary academic evaluation or capricious or arbitrary treatment.
   d. The parties may have a representative present, but this representative shall not speak on behalf of the party. Both parties must notify the Dean or designee if a representative will be present at least one (2) business* days before the hearing.
   e. Within the order of the proceedings, all parties may present witnesses at times they consider most appropriate. Witnesses will be permitted to testify for a period not to exceed 5 minutes, although the HSSAB may waive this time restriction. Written statements by witnesses may also be admissible as determined by the Chair of the HSSAB. Witnesses will be present during the hearing only when they are giving statement and answering questions.
   f. In the course of any hearing, the HSSAB is authorized to request the appearance of any student, faculty, staff member, or other employee of the University as a witness or request additional evidence or materials it deems relevant to its decision.
   g. If the student or the appellee does not appear at the hearing, the written statements will be the entire presentation by that person and the HSSAB’s recommendation will be made accordingly based on the hearing and records before it.
   h. Hearings will not be adversarial in tone or fact. Rather, they will be conducted in a way that provides the HSSAB and all parties an opportunity to ensure that all pertinent information is heard.
   i. Immediately following the hearing, the HSSAB will take the matter under submission and retire to vote. A majority vote is required to reach a recommendation.
   j. The HSSAB’s recommendation and summary of findings, along with supporting materials, will be submitted to the Dean of the College within five (5) business* days after the recommendation is reached.

8. Implementation of Decision
   a. The Dean of the College will review the materials and written record of the hearing along with the recommendation of the HSSAB.
   b. The Dean will make a decision regarding the case and will notify the parties of the decision in writing within ten (10) business* days of receipt of the record and recommendation by the HSSAB.
   c. The Dean shall be responsible for implementing his/her decision.
9. Further Appeal
   If the student desires to appeal the College decision, he/she must file an appeal with the Office of Academic Affairs within 10 business* days of the receipt of the dean’s notification of the decision. If an appeal is initiated by the student, the HSSAB findings report, including decision and all relevant materials, will be forwarded to the Office of Academic Affairs within 10 business* days.

10. Maintenance of the Appeals Record
   A file of the appeal, consisting of the written evidence, a brief statement of the HSSAB decision, audio recording of hearing proceedings, and the Dean’s decision will be compiled and retained in a secured location in the Office of the Dean of the College for two years. All other copies of the written evidence shall be destroyed immediately following the hearing.

   * Business days refer to the academic calendar for the university.
   ** Appellee is the party against whom an appeal is filed. In a grade appeal the appellee is typically the instructor or supervisor.

6/13/97
Reviewed and Updated 5/19/06
Reviewed and Updated 3/6/07
Reviewed and Updated 8/27/13
Reviewed and Updated 7/22/14

**THE UNIVERSITY OF WYOMING**
**STUDENT CONDUCT: RIGHTS & RESPONSIBILITIES BOOKLET**

- This booklet contains information on the student role at the University of Wyoming.
- Distributed to each student on admission to UW; extra copies may be obtained from the Dean of Students Office.
SECTION 4: GENERAL INFORMATION

ADVISERS

Students are assigned an academic adviser in the School of Nursing. Advisers provide academic support, referral to sources for solutions to any problems, and guidance about opportunities in the nursing profession.

APA MANUAL

The FWWSON uses the current edition of the APA Manual for all student assignments. APA style is a critical component of professional nursing. It is the responsibility of the student to be familiar with APA format and to seek guidance from faculty for its use. Regardless of the resource used, use of correct APA style is the responsibility of the student.

COURSE SYLLABI

Each nursing course has a syllabus that is the student-teacher contract for that specific course. Course syllabi are available through online course shells. The syllabus contains the course objectives/learning outcomes which must be achieved to pass the course, the requirements of the course, and the evaluation methods. Students are responsible for understanding course expectations. If questions or clarification is needed, students may make an appointment with the faculty member.

STUDENT FILES

Academic personnel may review student files for purposes of advising and instructing students. A student's own file may be reviewed by showing proper identification and in the presence of a nursing staff/faculty member. Academic records are also available through WyoWeb/Banner.

SAFETY

Safety procedures and universal precautions are reviewed as they relate to the content area and are reinforced throughout the duration of the program. It is the student's responsibility to seek guidance from an appropriate resource if doubts, questions or concerns regarding correct procedure arise.

INCIDENT REPORTS

Based upon agency policy, students and faculty are required to document any unusual incidents. In most agencies, the form used is called an Incident Report or Variance Report. Unusual incidents include accidents or injuries to self or others and medication or nursing care errors involving faculty or student. Responsibility for filing a report is placed on the faculty. However, writing an Incident Report can be initiated by students, faculty, or agency staff. The purpose of the report is to notify the agency and University administrators that an incident has occurred. The report can also provide legal protection. Two Incident Reports usually need to be completed.
because both the agency and UW have their own forms. Copies of the UW form are given to the student, the healthcare professional evaluating the student, the OSHA Officer in the FWWSON, and the UW Safety Officer. A report also must be written in the event of an incident occurring in the Clinical Simulation Center. Please refer to the information included in the OSHA Exposure Control Plan on the School of Nursing website under Handbooks.

WORKERS’ COMPENSATION

Students in clinical are covered by Wyoming Workers’ Compensation. Students involved in an accident or injury during clinical, should follow the process outlined below:

- Workers’ Compensation claim must be filed within 10 days of any clinical related injury/accident.
- Student should notify their clinical instructor immediately of an injury/accident.
- The student or clinical instructor should notify the OSHA Officer in the FWWSON as soon as possible.
- Obtain a Wyoming Employee Report of Injury from the department staff member or Human Resources (HR) Department, Wyo Hall, Room 139, or online at [http://www.uwyo.edu/hr/_files/docs/employee-benefits/workers-comp-fillable-injury-report.pdf](http://www.uwyo.edu/hr/_files/docs/employee-benefits/workers-comp-fillable-injury-report.pdf). Fill out the form as an employee.
- For assistance or more information, please contact the Workers’ Compensation Coordinator listed at the bottom of the instructions page for the claim form.
- Within 10 days of the injury/accident complete both sides of the form electronically in black ink.
- The Employee Certification must be signed.
- For students, the form is turned in to the Workers’ Compensation Coordinator or the OSHA Officer in the FWWSON.
- For employees/instructors, the form is turned in to the department staff to complete and sign the Employer Certification.
- For employees/instructors, the department staff will deliver the completed report to HR.
- If a student is physically unable to comply, anyone may complete and file the report on the student’s behalf.
- Prescription for work related injuries/accidents may be filled at Student Health Services.
- Failure to comply with these deadlines could result in a denial of benefits.

EXPOSURE CONTROL PLAN

The University of Wyoming FWWSON is committed to providing a safe working environment and believes that students have a right to know about health hazards associated with their work. In order for students to make knowledgeable decisions about any personal risks encountered, an Exposure Control Plan is available and includes the procedure to follow if an exposure occurs. It is also designed to develop awareness of potentially hazardous bloodborne pathogens in the workplace and to train students in appropriate and safe work practices. Necessary information is available to inform students of how best to handle bloodborne pathogens and how to utilize the procedures outlined in this plan.

It is important that students assume responsibility for safe practice. All students will have access to pertinent safety information through clinical experiences and course work. When safety concerns arise, students are encouraged to contact their clinical instructor.

A training program has been designed for the benefit and protection of all students within this program. Every student must complete the training program before entering the clinical site. The training program is called the CHESS (Cheyenne Health Education Shared Services) Orientation. CHESS was developed to consolidate the orientations that are required at each clinical facility. It is designed to meet the requirements of Occupational Health
and Safety Administration (OHSA) and the Joint Commission. The CHESS booklet is linked on our school web site under Handbooks and then under the specific programs. Students are required to download the booklet, study it and take the test at the end of the booklet, and turn it in to our faculty prior to starting clinical. Students must past the test with a 100% before allowed into clinical.

In recognition of the special hazards associated with the risk of exposure and transmission of bloodborne pathogens, including but not limited to HIV (Human Immunodeficiency Virus), HCV (Hepatitis C Virus), and HBV (Hepatitis B Virus), standard precautions are adopted for all work entailing such risk. Hepatitis B vaccination is mandatory for all students attending professional clinical training for the FWWSON. If the student chooses not to receive the vaccine, a statement of declination will be required. Occupational exposure to human blood and other potentially infectious materials exist. Cost of the vaccine is to be borne by the student.

The FWWSON adopts the University of Wyoming Safety programs though the offices of Environmental Health and Safety. The OSHA Officer in the FWWSON provides guidance, monitors each incident, collects all required paperwork, and provides appropriate forms to the UW Safety Officer. However, overall responsibility for the UW FWWSON is the Dean of the School of Nursing (307-766-6569). The Clinical Instructors at all sites serve in the supervisory role of students.

The Exposure Plan of the FWWSON is available by going to the school of nursing website in the Handbooks section under “OSHA Exposure Control Plan”. This document is also available in the Clinical Simulation Center (CSC).

**READMISSION POLICY**

Readmission to a program is not automatic or guaranteed, and the decision regarding readmission is final. The decision to readmit is contingent on space available in the program. Students must meet the standards and curriculum requirements in effect at the time of readmission and students may also be required to repeat previous coursework. Readmission to any nursing program requires a hearing.

**Exception:** Basic BSN students seeking readmission to the first semester of the Clinical Component will reapply to the program through the non-freshman admission nursing application process and not the readmission process.

**Exception:** BSN Completion students seeking readmission after a lapse in academic work and thereby on inactive status, in the absence of dismissal for other cause, may be readmitted without need for a hearing.

The process for requesting a readmission hearing is as follows:

1. The student will:
   - Submit a request for readmission addressed to the Associate Dean within 30 days of the beginning of the semester prior to the semester in which the student is seeking readmission (exclusive of the summer term).
   - The request for readmission is a typed letter that includes the following:
     - A request for a readmission hearing
     - The program for which seeking readmission
     - An explanation of the circumstances that led to withdrawal or caused the unsatisfactory performance
     - A proposal addressing the deficiencies and/or causes for the withdrawal that will facilitate satisfactory completion of the course(s)
     - The name of one SoN faculty member to serve on the hearing panel who is not currently a member of the Student Affairs Committee.
• Any additional information may be submitted to the panel a minimum of four days prior to the hearing.

2. The Student Affairs Committee conducts the readmission hearing.
   • The Associate Dean or designee serves as the chairperson of the readmission hearing panel and receives the readmission materials from the student; the Associate Dean or designee is a non-voting member.
   • The panel is composed of the Student Affairs Committee and one SoN faculty member of the student’s choice.
   • The hearing will be limited to the panel members and the student.
   • The panel will consider the student’s oral and written presentations, the student’s file in the School of Nursing, the University records, and any other relevant materials.
   • The student will be dismissed from the hearing to allow the panel to reach a decision.

3. The Associate Dean or designee will:
   • Notify the student of the time and place of the hearing.
   • Preside over the hearing.
   • Call the hearing to order.
   • Ask the panel members and student to identify themselves.
   • Review the procedure.
   • Ask the student to present his/her case. The panel may ask questions and/or ask for clarification.
   • Submit the panel’s recommendation to the Dean in writing with all panel members’ signatures within five business days of the hearing.

4. The Dean will:
   • Consider the recommendation of the panel and make a final decision.
   • Notify the student in writing of the outcome within ten business days of receiving the panel’s recommendation.

Accepted 5/20/94; Reviewed 2/7/03; Modified 5/29/09; Approved: Basic BSN Meeting 9/4/01, Prelicensure Meeting 9/25/13; Modified 4/27/16 SoN Meeting; Modified and approved 4/26/17 SoN Meeting; Modified 11/08/2017 Student Affairs Committee meeting and approved 11/29/2017 SoN meeting.

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**DEGREE CHECKS**

Degree Works is a degree/certificate progress report/advising support system that matches the student’s completed and current course work with the degree/certificate requirements to determine progress toward earning the degree/certificate. Students should refer to their WyoWeb account for specific details.
SECTION 5: RESOURCES

COMPUTER RESOURCES

The Health Sciences Center building has a standard student computer lab on the second floor (Room 205) with 48 state-of-the-art computers, printers, and scanner. A technician is on duty at all times. Most software programs used by the School to support courses will be networked and available in all UW student computer labs. Other programs used by nursing are web-based and accessible from home computers. Lab hours will be announced at the beginning of each fall semester, every effort being made to keep the lab open from 7:30 am – 9:00 pm daily. It is important for students to use software that is supported by the University. Programs that are not compatible with University systems will be unreadable, unworkable and not useful.

Visit the UW IT Computer Lab web page to find a listing of all the labs on campus, links for lab schedules, listing of hardware and software available, and maps with directions to the various lab locations.

CLINICAL SIMULATION CENTER (CSC)

The Clinical Simulation Center (CSC) is located on the third floor of the Health Sciences Center building (Room 359) – phone 307-766-6573. It is the hub of activity in the School of Nursing. The CSC includes an assessment lab, skills lab, simulation lab, demonstration classroom, small computer lab, and the student mailboxes. Students spend many hours in the CSC practicing clinical skills. It is available for use during the day, and is also open some evenings and weekends. The schedule of hours is posted each semester. It is the philosophy of the FWWSON that students are independent learners and that each student is an individual with unique learning needs. The Center provides students with the opportunity for growth as an independent learner and to develop the roles of a professional nurse.

LIBRARY

Coe Library’s hours of operation can be found on the University of Wyoming Libraries website. An online tour of the library, as well as a variety of tutorials, is available on the home page.

LIBRARY OUTREACH SERVICES

Students living off-campus may obtain books and journal articles by calling the Library Outreach Services or ordering online through the library webpage. The student must be a current University of Wyoming student and enrolled in at least one class or doing thesis work. For library purposes only, graduate students who come to campus on weekends are considered off-campus students. When on campus, students may check books out for 28 days (degree-seeking graduate student may have a semester loan).

NURSING ORGANIZATIONS

STUDENT NURSES’ ASSOCIATION (SNA) is the professional organization of student nurses in Wyoming. Benefits of belonging are: fellowship, opportunity to develop leadership skills, having a voice in affairs of student nurses, and access to malpractice insurance. Information is posted on the bulletin board in the
SIGMA THETA TAU INTERNATIONAL, INC. is the National Honor Society of Nursing. The University of Wyoming chapter, Alpha Pi, was chartered in 1966. The purpose of the organization is to recognize superior achievement, recognize the development of leadership qualities, foster high professional standards, encourage creative work, and strengthen commitment to the ideals and purposes of the profession. Criteria for membership consideration: a minimum of a 3.0 UW GPA is required for BSN senior students and a minimum of a 3.5 UW GPA is required along with completion of ¼ of their program for graduate students. Selection for membership takes place in the spring semester. No more than one-third of an undergraduate class can be elected to membership. Membership is by invitation only. There is an initiation fee and a fee to purchase a pin.
OTHER RESOURCES

- **The Math Assistance Center:**
The MAC provides free assistance with mathematics. Check out the Department of Mathematics website for information about the Math Lab and Tutoring [http://www.uwyo.edu/math/mac/](http://www.uwyo.edu/math/mac/).

- **University Disability Support Services (UDSS):**
UDSS strives to ensure successful access and services for students with disabilities. UDSS provides disability-related accommodations for UW students and visitors with disabilities as well as technical assistance, consultation and resource information for students, faculty, staff, campus visitors, and for University departments seeking to improve accessibility for individuals with disabilities. Check out the UDSS website for more information [http://www.uwyo.edu/udss/](http://www.uwyo.edu/udss/).

- **The Oral Communications Center:**
The center can help students develop a speech at any stage of the process (from topic selection to rehearsal) and can help alleviate speech anxiety that could inhibit them from achieving their overall academic or career goal. The Oral Communication Center is within the Communication & Journalism Department. Check out their website for information about making an appointment [http://www.uwyo.edu/cojo/occ/](http://www.uwyo.edu/cojo/occ/).

- **The Student Learning Center:**
The center assists students in many subjects including (but not limited to) math, biology, chemistry, physics, and writing. Refer to the Student Learning Center website for more information [http://www.uwyo.edu/reslife-dining/slc/](http://www.uwyo.edu/reslife-dining/slc/).

- **Student Educational Opportunity:**
Provides support services to eligible students at the secondary, post-secondary, and graduate levels. SEO projects work with individuals who are economically disadvantaged, first generation college students, ethnic minorities, and persons with disabilities to help them access educational opportunities and achieve academic success. Refer to the Student Educational Opportunity website for more information [http://www.uwyo.edu/seo/](http://www.uwyo.edu/seo/).

- **The Tutoring Board/Learn Resource Networks (LeaRN):**
A convenient online location for a listing of tutoring opportunities on campus can be found on the Tutoring Board (LeaRN) website [http://www.uwyo.edu/learn/](http://www.uwyo.edu/learn/).
SECTION 6: BSN COMPLETION POLICIES & REQUIREMENTS

The BSN Completion (BSNC) Program provides a pathway for diploma- or associate degree-prepared registered nurses and ReNEW associate degree nursing students to pursue baccalaureate education in Nursing.

BSN COMPLETION PROGRAM PHILOSOPHY STATEMENT

"We view the baccalaureate degree as a foundation for higher nursing education. We respect and honor diversity of background and experience and believe it enriches learning. We emphasize individual accountability and effort and we embrace academic success as a shared goal."

PRIORITY ENROLLMENT

To ensure space in nursing courses, students must enroll before priority enrollment deadlines each semester. **Space in nursing courses is not guaranteed for students who register after these deadlines.** These deadlines also apply to students who petition for enrollment in a nursing course before completion of course prerequisites.

- Fall semester: May 15
- Spring semester: November 15
- Summer semester: April 15

COLLEGE OF HEALTH SCIENCE BACKGROUND CHECK AND LIABILITY FEE

All College of Health Science students are required to undergo a criminal background check. ReNEW ADN Entry students must complete this check as part of “finalizing enrollment” as noted above. RN-BSN Entry students complete this as a criterion of formal admission to the BSNC Program.

All College of Health Science students are assessed a Professional Liability Fee. BSNC students are assessed this fee when enrolled in NURS 4855.

Fee amounts for these requirements appear on the FWWSON website under Cost of Attendance.
BSN COMPLETION ENTRY POINTS

The BSN Completion Program serves two demographic groups: 1) licensed Registered Nurses pursuing a baccalaureate degree and 2) students and graduates of Associate Degree nursing programs that are part of the Revolutionizing Nursing Education in Wyoming (ReNEW) collaborative.

Student learning outcomes and many program courses are common to both groups, but the two demographics have distinct curricular entry points and admission qualifications, delineated here:

RENEW ADN ENTRY

- Students and graduates of ReNEW ADN programs enroll in NURS 3005, “ReNEW Distance Foundations” prior to other nursing courses as part of their program of study.
- Students enrolled in ReNEW ADN programs are eligible for simultaneous enrollment in all but five BSNC courses: NURS 4635, NURS 4645, NURS 4835, NURS 4845, and NURS 4855.
- Prior to enrolling in the five courses listed above, ReNEW ADN Entry students must “finalize enrollment”. This process consists of verification of a ReNEW ADN earned, clearance of the College of Health Sciences background check, and signed agreement to program requirements.
- Through individual Memoranda of Understanding with Wyoming community colleges, the fourth semester of coursework completed at ReNEW ADN programs is counted toward satisfaction of the UW upper division credit requirement.
- For certain nursing scholarship eligibility, program completion tracking, and College of Health Sciences background check requirements, ReNEW ADN Entry students are considered as officially pursuing BSN Completion after reaching the ReNEW ADN Benchmark – after being awarded an ADN from a ReNEW community college nursing program – and enrolling in BSNC nursing courses.

RN-BSN ENTRY

- RN-BSN Entry candidates must be licensed RNs as a criterion for BSNC Program admission.
- RN-BSN Entry students enroll in NURS 3425, “Bridging Nursing Paradigms” prior to other nursing courses as part of their program of study.
- After successful completion of the BSNC curriculum, RN-BSN Entry students are granted escrow credits toward satisfaction of the UW upper division credit requirement.
- For certain nursing scholarship eligibility, program completion tracking, and College of Health Sciences background check requirements, RN-BSN Entry students are considered as officially pursuing BSN Completion after formal admission to the program.
A. Safety
   1. Minimize risk of harm to patients and providers through both system effectiveness and individual performance.
   2. Advance nursing practice related to patient care technologies, information systems, and communication devices that support safe nursing practice.

B. Clinical Judgment
   Achieve optimal individual, family, group, community, and population outcomes guided by clinical reasoning and appraisal of evidence of best practice.

C. Leadership
   1. Demonstrate effective leadership through heightened self-awareness to empower others in the attainment of optimal patient outcomes.
   2. Use mutually respectful communication, collaboration, and leadership skills within interprofessional teams in the management of care in diverse, complex, global, and dynamic healthcare systems.
   3. Participate as a nursing professional in the development and implementation of healthcare policy, finance, and regulatory entities, including local, state, national, and global healthcare trends.

D. Patient Centeredness
   1. Provide patient-centered care by reflecting on the uniqueness of an individual patient’s background, personal preferences, culture, values, traditions, and family which promotes optimal health outcomes by involving patients and families as they make clinical care decisions.
   2. Demonstrate respectful, efficient, safe, and well-coordinated transitions of the patient through all levels of care.
   3. Provide respectful, efficient, safe, and well-coordinated patient-centered care to populations by reflecting on beliefs, values, attitudes, and practices.

E. Professionalism
   Model professionalism with consistent demonstration of core values evidenced by nurses working with others to achieve optimal health and wellness outcomes in patients, families, and populations by wisely applying principles of altruism, excellence, caring, ethics, respect, communication, professional engagement, lifelong learning, and accountability.

F. Health Promotion
   Encourage evidence-based health promotion and make a positive contribution to immediate and long-term health status, through the provision of education to individuals, families, groups, communities, and populations that encourages healthy behaviors and choices, prevention of disease, protection from preventable illness and disastrous emergencies.
BSNC PROGRAM SCHOLASTIC REQUIREMENTS

University and College of Health Sciences policies governing scholastic requirements, including major changes, probation, and program dismissal, apply to students enrolled in the School of Nursing. In addition to university and college requirements, the School of Nursing has the following BSN Completion Program scholastic requirements:

1. A grade of C or better is required for Related Coursework and nursing courses.
2. Prerequisites must be met with a grade of C or better prior to entering each nursing course.
3. A nursing course may not be repeated more than once.*
4. No more than two nursing courses may be repeated.*

* If a student repeats a course in which a grade of C or higher was previously earned, that course will not be counted as a repeat when evaluating 3 and 4 above.

Approved: BSN Completion Program Meeting 11/29/2017

UNDERGRADUATE GRADING SCALE

The minimum average for passing nursing courses is 75%. An average of 74.5% is rounded up, whereas 74.49% is not rounded up and is not passing. The score range for letter grades is as follows:

- 89.5 - 100 = A
- 79.5 - 89.4 = B
- 74.5 - 79.4 = C
- 59.5 - 74.4 = D
- below 59.5 = F

PLUS/MINUS GRADING POLICY

As of Fall 2014, instructors have the discretion to use plus/minus grading in courses as outlined in UW Regulation 2-113, listed with UW regulations governing academic management. The BSN Completion Program does not use plus/minus grading in nursing courses. However, other courses outside of Nursing may use this option. Students are responsible for reviewing course syllabi for grading scales in use in every course.

In addition, as new transfer work is posted by the UW Registrar’s Office to student records beginning Fall 2014 and forward, any coursework graded using plus/minus grading will be reflected in the UW Transfer Evaluation. Transfer work posted to a student record prior to Fall 2014 will not reflect any potential plus/minus grading that may have been identified on transcripts from other schools.

Refer to BSN Completion Program Scholastic Requirements for complete policy information. Please note: A C-minus will not satisfy scholastic requirements and courses will need to be retaken to meet minimum grade requirements.

UNIVERSITY OF WYOMING FINAL EXAM POLICY

Students should be familiar with the university Final Exam Policy, laid out in UW Regulation 2-102, listed with UW regulations governing academic management.
**PRACTICE EXPERIENCES**

As part of the BSN Completion (BSNC) program, students complete Practice Experiences (PEs). These activities are an opportunity to apply and evaluate new knowledge and skills in a real-world setting. PEs are experiential learning. In the course of PEs, students may interact with an array of community members, organizations, agencies, professionals, and elected officials. Experiences may involve colleagues as well as students or other individuals outside the field of nursing. The contexts for these experiences could be as narrow as a single client or as broad as the global population.

**DESCRIPTION**

As part of the BSN Completion (BSNC) program, students complete Practice Experiences (PEs). These activities are an opportunity to apply and evaluate new knowledge and skills in a real-world setting. Practice Experiences may be singular or collaborative efforts. In the course of PEs, students may interact with an array of community members, organizations, agencies, professionals, and elected officials. Experiences may involve colleagues as well as students or other individuals outside the field of nursing. The contexts for these experiences could be as narrow as a single client or as broad as the global population.

**GOALS**

Practice Experiences are in place to help students meet *The Essentials of Baccalaureate Education for Professional Nursing Practice* (AACN, 2008). The BSNC PEs are designed to enhance preparation to “care for a variety of patients across the lifespan and across the continuum of care” (AACN, 2012).

**BASIC REQUIREMENTS**

All PEs share these characteristics:

- BSNC Faculty approve, oversee, and evaluate all PEs.
- PEs have identified student learning outcomes.
- Practice experiences include activities that support health and/or provide care, interacting with a variety of providers and/or with patients (individuals, families, groups, communities, or populations) and cannot be completed solely by a student in isolation.
- Students complete written reflections for PEs that relate experiences to learning outcomes and show how a PE has better prepared the student for BSN level nursing practice.

**EXAMPLES**

Practice Experiences are part of the following courses:

- **NURS 4635, Community as Client:** Based on a community assessment, students prepare an evidence-based, goal-directed action plan that includes interprofessional collaboration.
- **NURS 4835, Leading Nursing Practice:** Students propose an applied leadership project. With approval and faculty input, the project is individualized and students collaborate with stakeholders to present or execute the project in a relevant setting.
- **NURS 4845, Innovation in Nursing Practice:** With faculty guidance, learners create a theory- and evidence-based plan for a healthcare policy or process change. Students act in the role of a change agent through presentation to policymakers or actual implementation of the plan in a practice setting.
**TRAVEL**

Students are responsible for any transportation, lodging, and living expenses incurred for practice experiences as part of nursing courses.

**PROFESSIONAL APPEARANCE**

Practice experiences may put students in contact with various professionals and agencies. Generally, the following professional appearance guidelines apply: Street clothes in good taste. No shorts, halters, t-shirts with slogans, hoodies, bare midriffs, or jeans. No open-toed shoes.

A nametag designating you as a FWWSON student is required:
- A picture ID is preferred.
- At minimum, a nametag should display a first name and “University of Wyoming Nursing Student”.
- The nametag may be self-constructed or obtained through a commercial organization.
- The nametag may be obtained for a fee in Laramie at the WyoOne ID Office: Knight Hall Room 28.

**REFERENCES**

https://www.aacnnursing.org/Portals/42/Publications/BaccEssentials08.pdf


**PREPARATION FOR GRADUATION**

**FILING INTENT TO GRADUATE**

Students are to file an anticipated graduation date with the Office of the Registrar at least one semester prior to their anticipated graduation date. Students who anticipate graduation in August (summer semester) should file with the Office of the Registrar at the beginning of the spring semester prior to the summer in which they anticipate graduation. Filing of anticipated graduation in a timely manner will ensure time for the degree analyst to review degree requirements with the BSN Completion Program office. In addition, the BSNC Program support staff needs to know students’ intent for graduation to ensure that names are included in the Nursing convocation program and the graduating student composite picture/name display.

**COMPOSITE**

Students in the BSN Completion Program can opt to have their names and hometown noted on the graduating student composite picture displayed in the school with previous nursing class composite pictures. Students must first file their intent to graduate by the appropriate deadline as outlined by the BSN Completion Program office.