Table of Contents

Table of Contents 2
Welcome from the Director 5
Purpose of Handbook 7
Graduate Program Outcomes (MS and CAS) 7
Admission Criteria for the Graduate Nursing Program 9
Admission Criteria for Certificate of Advanced Study 10
TOEFL Score 10
Graduate Matriculation 11
Non-Matriculated Course Work 11
Transfer Credit 11
Taking Courses at Another Institution 11
Repeating a Course 12
Academic Warning, Probation, and Dismissal Policy 12
A letter of academic probation will be issued to any student who meets any of the following criteria: 12
Advising 14
Application for Degree 14
Continuous Enrollment 14
Leave of Absence 15
Inactive Students 15
Readmission 15
Attendance Policy 16
Synchronous Sessions 16
Special Needs 18
Communication Policy 18
E-Mail 19
Grade Changes 19
Graduate Grading Policy 19
<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Grade Range Percentages</td>
<td>20</td>
</tr>
<tr>
<td>Incomplete (I) Grade</td>
<td>20</td>
</tr>
<tr>
<td>Intellectual Honesty</td>
<td>21</td>
</tr>
<tr>
<td>Plagiarism Warning</td>
<td>23</td>
</tr>
<tr>
<td>Plagiarism Procedure</td>
<td>23</td>
</tr>
<tr>
<td>Policy on Submission of Assignments</td>
<td>23</td>
</tr>
<tr>
<td>Written Assignments</td>
<td>24</td>
</tr>
<tr>
<td>Extensions</td>
<td>24</td>
</tr>
<tr>
<td>Lost Work</td>
<td>24</td>
</tr>
<tr>
<td>Late Policy</td>
<td>24</td>
</tr>
<tr>
<td>Questions About Grading</td>
<td>24</td>
</tr>
<tr>
<td>Class Participation</td>
<td>24</td>
</tr>
<tr>
<td>Grading Policy</td>
<td>25</td>
</tr>
<tr>
<td>Examinations</td>
<td>25</td>
</tr>
<tr>
<td>Technology</td>
<td>25</td>
</tr>
<tr>
<td>Exam Review Process</td>
<td>26</td>
</tr>
<tr>
<td>Make-up Examinations</td>
<td>26</td>
</tr>
<tr>
<td>Get Help</td>
<td>26</td>
</tr>
<tr>
<td>Student Success Websites</td>
<td>27</td>
</tr>
<tr>
<td>Utica College Computer Help Desk</td>
<td>27</td>
</tr>
<tr>
<td>Course Delivery Support</td>
<td>27</td>
</tr>
<tr>
<td>Engage Support</td>
<td>27</td>
</tr>
<tr>
<td>Library Resources</td>
<td>27</td>
</tr>
<tr>
<td>SMARTTHINKING Online Tutoring Services</td>
<td>27</td>
</tr>
<tr>
<td>Read and Write Gold</td>
<td>28</td>
</tr>
<tr>
<td>Procedure for Modified Progression and Dismissal</td>
<td>28</td>
</tr>
<tr>
<td>Modified Progression or Dismissal</td>
<td>28</td>
</tr>
<tr>
<td>Immediate Dismissal from the Nursing Program</td>
<td>28</td>
</tr>
<tr>
<td>Student Code of Personal Conduct</td>
<td>28</td>
</tr>
</tbody>
</table>
Professional Nursing Code of Conduct 28
Netiquette 29
Professional Licensing Procedure 29
Relocation 30
Criminal Background Check and Drug Testing 30
CPR/BLS Certification 30
Health Insurance 30
Malpractice Insurance 31
Predisposing Medical Conditions 31
Bloodborne Pathogen Exposure 31
Latex Allergy 31
Alcohol and Other Substance Policy 31
Health Clearance Requirements 31
Uniform Policy 33
Jewelry 33
Grooming 33
Student Representation on Department of Nursing Committees 34
Graduate Program Core Curriculum 34
Core Curriculum for Education and Family Nurse Practitioner Program Only 35
Curriculum for Family Nurse Practitioner Program only 36
Curriculum for Graduate Nursing Education Program 39
Curriculum for Graduate Nursing Leadership Program 41
Welcome from the Director

Dear Utica College Nursing Graduate Students,

Congratulations on your selection and admission to this rigorous program! Whether you are admitted to the Family Nurse Practitioner, Leadership, or Nursing Education program, you have made the decision to embark on a journey that will challenge you on your path to furthering your career goals.

The UC faculty, staff, and administration are thrilled that you are here and are committed to your success. Through your time in this program, you will be challenged but also supported during those challenging times. A common misconception of online education is that it is “easier” compared to completing coursework and degree requirements in a physical classroom. Please know that this misconception is unfounded as online programs require no less effort than our traditional counterparts. A good rule to adhere to is to spend 2-3 hours studying or working on course assignments per credit hour. For example, if you are registered for 6 credits, you should spend 12-18 hours per week on coursework. Granted, this is an example and for some courses, you may need to spend additional time.

The discussion of workload brings me to my next point- if at any time you feel as if you are “lost” or you feel like you are falling behind, contact your course faculty immediately. Please do not wait for a poor grade or numerous poor grades to accumulate. Be proactive in your own success and seek help. Needing faculty assistance does not indicate a weakness.

In closing, let me reiterate how thrilled we are that you have chosen to continue your nursing education with us at Utica College. You belong here and we are committed to your success!

Please do not hesitate to reach out if I can be of any assistance along the way.

Doreen Rogers DNS, RN, Alumnus CCRN, CNE
Assistant Professor of Nursing
Graduate Nursing Program Director
dorogers@utica.edu
Graduate Nursing Program Directory

Chair of Nursing
Rona Levin Ph.D., RN
Professor of Nursing
E-mail: rflevin@utica.edu
Office: 230 White Hall, School of Health Professions and Education

Director of Graduate Nursing
Doreen Rogers, DNS, RN, CNE
Assistant Professor of Nursing
E-mail: dorogers@utica.edu
Office: 238 White Hall, School of Health Professions and Education

Graduate Nursing - Nurse Practitioner Program Coordinator
Jennifer Klimek-Yingling, Ph.D., RN, FNP-BC
Assistant Professor of Nursing
E-mail: jaklimek@utica.edu
Office: 237 White Hall, School of Health Professions and Education

Graduate Nursing Faculty
Janice Ceccucci, DNP, FNP-BC, SANE-A, SANE-P, NYSAFE
Assistant Professor of Nursing
E-mail: jlceccuc@utica.edu

Elizabeth Gleasman, M.S., FNP-BC
Associate Professor of Nursing
E-mail: egleasm@utica.edu
Office: 258 White Hall, School of Health Professions and Education

Cynthia Love-Williams, DNS, RN
Associate Professor of Nursing
E-mail: celovewi@utica.edu
Office: 247 White Hall, School of Health Professions and Education

Graduate Nursing Practicum Coordinator
Rebecca (MeeNah) Coughlin
E-mail: rmpellan@utica.edu
Office: 223 White Hall, School of Health Professions and Education
Phone: 315.223.2302
Purpose of Handbook
This handbook is to be used in conjunction with the Utica College student handbook. Changes in policies and procedures may be made annually and communicated to students via the updated handbook. The current nursing department handbook can be found at http://www.utica.edu/academic/hhs/nursing/handbooks.cfm

The information included in this handbook has been chosen with two purposes in mind. First, an informed student is a better student. We want students to understand the educational goals and mission of the entire program in order to facilitate integration of individual course content into your overall view of the nursing profession.

Second, the faculty and staff take seriously the responsibility of providing students with a quality education that will prepare them to fulfill their responsibilities as a professional nurse. This handbook provides students with the information necessary for them to take on that responsibility.

Graduate Program Outcomes

<table>
<thead>
<tr>
<th>Program Goals For the Master’s and CAS in Family Nurse Practitioner</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Integrate the arts and sciences, including leadership and ethical principles, with nursing science as a foundation for decision-making within diverse situations, settings, and communities resulting in safe patient care, quality outcomes, and health promotion.</td>
</tr>
<tr>
<td>2. Use critical reflection, innovation, and interprofessional collaboration to promote lifelong learning and continual improvement, integrate current evidence, and inform policy.</td>
</tr>
<tr>
<td>3. Incorporate current technologies to augment professional practice and scholarship.</td>
</tr>
<tr>
<td>4. Employ analytic and diagnostic reasoning skills in the promotion of health, reduction of risk, and management of illness with diverse patient populations.</td>
</tr>
<tr>
<td>5. Demonstrate interprofessional collaboration, ethical principles, and leadership through political and policy endeavors to enhance safety, quality, health care processes, and delivery systems.</td>
</tr>
<tr>
<td>6. Illustrate effective communication and collaboration during patient and family interaction and coordination of care services.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Goals For the Master’s and CAS in Nursing Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Integrate the arts and sciences, including leadership and ethical principles, with nursing science as a foundation for decision-making within diverse situations, settings, and communities resulting in safe patient care, quality outcomes, and health promotion.</td>
</tr>
<tr>
<td>2. Use critical reflection, innovation, and interprofessional collaboration to promote lifelong learning and continual improvement, integrate current evidence, and inform policy.</td>
</tr>
</tbody>
</table>
3. Incorporate current technologies to augment professional practice and scholarship.

4. Implement evidence-based teaching and learning strategies in diverse settings that facilitate achievement of identified outcomes and enhance professional socialization and development of learners.

5. Conduct learner-centered curriculum design and revision based on relevant organizational frameworks, alignment with parent institution, accreditation and professional standards, and program outcomes.

6. Synthesize program, course, and student learning effectiveness based on quantitative and qualitative assessment and evaluation data obtained per the systematic plan of evaluation.

<table>
<thead>
<tr>
<th>Program Goals For the Master’s and CAS in Nursing Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Integrate the arts and sciences, including leadership and ethical principles, with nursing science as a foundation for decision-making within diverse situations, settings, and communities resulting in safe patient care, quality outcomes, and health promotion.</td>
</tr>
<tr>
<td>2. Use critical reflection, innovation, and interprofessional collaboration to promote lifelong learning and continual improvement, integrate current evidence, and inform policy.</td>
</tr>
<tr>
<td>3. Incorporate current technologies to augment professional practice and scholarship.</td>
</tr>
<tr>
<td>4. Employ leadership, management, and ethical foundations in pursuit of performance improvement, risk management, human resources, financial management, and strategic planning/management.</td>
</tr>
<tr>
<td>5. Integrate contemporary national performance standards and professional recommendations related to organizational governance and policy formation.</td>
</tr>
<tr>
<td>6. Facilitate provision of quality services through community engagement, knowledge of societal forces, and regional/national/global policy issues and initiatives.</td>
</tr>
</tbody>
</table>
Admission Criteria for the Graduate Nursing Program

- An unencumbered RN license from the residing state
  - If an offense is revealed which was not previously disclosed by the applicant on their application, the offer of admission to Utica College can be rescinded.
- GPA 3.0 or higher
- 2,000 clock hours of work experience in nursing, verified by an HR Department
- Two letters of recommendation
- Completion of a statistics course with a grade of “B” or higher
- A baccalaureate level health assessment course with an observed laboratory -grade of “B” or higher
- A statement of 500 words: The statement of interest must include well-constructed responses to the following:
  
  1. Describe how your professional experiences have prepared you for future education in the role which is the focus of your desired track.
  2. Describe your plans to alter your work, professional and/or personal obligations in order to have the time needed to successfully complete graduate courses and clinical work.
  3. Identify one significant contemporary issue/problem in the current US healthcare system and discuss how members of the nursing discipline can help address/solve the issue/problem.
Admission Criteria for Certificate of Advanced Study

- An unencumbered RN license from the residing state
  - If an offense is revealed which was not previously disclosed by the applicant on their application, the offer of admission to Utica College can be rescinded.
- A Master’s degree in nursing from an accredited nursing school
- Master’s degree must include the following course work for FNP and Nurse Educator CAS program: pathophysiology, pharmacology, health assessment (If not taken, they will be included in the CAS FNP and Nurse Educator curriculum)
- GPA 3.0 or higher
- 2,000 clock hours of work experience in nursing, verified by an HR Department
- Two letters of recommendation
- Completion of a statistics course with a grade of “B” or higher
- A baccalaureate level health assessment course with an observed laboratory -grade of “B” or higher
- A statement of 500 words: The statement of interest must include well-constructed responses to the following:
  1. Describe how your professional experiences have prepared you for future education in the role which is the focus of your desired track.
  2. Describe your plans to alter your work, professional and/or personal obligations in order to have the time needed to successfully complete graduate courses and clinical work.
  3. Identify one significant contemporary issue/problem in the current US healthcare system and discuss how members of the nursing discipline can help address/solve the issue/problem.

TOEFL Score

For non-native speakers of English, a minimum TOEFL score of 550 on the paper-based examination; a minimum TOEFL score of 213 on the computer-based examination; 79 on the internet-based examination (minimum of 25 on the speaking portion required).
**Graduate Matriculation**

Matriculation refers to a student being accepted into a degree awarding program. Matriculated students can only be matriculated into one program at one institution at a time. Students who hold baccalaureate degrees from accredited institutions may take graduate courses without being accepted into a degree awarding program and are considered non-matriculated. A maximum of six credit hours can be taken as a non-matriculated student.

A student who is not continuously enrolled (see Continuous Enrollment) will be deactivated and lose matriculated status. Loss of matriculated status means that the student will need to start repaying any student loans, they will no longer have access to electronic library resources, and will need to submit an Application for Readmission Form through the Office of the Registrar to be reactivated in order to regain matriculated status and be allowed to register for courses or be graduated. Students who return after losing matriculated status are readmitted under the terms of the catalog appropriate to the new matriculation term, not the catalog of the original matriculation term.

**Non-Matriculated Course Work**

A maximum of six credit hours can be taken as a non-matriculated student. May only take six credits of the following courses non-matriculated: NUR 588 (3 cr.), NUR 603 (3 cr.), NUR 609 (3 cr.), NUR 614 (3 cr.).

**Transfer Credit**

As an institution of higher learning, Utica College strives to protect the integrity of its degree offerings. A maximum of six graduate credits graded B or higher from a regionally accredited institution may be applied to a Utica College graduate program at the time of matriculation. The credits must have been completed within six years of the initial date of matriculation at Utica College and must be equivalent to the courses being replaced. Both the program director or chair and the school dean must give written approval for the acceptance of transfer credits via the Graduate Transfer Credit Form.

**Taking Courses at another Institution**

Matriculated Utica College students must obtain prior written approval from the program director or chair before taking courses at another institution for credit at Utica College via the Permission to Study at Another Institution Form. Approval is not granted if the same or an equivalent course is offered at Utica College. Students who undertake such a study must meet all graduate requirements for the program in which they are matriculated. In addition, for a course to be transferred, the student must have achieved a grade of B or better in the course. Students who
already have transferred six hours of credit from another college may not transfer additional course work.

**Repeating a Course**

A student may elect to repeat only two courses. These two course repeats are for the duration of the program of study. Only courses in which the student earned a grade of B-, C+, or C may be repeated, and a course may be repeated only once and with the written permission of the relevant program director. When a course is repeated, the lower grade remains on the transcript but is no longer calculated into the student’s GPA (credit is only awarded once). Repeating a course may affect financial aid eligibility. Students are encouraged to speak with their student financial services counselor prior to registering. Note that a student is **required** to repeat a course in which a grade of F is received, which falls under the Academic Warning, Probation, and Dismissal policy.

Of note, students who are taking specialty classes for the program of study, must earn a B or better.

**Academic Warning, Probation, and Dismissal Policy**

A letter of academic probation will be issued to any student who meets any of the following criteria:

- GPA of less than a 3.0
- 1 grade of F
- 1 grade of WF

If a student receives an F or WF the student will be placed on academic probation and must successfully retake the course, or an equivalent course as approved by the program chair, in the next semester. If the course is not offered in the next semester, the student may, with the approval of the program chair, remain as an active student and take courses appropriate to his/her course of study. However, the student must retake the failed course the next time it is offered. Failure to successfully retake the course will result in dismissal from the program. The student is allowed to retake the course only once. Once the failed course is retaken, the grade of F or WF is no longer calculated into the GPA but remains on the transcript and counts toward dismissal. If the course is not required for the program, specialization or concentration in which the student is enrolled, the student, with the permission of the program director, may decide to not repeat the course, but the grade of F will remain calculated in the GPA.

A letter of dismissal* will be issued to any student who earns two grades of F and/or WF,

This dismissal decision may be appealed to the Academic Standards Committee. Students who wish to appeal should consult with the Office of Graduate Studies.
If following a successful appeal and reinstatement, a student earns a second dismissal that dismissal cannot be appealed and is considered a permanent separation from the College.

Some programs may have stricter policies or procedures, please see program-specific pages.

Note: All the steps outlined in this policy may not happen to a student. It is possible for a student to be dismissed without previously being placed on probation, if that student meets the requirement for dismissal.

*Students who are dismissed and wish to return, at any point, must submit an appeal to the Academic Standards Committee online at Utica.edu/petition

**Additional Academic Requirements for the MS of Nursing Program: MS of Nursing Academic Probation and Dismissal**

Due to the high licensing standards of professional programs in the field of nursing, the Master of Science in Nursing program at Utica College has additional academic demands than those presented in the graduate catalog of Utica College. Failure to meet these additional standards can result in probation or dismissal from the MS of Nursing program. Notices for probation or dismissal from the MS of Nursing program will be sent from the program director rather than from the Office of Graduate Studies. In addition, appeals for dismissal from the MS of Nursing program can be made to the Dean of the School of Health Professions and Education rather than the Academic Standards Committee.

In addition to the Utica College academic policies regarding graduate program probation and dismissal, students in the MS of Nursing program are subject to the following additional standards and processes:

**Warning and Probation Process**

- A letter of warning will be issued by the program director to any student who receives a grade of B- and has 12 or fewer attempted credit hours in the MS of Nursing program. A copy of any letter of warning will go to the student’s advisor.
- A letter of probation will be issued by the MS of Nursing program director to any student who receives 2 grades of C in the degree program.
- Courses in which a student receives an F or its equivalent must retake the course as described in the Utica College Graduate Academic Probation and Dismissal policies (above) but must receive a grade of B or better to prevent dismissal from the MS of Nursing program. A failing grade may also subject the student to dismissal from Utica College as per the requirements described in the Utica College Graduate Catalog. The student is allowed to retake the course only once.
- Any student currently in receipt of Academic Warning or Probation will be ineligible for the accelerated plan of study (effective Summer 2020).

**Dismissal Process**

- Additionally, dismissal from the MS of Nursing program will occur if a student in the program meets any of the following criteria:
  - GPA of below a 3.0 after 18 attempted credit hours
As noted above, dismissals from the academic program can be appealed to the Dean of the School of Health Professions and Education. If, following a successful appeal and reinstatement to the program, a student earns a second dismissal that dismissal cannot be appealed and is considered a permanent separation from the program.

Note that the academic requirements described in this section augment but does not supersede those of Utica College and the Graduate Catalog: probation or dismissal from the College has authority over that of any constituent academic program insofar as a student cannot remain in the program if dismissed from the College.

Advising

All students are assigned to an academic advisor. The College recommends that students consult their student success coach and academic advisor regularly. Some students may be required to contact their advisors prior to registering for courses in order to obtain a PIN.

Application for Degree

All students are required to apply for degree by the deadline of the semester in which they anticipate completing their degree requirements. Students are NOT to wait until they’ve completed their last course or internship, or they will not graduate in that semester. The application process is a quick, online form on the Registrar’s website; the link is also on the OGS website. The deadlines to apply for degree are as follows:

- to be a May graduate – March 15
- to be an August graduate – June 15
- to be an August graduate AND participate in Commencement – March 15
- to be a December graduate – October 15

Continuous Enrollment

Graduate students at Utica College must be:

- Matriculated and enrolled in a credit-bearing course, OR
- Matriculated and enrolled in 997/998 Continuous Student Enrollment, OR
- On an approved Leave of Absence.

Students who do not fall into one of three above categories and have not been dismissed from the College will be deactivated and lose matriculated status.

Students who have completed all of the course requirements for their graduate degree except for their culminating academic experience (e.g., thesis, capstone project,
comprehensive exam, portfolio/dossier), must maintain continuous enrollment until their final thesis or project has been approved with all required edits completed or the comprehensive exam has been taken and passed. At the discretion of the program director, this can be accomplished by enrolling in a 997/998 continuous student enrollment course and paying the appropriate tuition/fee every semester until completion. The six-year time limit for completion of degree begins at the initial date of matriculation in a program and includes all time accumulated through enrollment in a 997/998 course. Failure to enroll in a 997/998 course will result in loss of matriculated status. A Leave of Absence Form must be submitted to request a formal leave of absence.

**Leave of Absence (LOA)**

Leaves of absence may be granted at the discretion of the academic program for medical or other extenuating circumstances. Students are strongly encouraged to contact their faculty advisor prior to pursuing any change in their plan of study, including an LOA. To request a leave of absence, students must complete the appropriate Leave of Absence form and provide appropriate documentation where requested.

Non-Medical leave of absence will be granted for one semester at a time only. Time accumulated during a leave of absence does not count toward the time limitation for completion of a graduate degree (see Academic Progress). For details regarding Medical Leaves of Absence, please refer to the Registrar’s Office website.

A leave of absence may NOT be used in place of enrolling in a 997/998 Continuous Student Enrollment course (see Continuous Enrollment).

Students returning from a granted LOA will be required to complete the readmission application form and submit to the Registrar’s office.

**Inactive Students**

Students who are inactive (not enrolled) for at least two years but have not indicated their intent to withdraw from Utica College will be administratively withdrawn from their academic program. The College will no longer communicate with these students regarding registration or degree completion. A student who has been withdrawn but wants to return to complete their degree and is capable of completing the degree within the six-year limit of degree completion can submit an Application for Readmission Form. Students wishing to return who are unable to complete their degree within the six-year limit should see Readmission Applications Past the Six-Year Limit for more information.

**Readmission**

A matriculated student not in attendance for one full semester loses matriculated status and must apply for readmission. This form should be completed and returned to the Office of the Registrar prior to the start of the semester. Note that late submission of this form may impede the registration process.
Attendance Policy

Attendance is required at every class (in-person and virtual) or lab session. Emergencies can and do occur. Absences affect not only you, but your classmates as well. If you miss any classes the course instructor will assign an alternative activity for the missed class. You must contact your course instructor via Utica College e-mail prior to or within 24 hours of missing the scheduled class. Missed class times may result in an altered grade. Unexcused absence will result in lower grade for class participation and may result in course failure.

Synchronous Sessions

Class Participation

Professional behavior demands a responsible and mature approach to participation in class. Class participation is an essential element of learning. Critical skills are best acquired through the experiential learning that takes place in the classroom (face to face or virtual) or laboratory settings. Class participation includes attendance, punctuality, preparation for class, contributions to in-class discussions, professional behavior in the course or lab, and eagerness to learn and share. Lack of participation may result in a final grade that is dropped a full letter grade lower.

Required Expectations for Live-Session Classes:

1. Be on Time: Log in to the session early enough to have your audio and camera setup. Be ready to work when the class time begins.
2. Be Professional: The graduate program at Utica College is a professional education program of nursing. The live classroom is an extension of the field, and therefore you are expected to treat live class time as you would a professional setting.
3. Your camera must be on at all times during the session.

Respect the Classroom.

4. Dress: Be appropriately dressed - comfortable clothing is fine, but you should not attend class in your pajamas or beachwear.
5. Setting: Set your live session classroom space in a quiet private area where you know family, pets, and other distractions will not interrupt your learning (or the learning of your classmates). For example: Do not attend the synchronous sessions from the beach, the bed, or from the car. Please do not attend the session and have conversations off-screen, please be engaged.
6. Lighting: Be sure your camera has the appropriate lighting on your face. Be careful you do not have too much backlighting, such as a bright window behind you, making it difficult for your face to be seen.
Be Prepared

7. Each week, you are expected to prepare for the live session before class time; specific details on work to be completed before the live session can be found in the course work area for each week. Section Instructors will review this before the live session and use it to inform discussion and deepen learning.

Be Engaged

8. You are expected to be ready to work during your live session. The live session is not a passive experience - it requires your full presence and commitment to learning. Each week, you must be prepared to listen to your classmates, offer feedback, and engage in a lively discussion.

The professor may remove the student from the synchronous session for not abiding by the above expectations. This action may result in the student forfeiting the earned credit for the session. An academic alert also may be sent.

Procedure for Missed Synchronous Session:

1. The student must notify the faculty member in writing that they are unable to attend the synchronous session (must submit this communication before the synchronous session).
2. The faculty member informs the student, they must:
   A. Watch the 2hr recording, and
   B. Submit a summary of the content discussed during the meeting before the weekly module closes.
3. If the student does not notify the faculty before the synchronous session and does not attend the synchronous session, they will forfeit all of the credit for the activity.

If the student fulfills these requirements, the highest they can earn for the missed synchronous session is 80% (lost all points for attendance on the rubric attached below).
## MS-Nursing Synchronous Session Rubric

### Live Synchronous Session Participation Rubric

<table>
<thead>
<tr>
<th>Criteria</th>
<th>20 points</th>
<th>17 points</th>
<th>15 points</th>
<th>0 points</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Attendance 20%</strong></td>
<td>Arrives on time, appropriately announces arrival</td>
<td>Arrives more than 5 minutes after starting time</td>
<td>Arrives more than 10 minutes after starting time or disrupts the session with arrival</td>
<td>Arrives more than 30 minutes after starting time and disrupts the session with arrival or Absent</td>
</tr>
<tr>
<td><strong>Preparation 20%</strong></td>
<td>Prepared with questions or prompts for discussion, based on comments on readings</td>
<td>Adequately prepared with questions or prompts, for discussion, based on comments on readings</td>
<td>Lack of preparation results in inability to add substantively to discussion</td>
<td>Unprepared for discussion; has not viewed asynchronous material</td>
</tr>
<tr>
<td><strong>Full Group Participation 20%</strong></td>
<td>Actively participates in discussions</td>
<td>Demonstrates limited or passive participation in discussions</td>
<td>Only participates when asked</td>
<td>Does not contribute.</td>
</tr>
<tr>
<td><strong>Engagement 20%</strong></td>
<td>Contributes significantly and appropriately to discussions by initiating and responding to topics. Stays focused and on task, and takes turns responding</td>
<td>Contributes to discussion when directly addressed, stays on topic, and demonstrates appropriate turn taking</td>
<td>Contributes inappropriately to synchronous discussions by going off topic, monopolizing discussions, or participates in a very limited manner</td>
<td>Does not participate in discussion or during live session. (i.e. lurks in session) has camera on pause for long periods; does not stay in classroom or is distracted during class</td>
</tr>
<tr>
<td><strong>Professional Conduct 20%</strong></td>
<td>Actively leads or facilitates the discussion when appropriate.</td>
<td>Shares thoughts and ideas in a professional manner</td>
<td>Monopolizes discussion or interrupts others.</td>
<td>Displays inappropriate or unprofessional behavior.</td>
</tr>
</tbody>
</table>

### Special Needs

Please contact Learning Services in the Academic Support Services Center (315-792-3032), in order to determine eligibility for services and to receive an accommodation letter. Any accommodations must be submitted in written documentation at least four days in advance or it will not be considered for the exam. We will work with you to help you in your efforts to master the course content in an effective and appropriate way.

### Communication Policy

Students are responsible for checking the online course shell and Utica College e-mail folders online for communication from the instructors. The official mode of communication at Utica College is the Utica College e-mail. All participation and communication is to be respectful and professional.
Student Communication Policy- Academic Concerns

When students have a concern about their learning experience, the following is the best path to a resolution.

1. The student(s) shares the concern with the class, clinical or lab faculty member directly involved with the concern.
2. If unresolved, the student(s) may request an appointment and send a written description of their concern to the Director of the Nursing Program

*Seeking a resolution without going directly to the faculty member, will risk a longer and more complicated response. However, the student(s) may wish to discuss the concern with their success coach and/or advisor to seek support and direction regarding the best way to articulate the concern, identify their need and identify suggestions for collaborative problem solving.

Please do not skip steps in this process. Not only is this the professional approach, but it also provides the best opportunity to serve your needs so that we can have the most information possible. As registered professional nurses and future advanced practice nurses, you are expected to maintain a professional approach to all correspondence about concerns/issues. Remember that sometimes these e-mails are forwarded or shared with others in an effort to resolve your issue.

E-Mail

All students, staff, and faculty are issued an official UC e-mail account and are required to use it for official communication with UC students, staff, and faculty. Your UC e-mail account is the primary official channel through which the College will communicate with you; therefore you must check your account regularly. Information on using your UC e-mail account can be found at www.utica.edu/helpsheets.

Grade Changes

Once a grade has been reported, it may not be changed except to correct an error. All such cases must be reported by the course instructor and require the approval of the academic school dean. If a student believes that the grade reported by the course instructor is not accurate and after talking with the instructor still believes there is an error, the student may petition the Academic Standards Committee for a grade change. (For further information, see Grievance and Complaint Procedure.)

Graduate Grading Policy

Graduate students must maintain an 84 weighted average on their exams- exclusive of their graded assignments to pass the course. In addition, if the 84 overall course grade cut point is not met, the grade recorded on the transcript will the earned exam grade. Students must earn a grade of B or better in all of the core courses, and in all of the separate but linked courses (separate but linked courses cover related content in two settings: mastery of didactic knowledge in the academic setting;
application of didactic knowledge to practice in clinical settings). Both separate but linked courses must be passed with a satisfactory grade (B). If a student fails either of the two courses, they must retake both courses. (If a student receives 83.5 or higher on the exam average, and/or final grade, the grade would be rounded up to 84.) Student grades .5 or higher will be rounded up to the next whole number; this grading rule applies to both final exam grades, and final grades).

This policy is specific to the following courses:
NUR 612, NUR 616, NUR 621, NUR 622, NUR 625, NUR 634
NUR 607, NUR 617, NUR 618, NUR 623, NUR 624
NUR 627, NUR 628, NUR 631, NUR 632, NUR 633, NUR 637

Graduate Grade Range Percentages

<table>
<thead>
<tr>
<th>Letter Grade</th>
<th>Percentage Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>94 - 100</td>
</tr>
<tr>
<td>A-</td>
<td>90 - 93.49</td>
</tr>
<tr>
<td>B+</td>
<td>87 - 89.49</td>
</tr>
<tr>
<td>B</td>
<td>84 - 86.49</td>
</tr>
<tr>
<td>B-</td>
<td>80 - 83.49</td>
</tr>
<tr>
<td>C+</td>
<td>77 - 79.49</td>
</tr>
<tr>
<td>C</td>
<td>74 - 76.49</td>
</tr>
<tr>
<td>F</td>
<td>0 - 73.49</td>
</tr>
</tbody>
</table>

Incomplete (I) Grade

A grade of I (Incomplete) is given only under extenuating circumstances. Students should not assume an I grade will be given just because they didn’t complete the coursework in time. A student may request an I grade or an instructor can offer an I grade if exceptional circumstances warrant it, but the decision is ultimately at the discretion of the instructor. Such extenuating circumstances may include but are not limited to illness of the student or immediate family member, death of a family member or someone close, special work circumstances (e.g., military deployment, acceptance into a law enforcement academy, caught in civil unrest), or a learning disability documented with the Office of Learning Services and presented to the instructor at the beginning of the course.

To allow a grade of I, there needs to be an agreement between the student and the instructor. An Incomplete Contract Form needs to be completed with a set deadline for completion of course requirements. Banner defaults the deadline to be six weeks from the Latest Final Grades Due date for the given semester (actual dates listed online at [www.utica.edu/ogs/graduationdeadlines.cfm](http://www.utica.edu/ogs/graduationdeadlines.cfm)); note that the default deadline is based on the semester, not 8-week parts of term, so the default is the same for a D1 or a D2 course as well as a 16-week on-ground course in the same semester. The deadline entered in Banner means the new grade must be entered in Banner by that date, NOT that students must submit work by that date.
with time needed to grade the work.

The instructor, however, can change the default deadline based on the given circumstances. If the deadline is changed to a LATER date beyond the default deadline, PLEASE select the grade entry deadline for the part of term or semester in which you are allowing the extension, depending on what type of course it is (online versus on-ground). For example, a student taking a D1 course in the fall would receive an I grade default extension deadline in February. However, the circumstances allow you to consider extending the deadline to the end of summer. Check the Academic Calendar and Deadlines or contact the Registrar’s Office to determine the grade entry deadline for that summer’s D2 course. Using an existing grade entry deadline for the I grade extension deadline will allow any deficient grades to be reviewed in a timely manner by the Academic Standards Committee (or Graduate Academic Standing Subcommittee).

A grade of I will remain on the academic transcript. Any new grade earned by the student must be entered in Banner with the I grade included (e.g., IA, IB+). Failure on the part of the student to complete the requirements will result in a grade of IF, which is equivalent to a grade of F. Failure on the part of the instructor to enter an alternative grade OR extend the deadline by the entered I grade deadline will result in a grade of IF for the student, and the student will be referred to Academic Standards for the deficient grade.

ALL course grades MUST be submitted by the grade entry deadline for the part of term or semester in which the course is being taught. If an instructor is working with a student at the end of a course and allows the student extra time to submit final work that prohibits the instructor from submitting the student’s grade by the grade entry deadline, an I grade MUST be given.

The instructor is responsible for keeping track of I grade deadlines and extending the deadline if needed and warranted. Should a student be approaching the I grade deadline and indicates the work may not be completed in time, the instructor should consider the possibility of extending the I grade deadline, even by a week or two, and negotiating that extension with the student and via an Incomplete Contract Form. Any new deadline extensions must be entered in Banner. If the instructor is not willing to take on the responsibilities associated with an I grade – including working with the student as needed– then the recommendation is not to give I grades.

**Regarding Practicum Hours**

If a student is unable to complete the practicum hours as required per the course syllabus and in compliance with state and regulatory guidelines, the student may be eligible for a grade of Incomplete. If a student receives an incomplete, the student would be ineligible to progress to the next course with a practicum component.

**Intellectual Honesty**

Utica College expects its faculty and students to observe traditional canons of scholarly discourse, academic behavior, and due process. The faculty at Utica College expect intellectual honesty from students. Intellectual honesty is necessary for the free exchange of ideas. Plagiarism, a serious form of intellectual dishonesty, is defined as the use of ideas and phrases in the writings of others as one’s own without crediting the source.
Cheating refers to both giving and receiving unauthorized assistance in taking examinations. Students who assist other students in acts of plagiarism and/or cheating, or who otherwise contribute to acts of intellectual dishonesty, are subject to the appropriate penalties.

Academic dishonesty includes both cheating and plagiarism. Plagiarism is the intentional or unintentional use of other people’s ideas, words, and/or factual information without crediting the source. Cheating refers to both the giving and the receiving of unauthorized assistance in the taking of examinations or in the creation of assigned and/or graded class work.

Utica College faculty are authorized to assign academic penalties for intellectual dishonesty, including the grade of “F for cheating.” Students who receive an “F for cheating” forfeit their rights to withdraw from the course without penalty. Students who wish to appeal a penalty should consult with Academic Support Services. Appeals are heard by the Academic Standards Committee, which may recommend a more or less severe penalty.

You are expected to read and abide by the college policies, which outlines your responsibilities and consequences for violations of the Utica College Code of Student Conduct. A student’s name or other unique identifier on any course exercise (theme, report, notebook, performance, computer program, course paper, laboratory or practicum or co-op report, examination, website or quiz) is taken as assurance that the exercise is the product of the student’s own thoughts and study, and that it is expressed in the student’s own words and produced without assistance, except as indicated by quotation marks, references and footnotes acknowledging use of printed sources or other outside help. Any examination must be solely the student’s own work, unless otherwise directed by the faculty member. Communication is not allowed between or among students while an examination or quiz is being taken, nor are students permitted to consult books, papers, study aids, or notes without the faculty member’s explicit permission. Misunderstanding of the code is not an acceptable excuse for academic misconduct. If a student is uncertain whether a practice is permitted in a particular course, the student should consult the faculty member instructing the course in order to avoid the accusation of academic misconduct.

Prohibited behavior is outlined by Utica College as:

1. Academic dishonesty which includes, but is not limited to: plagiarism, cheating, misuse of academic resources or facilities, misuse of software, data, equipment, or networks, or any act that hinders the academic process.
2. Academic and professional misconduct which includes, but is not limited to: misuse of academic resources or facilities, behavior in and outside of the classroom, misuse of software, data, equipment, or networks, or any act that hinders the academic process.

Instances of academic dishonesty may be referred to the Academic Standards Committee by the Office of Student Affairs, and instances of academic misconduct may be referred by the Academic Standards Committee to the Office of Student Affairs for possible action through the student conduct process. Behavior by a student may result in both academic action and action through the student conduct process. As these processes are separate, the decision rendered in one place will not determine the decision rendered in the other. Please refer to the College catalog for a complete description of the definition and procedures followed for cases involving
academic dishonesty. You are expected to maintain a high level of integrity, consequences for inappropriate academic behavior could range from a '0' on the particular assignment to failure in the course. Honesty is always the best policy always!

Plagiarism Warning

Plagiarism in this course, or in any nursing course, will not be tolerated. This notice is considered your first warning. If you are unclear about what constitutes plagiarism it is your responsibility to seek appropriate guidance. Students who wish to appeal a penalty should consult with Academic Support Services. Appeals are heard by the Academic Standards Committee, which may recommend a more or less severe penalty.

Plagiarism Procedure

Plagiarism Procedure: Any student who plagiarizes or cheats in any way (e.g., tests, papers, presentations) is subject to penalty, and sanctions by the instructor, the Office of Student Conduct, and/or the Academic Standards Committee. When academic dishonesty (cheating or plagiarism) is detected by a faculty member, the faculty member determines the appropriate sanction. Sanctions that can be imposed by the faculty member include work assignments (such as repeating a paper) or penalty grades, up to, and including the grade of “F for Cheating.” Sanctions other than work or grade penalties must be recommendations on the part of the department to the Dean of the relevant academic division. Regardless of the sanction imposed, the faculty member must inform the student of intellectual dishonesty in writing, and copy the Office of Academic Affairs using the form letter to be found on the Academic Honesty website at http://www.utica.edu/academic/facultyinfo/intellectualdishonesty.cfm. Academic Affairs checks to see if this is a repeat offense. A repeat offense may occur on different assignments in the same class or in different classes. If it is a repeat offense, Academic Affairs informs the student in writing that the materials are being forwarded to Academic Standards Committee for review. Academic Affairs collects relevant material from the faculty member, including syllabi, and assignment sheets. Academic Affairs receives any materials submitted by the student. Academic Standards Committee convenes a meeting to review the case. The Associate Provost brings the collected material to the meeting. Following the meeting the Chair of the Academic Standards Committee informs the student in writing of the committee's decision. Student appeals are directed to the Office of Academic Affairs, and any appeal of the decision is heard by the Provost. Appeals must be filed by the student within 14 days of the date of the letter from Academic Standards.

Policy on Submission of Assignments

You will complete several written assignments throughout this course. Your written work is used to assess your ability to integrate your learning and apply it in practice. Quality documentation is stressed and expected. You must submit your work according to instructions and by the due date indicated. Late assignments may be refused. Unacceptable assignments will receive a zero (0) grade and may be returned to you for re-accomplishment, at faculty discretion. You are encouraged to keep a copy of each electronic assignment you submit during the semester. If an instructor is willing to accept a late paper, the instructor reserves the right to reduce the grade on any late paper up to 5 points per day. You are expected to notify your instructor of any
extenuating circumstances (such as illness, injury or emergencies), which may affect your ability to be timely in your submissions.

Students who are unable to attend clinical for any reason will not be able to meet the objectives of a clinical course which will result in course failure. They may withdraw from the course and return at a later date when they are able to engage in all elements of the course (didactic, lab and clinical) to meet all the objectives resulting in successful course completion.

Written Assignments

Writing assignments are an important skill that graduate students in the Utica College Graduate Nursing Program. It is important that the student is familiar and understands the Utica College Academic Integrity Policy. It is important that graduate students submit their best work for assignments. It is up to the instructor of record for each class whether or not to accept late assignments or allow assignments to be re-written to improve the student’s grade. All courses within the nursing program will follow the writing guidelines according to APA format.

Extensions

Extensions may be granted by the discretion of the faculty member. It is the right of the faculty member to refuse an extension. Extensions MUST be requested before the due date of the assignment in writing via the Utica College E-mail. No extension will be granted without a proposed date the assignment will be submitted included in the written request.

Lost Work

Each student is encouraged to keep a copy of each electronic and written assignment and contribution submitted to the instructor during the semester. A simple way to do this is to e-mail the assignment as an attachment to yourself so that you can retrieve the document in the event of a hardware/software malfunction.

Late Policy

Assignments handed in after the due date will have ten points a day deducted from the grade until one week from the designated due date. No assignments will be accepted after one week past the designated due date unless previously discussed with course faculty. No discussion posting will be accepted after the end of the module. A zero will be the grade for that assignment.

Questions about Grading

If you have questions about a grade on any assignment, discussion, or exam, you must contact the instructor of record of the course with your questions within one week of the grade being posted.
Class Participation

Professional behavior demands responsible and mature approach to participation in class. Class participation is an important element of learning. Critical skills are best acquired through the experiential learning that takes place in the classroom (face to face or virtual) or laboratory settings. Class participation includes attendance, punctuality, preparation for class, contributions to in-class discussions, professional behavior in the class or lab, and eagerness to learn and share. Lack of participation may result in a final grade that is dropped a full letter grade lower.

Grading Policy

Nursing graduate students must maintain an 84 (B) weighted average on quizzes and exams—exclusive of their graded assignments to pass the following courses:

- NUR 612
- NUR 616
- NUR 621
- NUR 622
- NUR 625
- NUR 634

Should the weighted exam average fall below 84, regardless of the overall course grade, the exam average will be the final grade recorded on the transcript. Once the student has achieved an 84 or above exam average, all other course assignments will be factored into the course grade, and the cumulative average will be the final grade recorded on the transcript.

Students must earn a grade of B (84) or better in all of the specialty courses and in all of the separate but linked courses. Student grades that are .5 or higher will be rounded up to the next whole number; this grading rule applies to both final exam grades and final grades.

Examinations

Most of your quizzes and tests will be conducted online. Unless otherwise stated, you may not collaborate with others or use any references during any examination. Actions/behaviors are examples and but limited to the following:

- Open another browser window or use any other method to look up an answer
- Communicate with anyone via online chat, telephone, e-mail, text message, in-person, or any other method
- Use your phone or video camera
- Ask someone to take the exam for you
- Copy or photograph exam questions for your personal use or to share with others
Unless otherwise instructed, you will be required to have your two-way video camera on during the online exam, and a faculty member with access to your photo ID will be proctoring the exam online. After the exam, you should not discuss it with other students who have not yet taken it.

**Technology**

It is the student's responsibility to make sure that they have the proper technology (i.e. computer, webcam, etc.) as well as reliable access to the Internet prior to synchronous sessions and exams in order to complete course work. If a student anticipates a technology issue prior to any of these situations, their Instructor and Student Support should be notified proactively.

Exam retakes are not allowed. Students should contact Student Support immediately if there is a technology issue during an exam. All of these situations will be reviewed by the Course Instructor and Program Director.

**Exam Review Process**

Exam-based courses adhere to a feedback policy that includes the following two components:

1. The student may request a 1:1 exam review with the instructor of record during office hours to review their exam results, including their thought processes on selected answers and the rationale for the correct answer. Students must request an exam review with the instructor of record within one (1) week of the exam grade being released. Requests made outside of that time-frame will not be accepted.

2. If after an individual appointment and exam review, the student disagrees with the rationale for the best answer. The student has two days from the meeting date with the instructor to communicate this in writing to the instructor, including extensive rationale and reference to the information source. The rationale must be from the assigned reading and asynchronous material. Faculty will not accept outside resources.

**Make-up Examinations**

If a student is unable to take a scheduled examination, a make-up examination in a course may be given at the discretion of the faculty member. Such examinations must be taken during the semester in which the examination was missed unless a grade of Incomplete is given for sufficient reason. This does not include the comprehensive examination in NUR 634. Students who are unable to take a comprehensive examination on the scheduled day must wait until the next scheduled offering.

**Get Help**

If you are having difficulty or need help with your written assignments or any part of the course, it is your responsibility to contact your instructor to get help. Do not wait until late in the semester if you are struggling. Get help—the sooner the better.
Student Success Websites
Utica College Main Website:

http://www.utica.edu

Utica College Computer Help Desk
For computer related problems, password issues: phone: (315) 792-3115; available from 0830-1700 Monday- Friday. OR: helpdesk@utica.edu

Course Delivery Support
Course Delivery Support is available under the help corner. To contact support, click ‘Get Assistance with Your Course’ link. This message will be sent to me as well the course delivery support person. Use this support regarding questions on course delivery, i.e., you can’t access the quiz or you found a broken link.

Engage Support
Engage Learning Management System support is available 24/7 through Engage support hotline or Chat with Engage Support located under the help link.

Library Resources
http://www.utica.edu/academic/library/resources/resources.cfm

SMART THINKING Online Tutoring Services
Smarthinking is an online tutoring service available to all UC students free of charge. It provides tutoring in a variety of subjects, some of which are available 24 hours a day, 7 days a week. Some services are live interactions while others are asynchronous where questions or papers can be submitted and a response received in ~24-48 hours. Graduate students may find the Writing Lab very helpful, where they can submit a portion of a paper and specify the area of assistance needed (e.g., grammar, punctuation, transitions).

Read and Write Gold
Read and Write Gold is software to help you read, write, study, and research and can be found at: https://www.utica.edu/student/development/learning/rwgold/

Procedure for Modified Progression and Dismissal
Modified Progression or Dismissal
Students in the nursing program are required to comply with specific requirements regarding progress in academic, clinical and behavioral criteria. When a student fails to meet these requirements, the student may be put on a modified completion schedule or dismissed from the program. The student receives written notification regarding this change in their progression.

- **Modified Progression** means that the student must retake and successfully complete the course they did not earn a C+ or better or grade of P before moving forward in the program.
- **Dismissal** means that the student has been officially dismissed from the nursing program.

If a student believes he or she has been treated unfairly by the College please see the Grievance and Complaint Procedure in the Utica College Catalog.

**Immediate Dismissal from the Nursing Program**
Immediate dismissal may be considered for students engaging in egregious acts of professional misconduct, including but not limited to:

- HIPAA violation
- Theft
- Physical violence or abusive behavior
- Falsification of documents
- Conviction of a felony
- Professional licensure loss, probation and or encumberment

**Student Code of Personal Conduct**
The Utica College Department of Nursing (Utica College DON) upholds the Utica College Student Code of Student Conduct. Students are referred to this document [http://www.utica.edu/student/conduct/Utica%20College%20Code%20of%20Student%20Conduct.pdf](http://www.utica.edu/student/conduct/Utica%20College%20Code%20of%20Student%20Conduct.pdf)

It is expected that students will be respectful and professional in all participation and communication. You are expected to maintain professional conduct and speech in all aspects of this course. Professional behavior demands you have a responsible and mature attitude in your approach to your course both in person and online. Disrespectful, unethical, unsafe and or unprofessional behaviors will not be tolerated within the nursing program and can result in course failure and or dismissal from the Utica College Nursing Program.

**Professional Nursing Code of Conduct**
Since students are preparing for a professional role, professional conduct is expected in all aspects of the course. The Utica College DON will additionally uphold the American Nurses Association (ANA) Code of Ethics as the standard for professional conduct of nurses. Nursing students are referred to [http://nursingworld.org/codeofethics](http://nursingworld.org/codeofethics). The Utica College DON is committed to the development of a professional nurse who will practice within the ANA Nursing Code of Ethics and whose practice is guided by the values of altruism, autonomy, human dignity, integrity and social justice. Our goal is to graduate students will practice with these inherent
values and to ensure the profession continues to be accountable to and trusted by the communities we serve. Behavior that deviates from the ANA Nursing Code of Ethics will not be tolerated within the nursing program and can result in course failure and or dismissal from the Utica College DON Nursing Program.

Netiquette

“Netiquette” is civil and respectful behavior in electronic communication, including discussion forums, chat services, e-mail, video conferences, and social media. Such behavior is essential to the integrity of the academic environment and the free exchange of ideas. In order to keep your communication academically professional and appropriate you should avoid:

- Personal attacks. The subject under discussion is always the content of the idea and not the characteristics of the person expressing that idea.
- USING ALL CAPITAL LETTERS IN A SENTENCE which implies you are yelling at the reader.
- Using many exclamation points to end your sentence as this also implies you are yelling at, or are very upset with, the reader!!!!!!!!!
- Writing offensive or sarcastic messages.
- Sending numerous e-mails with the same point in a short period of time.

In order to keep your communication professional, remember the following principles:

- Always respect the opinions of others and keep your opinions positive. A robust discussion will have disagreements, even strong disagreements, but should not degenerate into personal attack.
- Always avoid offensive, rude, and sarcastic messages. If you receive a message of this nature, do not respond in the same tone. If this type of communication continues from someone, inform your faculty member.
- Never send a message when you are angry or upset. Leave it in draft form, walk away, and review it later after you have calmed down.

Utica College is committed to maintaining an open and free learning environment. Violations of the netiquette policy may result in disciplinary action, including being referred to the Student Conduct Process for violation of the Code of Student Conduct.

Professional Licensing Procedure

Students will provide the School of Nursing a copy of their Registered Professional Nursing Certificate each year and must maintain a valid unencumbered registered nurse license while attending the graduate nursing program in the state that 1. Utica College is approved to deliver the graduate nursing program and 2. Where the student holds residency.

Students with past or pending disciplinary action against a professional license are advised that such actions may affect student’s participation in the program. Such actions include, but are not limited to, suspension, probation or revocation, by the licensing body. A past or pending disciplinary action against a professional license will not automatically disqualify a nursing
student. Rather, determinations of suitability based on licensure status will be made by the Dean of the College of Health Professions and Education. Students have an obligation to notify the Dean if any new complaints occur or if there is an incident that changes licensure status while a student at Utica College. Failure to report a change in licensure status is considered a serious violation and could result in dismissal from the Program.

**Relocation**

Utica College is not approved in all states, and therefore students who change their state of primary residency may not be able to continue in the Utica College Graduate Nursing Program. Students changing their state of residence, as defined by the state in which they intend to reside, are required to complete a Relocation Form, which can be obtained from their Academic Advisor. Once the form is submitted, the Academic Advisor will verify eligibility and will notify the student. Students will not be allowed to continue in the program until their relocation is approved.

**Criminal Background Check and Drug Testing**

Students will be required to complete a background check and fingerprinting before their practicum experience as a program requirement. A drug test may be required if the practicum agency requires this of the student prior to starting the practicum. This will be at the student’s expense.

**CPR/BLS Certification**

The student will provide to the American Databank yearly a copy of valid American Heart Association CPR/BLS Certification. The student must maintain current CPR/BLS certification while in the graduate nursing program. (Revised: 12/9/2020)

**Health Insurance**

Proof of health insurance is required for all students enrolled in practicum courses. The student will provide evidence of *valid* health insurance to American Databank in the form of a copy of a health insurance card.

Utica College will charge your account to ensure the requirement. If you have your own health insurance, this charge can be waived at [http://www.haylor.com/college/utica-college/](http://www.haylor.com/college/utica-college/). Please note that information you provide regarding your insurance will be verified. Students who have been found to not have health insurance will automatically be re-enrolled in UC's Health Plan and will be charged accordingly.

**Malpractice Insurance**

Students must have professional liability (malpractice) insurance to embark on practicum experiences. The College participates in a group malpractice insurance plan in which a course fee will be included upon registration in practicum nursing experiences.
Predisposing Medical Conditions

Prior to any practicum experience, it is in the student’s best interest that he or she informs faculty of any predisposing medical condition that may compromise his or her health and safety and/or patient safety. Such conditions/treatments include but are not limited to pregnancy, medications which may alter alertness or judgment, etc. Confidentiality will be maintained and all reasonable accommodations will be made to facilitate student progress.

Bloodborne Pathogen Exposure

Strict adherence to barrier precautions and infection control practices that decrease the opportunity for blood to blood exposure for both health care personnel and patients is required. Any student who has an exposure to a bloodborne substance that places the student at risk must seek medical care immediately while following the clinical agency policy and protocol. Such exposure should first be reported to the clinical instructor who will direct the student for appropriate care. (All students are responsible for the personal medical care costs accrued.)

Latex Allergy

Any student with a known latex allergy must notify the faculty to avoid placing the student at risk of an allergic reaction. Latex-free gloves will be made available in the nursing laboratory and in each practicum setting.

Alcohol and Other Substance Policy

It is expected that all students adhere to the Utica College alcohol and other drug policies as stated in the Utica College Student Handbook. It is the policy of the Department of Nursing that students be free of chemical impairment during participation in any part of their program including classroom, laboratory, and practicum activities. A chemically impaired student is defined as a person who, while in the classroom, laboratory, or practicum setting, is under the influence of, or has abused, either separately or in combination: alcohol, over-the-counter medication, illegal drugs, prescribed medications, inhalants, or synthetic designer drugs. Students who are chemically impaired in the practicum setting may jeopardize the lives of their clients. In addition, chemical impairment has a negative effect on the personal health of the student and may alter the student’s ability to learn.

Health Clearance Requirements

While in practicums, all graduate nursing students must obtain health clearance through American Databank. Below is a list of required vaccinations and screenings. All students regardless of the number of practicum hours or area of study must provide this documentation. This must be received before commencing any practicum coursework. This is at the student’s expense. This is for your safety and well as the patients you will be caring for in the practicum setting.
<table>
<thead>
<tr>
<th>Requirement</th>
<th>Submit</th>
<th>Acceptable Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Examination</td>
<td>Every Year</td>
<td>A physical exam completed within the last year by a MD, NP or PA indicating your ability to perform clinical activities and that you are free of communicable disease. It is encouraged for students to utilize the UC Health Form, but not mandatory</td>
</tr>
<tr>
<td>Tuberculosis (TB)</td>
<td>Every Year</td>
<td>The date of a negative mantoux or QuantiferonTB-GOLD or T-Spot TB test in the last year is required. A positive result will require documentation of a negative chest x-ray within the last 1 year. Submitted physical exam form must state student is free of signs or symptoms of active disease. Presence of potential signs or symptoms of TB will require further evaluation before clearance is granted.</td>
</tr>
<tr>
<td>Flu (Influenza)</td>
<td>Every Year</td>
<td>Vaccination date required by October 15th of EACH Year</td>
</tr>
<tr>
<td>Chicken Pox (Varicella)</td>
<td>One Time</td>
<td>2 vaccination dates OR serologic evidence of immunity with the laboratory value OR medical documentation of varicella disease or herpes zoster. Minimum documentation includes the year of the disease.</td>
</tr>
<tr>
<td>Diphtheria/ Tetanus</td>
<td>Every 10 years</td>
<td>Vaccination date must be valid throughout the clinical course. Update with DTaP is recommended.</td>
</tr>
<tr>
<td>Hepatitis B</td>
<td>One Time</td>
<td>3 vaccination dates OR serologic evidence of immunity with the laboratory value. Declination forms are accepted</td>
</tr>
<tr>
<td>Measles (Rubeola)</td>
<td>One Time</td>
<td>2 vaccination dates after the first birthday OR serologic evidence of immunity with the laboratory value</td>
</tr>
<tr>
<td>Mumps</td>
<td>One Time</td>
<td>2 vaccination dates after the first birthday OR serologic evidence of immunity with the laboratory value</td>
</tr>
<tr>
<td>Rubella</td>
<td>One Time</td>
<td>2 vaccination dates after the first birthday OR serologic evidence of immunity with the laboratory value</td>
</tr>
<tr>
<td>Meningitis</td>
<td>One Time</td>
<td>Vaccination date within 10 years OR completed Meningitis Information form</td>
</tr>
</tbody>
</table>
Uniform Policy

As representatives of the Utica College graduate nursing program and the nursing profession, students are expected to behave and dress in an appropriate manner. The instructor and the agency have the prerogative to send students away from a practicum site if they do not meet the appropriate dress criteria.

The purpose of the uniform policy is to identify personnel in agencies and to promote safety for both student and client in the prevention of cross-infection. The uniform is a representation of the Utica College Department of Nursing and therefore should be worn in all professional settings. All students should have a minimum of one (1) white lab coat, and a set of non-skid closed toe shoes.

The student uniform: white coat and student photo ID must be worn and visible when in the practicum area. It is understood that the white coat is clean, has no stains, and is not wrinkled. Most agencies allow a white lab coat to be worn over the street clothes. Check the uniform policy for the agency. Students may wear street clothes which portray a professional image with the college photo ID and flat, close-toed shoes. Jeans, “low-rider” pants, shorts, cut-offs, tank tops, or any other tight fitting clothing that exposes the torso or under clothing is not acceptable.

Jewelry

1. A watch with a second hand must be worn with the uniform.
2. A plain wedding band may be worn, but in some settings must be removed when caring for patients in isolation and when working in the operating room, delivery room or nursery.
3. Only small post-type earrings are acceptable (limited to 2 per ear). No hoop or pendant earrings. Other body-piercings (eyebrows, nose, lips, tongue) are not acceptable.
4. No other jewelry is worn with the uniform; it has the potential for scratching clients and for harboring bacteria.

Grooming

1. It is assumed that high standards of personal appearance, neatness, and hygiene will accompany wearing of the uniform.
2. All hair must be off the collar and neat. Unnatural hair color (orange, blue, green, purple) is not allowed.
3. No nail polish or false fingernails (including acrylic or gel nails) may be worn.
4. Fingernails may not extend beyond the fingertips; otherwise they can scratch clients and impede manual dexterity.
5. Makeup is to be moderate and unobtrusive.
6. Fragrances (perfume, cologne, after-shave) are not to be worn since they may induce discomfort, nausea, or an allergic reaction in clients.
7. Tattoos must be covered.
Student Representation on Department of Nursing Committees

Students are invited to participate in the decision-making process in a variety of ways, one of which is to become a member of a Department of Nursing Committee. Student representatives are needed on the following committees: Curriculum, Assessment, and Resources, as well as on the Nursing Advisory Board. Please contact the program coordinator if you are interested in participating on any of these committees.

Graduate Program Core Curriculum

CORE CURRICULUM REQUIRED FOR ALL GRADUATE PROGRAMS

NUR 588 Organizational Leadership & Role Development of the Advanced Practice Nurse (3)
- This course focuses on the knowledge and skills essential to understand the economies of care, business principles, and navigation to affect change in diverse health care systems. It will prepare students to conceptualize a new advanced practice role in the discipline of nursing. Leadership theory, styles, contemporary approaches and strategies will be explored.
PREREQUISITES: None

NUR 603 Quality Improvement & Safety in Health Care (3)
- This course prepares students to analyze information and apply quality improvement methods to affect safety and quality of care and to improve patient outcomes. The use of current and emerging technologies to support safety, quality, and fiscally sound care across diverse settings will be emphasized.
PREREQUISITES: None

NUR 608 Epidemiology & Population Health (3)
- This course explores health promotion, community assessment and disease prevention in diverse populations using epidemiological theories. Chronic and communicable disease incidence, at risk populations, clinical interventions, genetics and genomics and evidenced based practice will be investigated as it applies to advanced practice nursing.
PREREQUISITES: None

NUR 613 Health Policy & Advocacy (2)
- This course examines the relationship of health outcomes and the impact of the advanced practice nurse as advocate for vulnerable populations, the profession, and health-promoting policies at the organization, local, state and federal level.
PREREQUISITES: None

NUR 609 Nursing Research & Evidence-Based Practice (3)
- This course will teach the advanced practice nurse to generate and implement nursing research to improve healthcare outcomes, initiate change, and improve nursing practice. PREREQUISITES: None
NUR 614 Statistical Analysis & Scholarly Inquiry (3)

- This course will allow the advanced practice nurse to critically analyze the scientific foundation of nursing by means of evaluating statistical research for scientific quality and applicability to promote evidence-based practice.

PREREQUISITES: NUR 609 Nursing Research & Evidence-Based Based Practice (3)

Core Curriculum for Education and Family Nurse Practitioner

Programs Only

NUR 604 Advanced Pathophysiology (3)

- This course will explore pathophysiology theory and evidenced-based research across body systems within the human lifespan to provide the advanced practice nurse with a foundation to developing advanced diagnostic reasoning and clinical management skills in clinical settings.

PREREQUISITES: None

NUR 615 Advanced Pharmacology I (3)

- This course will examine foundational principles of safe pharmacology, pharmacokinetics, pharmacodynamics, vaccines and toxicology across the lifespan in diverse healthcare settings.

PREREQUISITES: None

NUR 611 Advanced Health Assessment & Diagnostic Reasoning I (3)

- This course introduces the essential competencies to provide a foundation for advanced practice nurses to develop advanced health assessment skills: communication, history and physical examinations (focused and complete); diagnostic reasoning; and written and oral presentation of findings.

PREREQUISITES: NUR 604 Advanced Pathophysiology
## Family Nurse Practitioner Sample Plan of Study

<table>
<thead>
<tr>
<th>Core Courses (26 Credit Hours)</th>
<th>D1</th>
<th>D1</th>
<th>D1</th>
<th>D1</th>
<th>D1</th>
<th>D1</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUR 603 Quality Improvement &amp; Safety in Health Care</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 588 Organizational Leadership &amp; Role Development</td>
<td>D2</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 604 Advanced Pathophysiology</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 609 Nursing Research and Evidence Based Practice</td>
<td>D2</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 608 Epidemiology &amp; Population Health</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 614 Statistical Analysis &amp; Scholarly Inquiry</td>
<td>D2</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 611 &amp; 995 Residency Immersion Advanced Health Assessment I</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 615 Advanced Pharmacology I</td>
<td>D2</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 616 Advanced Pharmacology II</td>
<td>D1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>NUR 621 Health Promotion and Primary Care I</td>
<td>16W</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 622 Health Promotion &amp; Primary Care II</td>
<td>16W</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 613 Health Policy &amp; Advocacy</td>
<td>D1</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 625 Health Promotion &amp; Primary Care III</td>
<td>16W</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 634 NP Culminating Seminar</td>
<td>D2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

**This is a generic plan of study and does not describe every student’s possible plan of study**
Curriculum for Family Nurse Practitioner Program only

NUR 995 NP Skills Residency- Immersion weekend

- This course is an immersion experience, where students travel to the main campus to perform advanced health assessment competencies and clinical skills. Clinical expectations and requirements will be reviewed.

PREREQUISITES: NUR 604 and NUR 611

NUR 616 Advanced Pharmacology II (2)

- This course examines the requirements of Family Nurse Practitioners (FNP) to prescribe across the lifespan in primary care settings. The course will focus on the legalities and clinical decision-making in prescribing pharmacologic therapy. There is an emphasis on evidence-based decision making to provide clinically applicable, cost effective selections of pharmacotherapeutics.

Completion of the NYS Prescribing course and NYS Opioid Training is mandatory for all students.

PREREQUISITES: NUR 615 and NUR 604

NUR 612 Advanced Health Assessment & Diagnostic Reasoning II (2)

- This course assists the Family Nurse Practitioner (FNP) student to develop advanced assessment skills, appraisals of diagnostics (tests, labs) and competency in common office procedures: EKG interpretation, suturing, orthopedic splinting, gynecologic procedures, pulmonary function tests, incision and drainage and minor skin lesion removal. Skills will be observed by faculty during the Family Nurse Practitioner Residency completed prior to Health Promotion & Primary Care I.

PREREQUISITES: NUR 611

NUR 621 Health Promotion & Primary Care I (5)

- This course provides the Family Nurse Practitioner (FNP) student the foundational theoretical and practice knowledge for the assessment and management of common health disorders across the lifespan in primary care settings. The focus of this course is on developmental & prevention screening, age specific health management, vaccines, skin, EENT, and dental health. The student will complete 225 practicum hours in conjunction with this theory course.

PREREQUISITES: NUR 615 and NUR 612

NUR 622 Health Promotion & Primary Care II (5)

- This course provides the Family Nurse Practitioner (FNP) student the foundational theoretical and practice knowledge for the assessment and management of common health disorders across the lifespan in primary care settings. The focus of this course is gender health, screening and the health management of childbearing individuals. The student will complete 225 practicum hours in conjunction with this theory course.

PREREQUISITES: NUR 621
NUR 625 Health Promotion & Primary Care III (6)

- This course provides the Family Nurse Practitioner (FNP) student the foundational theoretical and practice knowledge for the assessment and management of common health disorders across the lifespan in primary care settings. The focus of this course is to develop clinical decision making to screen for and manage chronic illnesses: anemia, COPD, asthma, diabetes and hypertension. The student will complete 270 practicum hours in conjunction with this theory course.

PREREQUISITES: NUR 622

NUR 634 NP Culminating Seminar (2)

- This course prepares students in the Family Nurse Practitioner (FNP) track to summarize, evaluate, and integrate their experiences as they transition from Registered Nurse (RN) to entry level Advanced Practice Nurse (APN). The focus of this course is placed on practice issues in diverse healthcare settings, job negotiation strategies, exploring collaboration with a review of state licensure, national certification and federal reimbursement mandates. A comprehensive exam will be given in this course.

PRE-COREQUISITES: NUR 625

Family Nurse Practitioner Track Total Credits (48)
Family Nurse Practitioner Track has 720 Required Practicum Hours.
## Nursing Education Sample Plan of Study

<table>
<thead>
<tr>
<th>Core Courses (26 Credit Hours)</th>
<th>D1</th>
<th>D2</th>
<th>D1</th>
<th>D2</th>
<th>D1</th>
<th>D2</th>
<th>D1</th>
<th>D2</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUR 603 Quality Improvement &amp; Safety in Health Care</td>
<td>D1</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 588 Organizational Leadership &amp; Role Development</td>
<td>D2</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 604 Advanced Pathophysiology</td>
<td>D1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 609 Nursing Research and Evidence Based Practice</td>
<td>D2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 608 Epidemiology &amp; Population Health</td>
<td>D1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 614 Statistical Analysis &amp; Scholarly Inquiry</td>
<td>D2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 611 Advanced Health Assessment I</td>
<td>D1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 615 Advanced Pharmacology I</td>
<td>D2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>NUR 613 Health Policy &amp; Advocacy</td>
<td>D1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

| NUR 607 Curriculum Development & Implementation                   | D2 |    |    |    |    |    |    | X  |
| NUR 618 Test Construction & Analysis                              | D1 |    |    |    |    |    |    | X  |
| NUR 617 Instructional Design & Teaching with Technology           | 16W|    |    |    |    |    |    | X  |
| (3 credits didactic & 1 credit practicum/population specific)     |    |    |    |    |    |    |    |    |

| NUR 623 Assessment & Evaluation in Nursing Education              | D1 |    |    |    |    |    |    | X  |
| NUR 624 Teaching Learning Practicum (2 credits didactic with 1    | 16W|    |    |    |    |    |    | X  |
| credit practicum/institution specific)                            |    |    |    |    |    |    |    |    |

**This is a generic plan of study and does not describe every student’s possible plan of study**
Curriculum for Graduate Nursing Education Program

NUR 607 Curriculum Development & Implementation (4)
- This course focuses on curriculum design, content organization, and planning related to curriculum development. The issues and procedures involved in designing and implementing curricula will be discussed. Students will develop and implement a learning project with a target population. The student will participate in 90 clock hours of practicum.

NUR 617 Instructional Design & Teaching with Technology (3)
- This course prepares students to apply theoretical concepts of education and learning to teaching in nursing. Fundamentals of instructional design, theories of teaching and learning, instructional design models, technology use in education, and learner diversity will be explored. Design considerations for technology-based instruction will be addressed. The student will participate in 90 clock hours of practicum.

NUR 618 Test Construction & Analysis (3)
- This course introduces assessment as it relates to item writing, exam formulation, and evaluation of exam reliability and validity in nursing education. Concepts related to learning, psychometrics and student evaluation will be emphasized.

NUR 623 Assessment & Evaluation in Nursing Education (3)
- This course provides an overview of classroom and clinical student appraisal mechanisms. Assessment and evaluation of learning through the application of technology will be explored. In addition, evaluation at the program and course levels are addressed in conjunction with national and regional accreditation standards. Clinical performance appraisal will be a central focus of this course.

NUR 624 Teaching Learning Practicum (3)
- This course will examine and implement the nurse educator role in relation to academia, health care organizations and the profession of nursing. The student will participate in 90 clock hours of practicum.
# Nursing Leadership

## Master of Science Degree: Sample Plan of Study

### Core Courses (17 Credit Hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>D1</th>
<th>D2</th>
<th>D1</th>
<th>D2</th>
<th>D1</th>
<th>D2</th>
<th>D1</th>
<th>D2</th>
</tr>
</thead>
<tbody>
<tr>
<td>NUR 603 Quality Improvement &amp; Safety in Health Care</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 588 Organizational Leadership &amp; Role Development</td>
<td>D2</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 608 Epidemiology &amp; Population Health</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 609 Nursing Research and Evidence Based Practice</td>
<td>D2</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 614 Statistical Analysis &amp; Scholarly Inquiry</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 613 Health Policy &amp; Advocacy</td>
<td>D2</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 627 Organizational Theory &amp; Human Relations Management</td>
<td>D1</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 631 Nursing Leadership Theory &amp; Practice I (2 credits didactic with 1 credit practicum)</td>
<td>16W</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NUR 632 Nursing Leadership Theory &amp; Practice II (2 credits didactic with 1 credit practicum)</td>
<td>16W</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**This is a generic plan of study and does not describe every student’s possible plan of study**

41
Curriculum for Graduate Nursing Leadership Program

NUR 633 Health Care Finance & Budgeting (3)
- This course focuses on the impact of finances in the delivery of healthcare services. Basics of healthcare financial management including budget development, personnel (FTE) allocation, cost analysis, and management of financial resources such as capital equipment and supply budget will be explored.

NUR 627 Organizational Theory & Human Relations Management (3)
- Course outcomes provide an overview of theories of organizations with particular focus on the dynamics of human resource management. Given the changing and complex nature of healthcare organizations, students will be prepared to respond to a number of workforce issues and demands, including a culturally diverse workforce and generational differences among staff.

NUR 628 Innovative Leadership in Health Care (3)
- The focus of this course is to prepare the nurse administrator to lead and manage complex health care organizations, in an environment of continuous change and fiscal challenges. In addition, they need vision and skills in managing the changes required to close the gap of the latest research and implementation of evidence-based care in healthcare settings.

NUR 631 Nursing Leadership Theory & Practice I (3)
- This course provides an observed leadership practicum with an experienced nurse leader. Students will develop advanced practice nurse leader skills associated with organizational management theory, analytical skills, collaboration and decision making. The student will develop a leadership project with an experienced nurse leader. The student will participate in 90 clock hours of practicum.

NUR 632 Nursing Leadership Theory & Practice II (3)
- This course provides an observed leadership practicum with an experienced nurse leader. This course builds on the knowledge of organizational leadership and quality improvement. The student will integrate advanced knowledge and skills into practical applications in the role of nurse leader. The student implements a leadership project with an experienced nurse leader. The student will participate in 90 clock hours of practicum.

NUR 637 Mediation, Conflict Resolution & Negotiation (3)
- This course will prepare advanced practice nurse leaders with the foundational knowledge to engage and resolve conflict in the diverse interdisciplinary health care system. The dynamics of conflict and communication theory within the organizational setting will be explored.

Leadership Track Total Credits (35)