



The mission of Kansas Wesleyan University is to promote and integrate  
**academic** excellence,  
**spiritual** development,  
**personal** well-being,  
and **social** responsibility.

*Division of Nursing Education and Health Sciences*  
*Department of Nursing Education*

*The mission of the Kansas Wesleyan University Department of Nursing Education baccalaureate program is to prepare students as professional nurse generalists by incorporating the areas of biopsychosocial, behavioral, and spiritual development into the delivery of nursing education so that students may provide client-centered care, pursue graduate studies and continue lifelong learning.*

**2025-2026**  
**NURSING STUDENT**  
**HANDBOOK**

*Bachelor of Science with a Major in Nursing*  
*Degree Program*

**DISCLAIMER**

The policies and procedures stated in this handbook apply to all students admitted and active in the KWU nursing program. The contents of this handbook may be subject to change throughout the program. Faculty reserve the right to change policies when needed. If changes are made to the contents of this

Nursing Student Handbook or policies, procedures, guidelines, or expectations for the DNE at KWU, students will be informed. Updates are posted on the KWU and DNE website and will be posted on the communication bulletin board in the DNE at KWU. In addition, students are responsible for other sources of policies, procedures, guidelines and expectations, including the Kansas Wesleyan University Student Handbooks and Academic Catalog, class schedules, KWU website, and any other pertinent KWU resources. Should contradictory information be found between a particular course syllabus and this handbook, please notify the course faculty. Course syllabi have the most current course requirements and will be followed, should the syllabus differ from this handbook.

University student policies are found in the KWU Academic Catalog and the KWU Student Handbook, found online at [www.kwu.edu](http://www.kwu.edu). If there are any discrepancies or differences in policies or procedures that are contained in the university catalog with those contained in the Nursing Student Handbook, the Nursing Education section of the university catalog will be followed.

This Nursing Student Handbook has policies, procedures, guidelines, and expectations for student nurses in the DNE at KWU. Students are held responsible for adhering to the policies, procedures, guidelines, and expectations contained within the DNE Student Handbook. Students are encouraged to take time to read and understand the contents.

Nursing students who fail to adhere to the policies and procedures as outlined in this handbook may earn a failing grade in each nursing course in which he or she is enrolled during the semester that the violation occurred. The violation may also result in dismissal from the program and ineligibility for readmission.

### **NON-DISCRIMINATION**

It is the policy of Kansas Wesleyan University to provide all students with access to the benefits of services in admission, registration, counseling, and instruction. In order to receive the needed assistance, an individual with a diagnosed disability must inform the university of the disability through official documentation. For information on assistance with physical accessibility to facilities contact the Director of Career Services, [career.services@kwu.edu](mailto:career.services@kwu.edu). (785-833-4326). For information on assistance with learning in the classroom, contact the Director of the Student Success Center (785-833-4398).

Kansas Wesleyan University does not discriminate on the basis of gender, handicap, age, race, color, religion, sexual orientation/preference, national or ethnic origin, nor veteran status in the recruitment and admission of students, the recruitment and employment of faculty and staff, and the operation of any of its educational programs and activities, as specified by federal laws and regulations. Kansas Wesleyan University's Equal Opportunity Officer, who coordinates compliance with these various laws and regulations, is the Vice President for Finance and Administration.

KWU complies with non-discriminatory regulations. Inquiries concerning this policy may be directed to the Provost.

## NURSING FACULTY AND STAFF DIRECTORY

Location: Nursing Education Center

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Refer to individual course syllabi for adjunct faculty contact information.

## **NURSING EDUCATION MISSION AND PHILOSOPHY**

### **MISSION**

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### **PHILOSOPHY**

The philosophy of the Department of Nursing Education is to offer an educational program that provides professional nursing education for students that is characterized by excellence and rooted in a liberal arts tradition. This program should nurture the whole person – body, mind, and spirit, stimulate creativity and discovery, develop both intellect and character, foster a sense of social responsibility and service, and prepare graduates for lifelong learning. Six concepts permeate the professional nursing curriculum: humans, society, environment, health, nursing, and education.

#### **Humans and Society**

Humans are perceived as biopsychosocial, spiritual beings who have the right of self-determination, make choices throughout life and are accountable for their choices. Humans are individuals, families, and communities. Humans are clients and health care providers who live in a society which is shaped by environmental, cultural, religious, socioeconomic, governmental and safety factors that influence the communities in which people live.

#### **Environment**

Environment includes internal physiological factors as well as external sociocultural factors with which the client and health care providers are in constant interaction. Nursing helps to create and maintain safe environments that promote the well-being of persons and the health care system.

#### **Health**

Health is a dynamic state, in which people interact with their environment and adapt to it in order to maintain a dynamic equilibrium. Nursing helps clients to promote health, prevent illness, and provide support for the maintenance of equilibrium when the client cannot do so. Health is influenced by the interaction of physical, psychological, social, cultural, and spiritual dimensions.

#### **Nursing**

Best practice in nursing is both art and science, drawing upon various disciplines and expanding its own body of knowledge through research and practice. Communication, critical thinking, ethical reasoning, cultural sensitivity, knowledge, therapeutic skills, and leadership-management principles are essential to the practice of nursing. Nursing care is based on research evidence and decision-making skills in collaboration with clients, families, and other health care providers. Nurses use the nursing process to assess the client's health status, formulate nursing diagnoses, plan and implement client-centered care and evaluate the care provided.

#### **Education**

Education is the process whereby individuals acquire knowledge, skills, and attitudes, and values that assist them in reaching their optimum potential. Nurse educators draw upon theories of education and principles of learning to provide an environment conducive to student growth and change. An effective learning environment is characterized by encouragement of active student participation, the use of critical

reasoning, and provides the basis for life-long learning. The nursing curriculum is influenced by a strong liberal arts emphasis as well as humane Christian values.

Baccalaureate education in nursing at KWU provides opportunities for the student to integrate professional education with the natural and behavioral sciences and the humanities, and Christian values, leading to self-fulfillment and professional development. Baccalaureate nursing education prepares nurses to use critical thinking skills, research findings, independent clinical judgment, organizational skills, and technological understanding for quality improvement of nursing care. Additionally, baccalaureate nursing education prepares nurses to serve as leaders; to collaborate as team members with other health care providers in coordinating the care of individuals, families, and communities in diverse settings; to effect change and improve health care outcomes; and to participate in research which validates and extends current nursing knowledge and practice. Furthermore, the baccalaureate nursing graduate is expected to participate in professional nursing activities at local, state, national, and global levels. Graduates will incorporate the influences of consumer demands and health care trends for quality improvement in nursing and health care delivery.

### **BUILDING ON A LEGACY**

The nursing program at Kansas Wesleyan University was established in January 1988 due to discussions between Asbury Hospital and Kansas Wesleyan University. The KWU Department of Nursing Education initiated an Associate Degree in Nursing in 1989, followed by a Bachelor of Science in Nursing (BSN) degree-completion program in 1990. Registered Nurses who had a diploma or an Associate Degree in Nursing had the opportunity to pursue a BSN one evening per week for 16 months and still work full-time. A unique approach to the clinical aspect of the program was the Applied Learning Projects (ALPs). Both programs were approved by the Kansas State Board of Nursing and obtained accreditation by the National League for Nursing in 1991. By June 2004, the last Accelerated RN to BSN group graduated. A traditional 4-year BSN degree program was designed in 2004, and the Class of 2007 was the first cohort to graduate.

Starting in 2014, the need for major program revisions was identified. In the summer of 2015, new full-time nursing faculty were hired with advanced nursing degrees. Also in 2015 and 2016, the nursing curriculum was revised to more closely align with *The Essentials of Baccalaureate Education for Professional Nursing Practice* [American Association of Colleges of Nursing (AACN), 2008] and other professional nursing guidelines and standards. Increasing the rigor of the nursing curriculum in this way ensures our students are learning the most current practices and procedures. In 2017, the “Bachelor of Science in Nursing” degree was converted to a “Bachelor of Science major in nursing” degree so that new curriculum delivery methods could be implemented and evaluated separately from the former BSN degree.

While KWU continues to provide a baccalaureate nursing program for traditional pre-licensure students, the RN to BS post-licensure track was closed in May of 2024 due to lack of enrollment.

Nursing students at KWU receive clinical instruction in a variety of health care facilities. Salina Regional Health Center (SRHC) provides the majority of clinical experiences. Other opportunities are provided in long-term care settings, physicians’ offices and community service agencies. A graduate of the KWU Bachelor of Science major in nursing degree program is eligible to apply for the National Council Licensure Examination (NCLEX-RN) to become licensed as a registered nurse.

Nursing students are encouraged to apply for the State of Kansas Nursing Scholarship. This annual, renewable scholarship requires that the applicant be accepted into the nursing program, enroll full-time, be a Kansas resident, meet other criteria outlined in the financial assistance application, and agree to work

for a healthcare facility/sponsor after graduation for one year for each year of the scholarship. Many local organizations outside the university provide small scholarships on an intermittent basis.

### **Accreditation and Approval of the KWU Nursing Program**

The Kansas Wesleyan University baccalaureate nursing program is fully approved by the Kansas State Board of Nursing (Landon State Office Building, 900 SW Jackson, Suite 1051, Topeka, Kansas 66612-1230, Phone: 785-296-4929, Fax: 785-296-3929, ksbn.org).

The nursing program is also supported by the university's accreditation, which went through an Assurance Review on 9.1.21 by The Higher Learning Commission of the North Central Association of Colleges and Schools (30 N. LaSalle Street, Suite 2400, Chicago, IL 60602-2504, www.ncahigherlearningcommission.org. Telephone: (800) 621-7440 or (312) 263-0456).

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

### **Sunflower Health Network: Salina Regional Health Center and KWU**

The Salina community and region continue to benefit from an agreement between KWU and Salina Regional Health Center (SRHC). This agreement was developed to expand the opportunities for Kansas Wesleyan student nurses by providing additional financial support for their education through Salina Regional Health Center. In return they are employed by Salina Regional Health Center following graduation.

KWU currently provides significant scholarship support for its students. Under the agreement, KWU agrees to continue its regular scholarship aid packages for each incoming class of students. Salina Regional Health Center agrees to provide additional scholarship aid packages.

Students selected for the SRHC scholarship and who are accepted into the B.S. major in nursing degree program will receive a scholarship of \$10,000 per year with a one-year tie of service commitment. Students at this level who do not continue in the KWU nursing program are obligated to repay any of the scholarship aid received from SRHC.

Students who complete the baccalaureate nursing degree program and accept the SRHC scholarship are expected to work at SRHC or a Sunflower Health Network participating facility for a minimum of one year. Graduates who do not fulfill this requirement will be required to repay the scholarship aid received on a pro-rated basis, with each year of service completed at SRHC or a Sunflower Health Network participating facility equaling 25 percent of the scholarship aid received.

More information about the Sunflower Health Network is available at [www.sunflowerhealthnetwork.com](http://www.sunflowerhealthnetwork.com).

### **Diversity, Equity, and Inclusion statement for Department of Nursing Education**

The mission, philosophy and outcomes of the DNE incorporates concepts of diversity, equity and inclusiveness. The DNE prepares nursing students to foster social responsibility, practice cultural sensitivity, promote biopsychosocial spiritual health and collaborate communities in diverse settings. Furthermore, the DNE practices equitable and inclusive admission and hiring practices.

## **STUDENT LEARNING OUTCOMES**

Student Learning Outcomes in the Bachelor of Science with a major in nursing degree program for which students are prepared to meet are listed below.

1. Integrate knowledge and theoretical concepts from liberal education into nursing practice decisions.
2. Utilize the nursing process in the delivery of multicultural, client-centered care, providing therapeutic nursing interventions with individuals, families, and communities who live in a society of multicultural settings.
3. Practice nursing care using safety, ethical, legal, and professional nursing standards.
4. Communicate effectively with the interdisciplinary team through teamwork and collaboration in maintaining continuity of care.
5. Use information and technology to communicate, manage knowledge, mitigate errors, and support decision making information for quality improvement in the clinical setting.
6. Utilize research evidence as a basis for providing and making decisions about quality of care and nursing practice.
7. Exhibit leadership and management principles in assessing, planning, providing, directing, controlling, and evaluating health care.
8. Function as a professional nurse through self-evaluation as life-long learners who reflect critical thinking skills in nursing practice.
9. Promote and support optimal biopsychosocial spiritual health of individuals, families, and communities in society.
10. Analyze the professional nurse's role in relation to trends in health care and consumer demands.

## **FACULTY OUTCOMES**

Faculty Outcomes focus on specific areas designated in the KWU Faculty Handbook guidelines. The faculty outcomes include a) teaching effectiveness, b) service, c) scholarship and d) advising. The Department of Nursing Education's Faculty Handbook defines the measurable outcomes for each of these areas.

## **PROGRAM OUTCOMES**

1. Seventy percent (70%) or higher of each admission class will graduate from the nursing program within five (5) years (10 semesters) of admission to the baccalaureate nursing program.
2. Eighty percent (80%) or higher of graduates will pass the NCLEX-RN exam using one (1) of the three (3) calculation methods described by CCNE Standards (Amended 2013).
3. Eighty percent (80%) or higher of responding nursing graduates will be employed within 12 months after graduation.
4. Seventy-five percent (75%) or higher of each graduating senior spring cohort will score eighty percent (80%) or higher on summative projects, when aggregated annually, which demonstrates the achievement of Student Learning Outcomes.
5. Seventy-five percent (75%) or higher of each graduating cohort will document their perception of their achievement of Student Learning Outcomes in their professional portfolio as at least level 3.0, out of 4.0 possible.
6. Eighty percent (80%) or higher of each graduating cohort will report at least level 3.0, out of 4.0 possible, in satisfaction with the nursing program on the Graduate Exit Survey.

### STUDENT CONTACT INFORMATION

Each student is responsible to ensure the Department of Nursing Education has a current email, phone number and address on file where they can be contacted. Students must check the spreadsheet containing this information for accuracy as part of the Fall Orientation check-in process.

### LEGAL QUALIFICATIONS FOR RN LICENSE

Individuals entering a profession such as nursing need to be aware of the factors affecting their licensure on completion of the educational program. Many of these same factors are included in the student evaluations during the program as one develops the professional behaviors necessary to practice nursing. The student must be aware of the statutes, rules and regulations governing nursing prior to entering a nursing program, while enrolled and while applying for licensure.

### KANSAS NURSE PRACTICE ACT STATUTES & ADMINISTRATIVE REGULATIONS

Go to the Kansas State Board of Nursing website  
([HTTPS://KSBN.KANSAS.GOV/WP-CONTENT/UPLOADS/NPA/NPA.PDF](https://ksbn.kansas.gov/wp-content/uploads/NPA/NPA.pdf)).

### STANDARDS OF PRACTICE

The DNE’s mission, philosophy and expected outcomes incorporate the core professional nursing standards and guidelines used throughout the baccalaureate nursing program, as found in the following documents:

- The Essentials: Core Competencies for Professional Nursing Education (AACN, 2021)
- American Nurses Association Scope and Standards of Practice, (ANA, 2021)
- Quality and Safety Education for Nurses: Knowledge, Skills, and Attitude Competencies, (NAP, 2022)

### ADMISSION POLICY FOR PRE-LICENSURE NURSING STUDENTS

*Please refer to the KWU Academic Catalog and [www.kwu.edu/nursing](http://www.kwu.edu/nursing) for the Nursing Education Admission Policies.*

### RECOMMENDED COURSE SEQUENCE FOR BACHELOR OF SCIENCE WITH A MAJOR IN NURSING (DEGREE BLUEPRINT)

NEW (optional)		Traditional (continue to offer)	
Freshman FALL	CrHrs	Freshman FALL	CrHrs
ENGL 120 Introductory English Composition (foundational course) or ENGL 118 (prerequisite)	3/4	ENGL 120 Introductory English Composition (foundational course) or ENGL 118 (prerequisite)	3/4
BIOL 110 General Biology (with on-campus lab) (ST) (prerequisite)	4	BIOL 110 General Biology (with on-campus lab) (NW) (prerequisite)	4
INTD 105 Wesleyan Experience (foundational course only for first-time freshmen)	2	INTD 105 Wesleyan Experience (foundational course only for first-time freshmen)	2
INTD 115 Wesleyan Heritage (foundational course for students new to KWU)	1	INTD 115 Wesleyan Heritage (foundational course for students new to KWU)	1
INTD 102 Foundations for Success (1 <sup>st</sup> 8 weeks)	1	INTD 102 Foundations for Success (1 <sup>st</sup> 8 weeks)	1

PSYC 101 Introduction to Psychology (SW) (prerequisite)	3	PSYC 101 Introduction to Psychology (PA) (prerequisite)	3
<b>Total Semester Credit Hours</b>	<b>14</b>	<b>Total Semester Credit Hours</b>	<b>14</b>
<b>Freshman SPRING</b>	<b>CrHrs</b>	<b>Freshman SPRING</b>	<b>CrHrs</b>
ENGL 121 Intermediate English Composition (foundational) (prerequisite)	3	ENGL 121 Intermediate English Composition (foundational) (prerequisite)	3
BIOL 221 Anatomy and Physiology I (with on-campus lab) (prerequisite)	4	BIOL 221 Anatomy and Physiology I (with on-campus lab) (prerequisite)	4
EDUC 244 Developmental Psychology (SW) (prerequisite)	3	EDUC 244 Developmental Psychology (PA) (prerequisite)	3
SPES 180 Medical Terminology (online) (CR) (prerequisite)	3	SPES 180 Medical Terminology (online) (HE) (prerequisite)	3
Elective: <i>If needed</i> MATH 120 College Algebra or Liberal Studies choice	3	Elective: <i>If needed</i> MATH 120 College Algebra or Liberal Studies choice	3
<b>Total Semester Credit Hours</b>	<b>16</b>	<b>Total Semester Credit Hours</b>	<b>16</b>
<b>Sophomore FALL</b>	<b>CrHrs</b>	<b>Sophomore FALL</b>	<b>CrHrs</b>
BIOL 222 Anatomy and Physiology II (with on-campus lab) (prerequisite)	4	BIOL 222 Anatomy and Physiology II (with on-campus lab) (prerequisite)	4
BIOL 226 Microbiology (with on-campus lab) (prerequisite) (DD)	4	BIOL 226 Microbiology (with on-campus lab) (prerequisite) (DD)	4
Liberal Studies suggested: SCTH 130 Public Speaking (CM)	3	Liberal Studies suggested: SCTH 130 Public Speaking (HE)	3
<b>*NURS 250 Intro to Professional Nursing (online/hybrid)</b>	3	Liberal Studies suggested: (CW) SPES 120 Personal, Community & Global Health	3
<b>Total Semester Credit Hours</b>	<b>14</b>	<b>Total Semester Credit Hours</b>	<b>14</b>
<b>Sophomore SPRING</b>	<b>CrHrs</b>	<b>Sophomore SPRING</b>	<b>CrHrs</b>
<b>*NURS 275</b> Pathophysiology (hybrid) must complete A&P 1 & 2.	3	<b>*NURS 250 Intro to Professional Nursing (online)</b>	3
BSHS 210 Statistics (foundational quantitative reasoning) (prerequisite)	3	BSHS 210 Statistics (foundational quantitative reasoning) (prerequisite)	3
CHEM 120 Concepts in Chemistry (with on-campus lab) (ST) (prerequisite)	4	CHEM 120 Concepts in Chemistry (with on-campus lab) (NW) (prerequisite)	4
Liberal Studies (CD) Cultural Anthropology or Diversity or Environmental Sociology	3	Liberal Studies suggested: (CW) REPH 1111 Intro to Ethics	3
<b>Total Semester Credit Hours</b>	<b>13</b>	<b>Total Semester Credit Hours</b>	<b>13</b>
<b>Summer term (optional)</b>			
Liberal Studies suggested: REPH 111 Intro to Ethics or BUSA 100 Intro to Business (online) (CE)	3		
Liberal Studies suggested: (CI) SPES 120 Personal, Community & Global Health	3		

Intro to Professional Nursing (online) ( <a href="#">transfers</a> )	3		
<b>Total semester credit hours</b>	6		
<b>*Total Pre-requisite credit hours</b>	57	<b>*Total Pre-requisite credit hours</b>	57

\*COUNTED IN NURSING MAJOR COURSES (required 60 CH in major)

<b>NEW Liberal Studies starting Fall 2026:</b>	<b>Current Liberal Studies:</b>
ST-Scientific Method & Technology	NW- Natural World Stewardship
SW-Self-awareness & Wellness	HE- Human Expression
CR-Creative Expression & Innovation	CW-Community World Exploration
CD-Collaboration, Diversity & Contexts	PA-Personal Awareness
CM-Communication; Oral & Visual/Aesthetic	
CI-Citizenship, Stewardship & Service	
CE-Character & Ethics	
DD-Deeper Dive	

### NURSING MAJOR DEGREE PLAN (60 CH)

<b>NEW (optional)</b>		<b>Traditional (continue to offer this schedule)</b>	
<b>Junior FALL</b>	<b>CrHrs</b>	<b>Junior FALL</b>	<b>CrHrs</b>
NURS 304 Nursing Interventions (4cr) & Clinical (2cr) 90 clinical hrs	6	NURS 304 Nursing Interventions (4cr) & Clinical (2cr) 90 clinical hrs	6
NURS 318 Pharmacology (hybrid)	3	NURS 318 Pharmacology (hybrid)	3
NURS 380 Assessment in Nursing with Lab	3	NURS 380 Assessment in Nursing with Lab	3
		NURS 275 Pathophysiology (hybrid)	3
<b>Total Semester Credit Hours</b>	<b>12</b>	<b>Total Semester Credit Hours</b>	<b>15</b>
<b>Junior SPRING</b>	<b>CrHrs</b>	<b>Junior SPRING</b>	<b>CrHrs</b>
NURS 308 Adult Health I (4cr) & Clinical (3cr) <b>1<sup>st</sup> 8 weeks</b> (Chronic) 135 clinical hrs	7	NURS 308 Adult Health I (4cr) & Clinical (3cr) <b>1<sup>st</sup> 8 weeks</b> (Chronic) 135 clinical hrs	7
NURS 355 Mental Health Nursing (2cr) <b>2<sup>nd</sup> 8 weeks</b> & Clinical (1cr) 45 clinical hrs	3	NURS 355 Mental Health Nursing (2cr) <b>2<sup>nd</sup> 8 weeks</b> & Clinical (1cr) 45 clinical hrs	3
NURS 360 Evidence-Based Practice (online)	3	NURS 360 Evidence-Based Practice (online)	3
<b>OR</b> NURS 378 Healthy Aging (online)	2	NURS 378 Healthy Aging (online)	2
<b>Total Semester Credit Hours</b>	<b>12-13</b>	<b>Total Semester Credit Hours</b>	<b>15</b>
<b>Summer term (optional)</b>			
NURS 378 Healthy Aging (online) (take or retake if needed)	2		

OR NURS 360 Evidence-Based Practice (online)	3		
NURS 409 Community Health Nursing (online) (2cr) & Clinical (1cr) 45 clinical hrs (precepted)	3		
<b>Total Semester Credit Hours</b>	<b>5-6</b>		
<b>Senior FALL</b>	<b>CrHrs</b>	<b>Senior FALL</b>	<b>CrHrs</b>
NURS 408 Adult Health II (4cr) & Clinical (2cr) (Acute) 90 clinical hrs	6	NURS 408 Adult Health II (4cr) & Clinical (2cr) (Acute) 90 clinical hrs	6
NURS 432 Family-Centered Health (4cr) & Clinical (2cr) 90 clinical hrs	6	NURS 432 Family-Centered Health (4cr) & Clinical (2cr) 90 clinical hrs	6
		NURS 409 Community Health Nursing (online) (2cr) & Clinical (1cr) 45 clinical hrs (mostly precepted) (retake if needed)	3
<b>Total Semester Credit Hours</b>	<b>12</b>	<b>Total Semester Credit Hours</b>	<b>15</b>
<b>Senior SPRING</b>	<b>CrHrs</b>	<b>Senior SPRING</b>	<b>CrHrs</b>
NURS 429 Adult Health III (5cr) & Clinical (2cr) 1 <sup>st</sup> 8 weeks (Complex) 90 clinical hrs	7	NURS 429 Adult Health III (5cr) & Clinical (2cr) 1 <sup>st</sup> 8 weeks (Complex) 90 clinical hrs	7
NURS 453 Nursing Leadership (1cr) (online) & Clinical (1cr) 1 <sup>st</sup> 8 weeks 45 clinical hrs	2	NURS 453 Nursing Leadership (1cr) (online) & Clinical (1cr) 1 <sup>st</sup> 8 weeks 45 clinical hrs	2
NURS 482 Nursing Capstone (1cr) & Entry to Practice (online) (2cr) 2 <sup>nd</sup> 8 weeks 90 clinical hrs	3	NURS 482 Nursing Capstone (1cr) & Entry to Practice (online) (2cr) 2 <sup>nd</sup> 8 weeks 90 clinical hrs	3
<b>Total Semester Credit Hours</b>	<b>12</b>	<b>Total Semester Credit Hours</b>	<b>12</b>
<b>Total program credit hours</b>	<b>120</b>	<b>Total program credit hours</b>	<b>120</b>

### TEXTBOOKS

It is **essential** that students purchase the books and required materials listed for nursing courses. The booklist is provided during Spring Orientation and available by course on eCampus, accessible on the KWU website. The KWU nursing program has partnered with Elsevier to provide an electronic textbook bundle each semester. The bundle is included in student fees and provides required virtual clinical resources at a discounted price. Opting out of the textbook bundle will result in increased textbook and online resource costs. Books purchased for nursing courses will serve as excellent references for subsequent nursing courses and should be retained for continued use during the program and after graduation.

### GOVERNANCE, KWU STUDENT PARTICIPATION, DNE COMMITTEES

The faculty of KWU is organized to develop the overall curriculum and to approve curricular changes, act on academic policies and policies affecting the faculty, such as employment, promotion and tenure policies. Students have the opportunity to serve on a variety of committees appointed to carry out the work of the faculty. A student representative also has contact with the Administrative Cabinet and Board of Trustees.

The Department of Nursing Education has adopted Rules and Regulations to assure the smooth operation of the Department, including its faculty members and students. One representative and one alternate are

selected from the junior class and from the senior class for representation at Nursing Department Organization meetings. The selected students are expected to attend every meeting, but do not have voting privileges. If the student representative is not able to attend a meeting, the alternate should be requested to attend. Representatives should contact the committee chair if they are unable to attend the meeting. Students are to report back to their classes about items of interest and about decisions affecting them. Student representatives are excluded from discussions concerning other students.

Student representatives are appointed to various committees within the Department of Nursing Education to assure their input. The following committees have student representatives:

Curriculum Committee

One student representative and one alternate from the junior year cohort and the senior year cohort.

Nursing Department Organization (NDO)

One student representative and one alternate from the junior year cohort and the senior year cohort.

Admission and Progression Committee (A&P)

One student representative and one alternate from the junior year cohort and the senior year cohort.

The students attend only meetings for policy development and revision.

Student Activities Committee (SAC)

Junior year class President and one alternate. Senior year class President and one alternate. Student Nurses Organization President and Vice-President.

The Student Nurses Organization (SNO), which was formed in the fall of 1991, is a club open to all pre-nursing students and BS nursing students. KWU student organizations are described in the KWU Student Handbook. Nursing and pre-nursing students are encouraged to participate as their schedules permit.

## **BACKGROUND CHECKS OR QUERIES**

Learning in clinical settings is an important aspect of the nursing program at Kansas Wesleyan University. Many health care facilities require information about students engaged in clinical learning opportunities, including much of the following, but not limited to: verification of name; address and social security number; personal health information; drug and alcohol testing; criminal background checks; verification of education; listing on any registered sex offender lists; listing on the U.S. Office of Inspector General's Excluded Individual's list; and listing on the U.S. General Services Administration's Excluded Parties List; and/or Kansas Bureau of Investigation (KBI) background checks and/or Federal Bureau of Investigation (FBI) background checks; and Department on Aging and Disability Services (DOADS).

Students are responsible for obtaining and gathering information required by a health care facility, as well as for any cost of obtaining such information. The information required to permit a student to participate in a clinical setting is determined by the respective health care facility. Any student who does not consent to required disclosure or background checks, or does not meet the clinical settings' eligibility requirements, may not be allowed to enter clinical settings. If a student is unable to fulfill the clinical experiences required by his/her program of study, the student will be unable to graduate.

All new and current DNE students must complete the background and/or criminal history check by the DNE designated date. Students will not be allowed to participate in activities involving a practicum setting until the background and/or criminal history check is completed.

Should the background check disclose any information not in compliance with the KSBN legal requirements for licensure, the result may be non-acceptance to the KWU nursing program. *Please refer to the Nursing Education section of the Academic Catalog.*

Be advised that nursing licenses may be denied or disciplined by the Kansas State Board of Nursing (KSBN). Possible grounds for such action may include being guilty of a felony, being guilty of a misdemeanor that involves an illegal drug offense if the KSBN determines that such a person has not been sufficiently rehabilitated to warrant the public trust. Also considered are patterns of practice and other behaviors exhibiting an apparent incapacity to practice nursing. The KSBN will deny licensure in Kansas to an individual who has been convicted of a felony crime against a person. All criminal history must be revealed to and will be evaluated by the KSBN **before** licensure is granted or denied. KSBN will require fingerprinting to conduct background checks with the Kansas/Federal Bureau of Investigation (KBI/FBI).

## STUDENT FEES

Students are expected to prepare themselves for additional fees that are a part of the KWU nursing program. Below, please see a summary of *approximate* fees that students can expect throughout their nursing program experience. Please note that some fees will be a part of the first few weeks of the junior year, and some fees will not apply until students have reached their final semester of senior year.

*\*Fee amounts are subject to occasional changes as deemed necessary by the Nursing Department Organization committee. Faculty and staff diligently strive to keep fees as low as possible for items listed; however, due to periodic vendor changes and program updates, students and families should be prepared to receive updates to the list of approximate fees.\**

## DEPARTMENT OF NURSING EDUCATION ADDITIONAL NURSING COSTS 2025/26

In addition to tuition, here is an **approximation** of additional costs in the nursing program.

### **Paid out of student's KWU tuition account in first semester:**

- |   |            |
|---|------------|
| ➤ ATI Assessment Package:   | \$2,050.00 |
| *charged to student's account <b><u>Fall of Junior Year Only</u></b>  |            |
| *This fee is non-refundable, but is transferable  |            |
| ➤ Licensure fee and NCLEX exam<br>(includes: initial RN single or multi-state license, background check, fingerprinting and NCLEX test fee) | \$410.00   |
| ➤ Uniforms:<br>2 sets of scrubs: these will be ordered later in the fall  | \$110.00   |
| <b>TOTAL Nursing Fees</b>   |            |
|   | \$2570.00  |
| ➤ Textbook Bundle (each semester)   | \$340.00   |

**TOTAL tuition-account related nursing fees: \$2,910.00**

### **Estimated out-of-pocket costs by August 1st of junior year:**

- Drug screen, background check, and immunization Tracker package through Magnus Health \$121.50
- White or Black Shoes and White or Black Socks \$ 80.00
- Blood Pressure Cuff \$ 30.00
- Stethoscope with dual head, soft earpieces, and single sound tube (see attached) no need to spend more than \$100.00
- Wristwatch with Second Hand \$ 20.00
- BLS Certification Course \$ 45.00
- SRHC Badge (replacement cost) \$ 15.00
- Nursing student photo ID (first name only) \$ 10.00
- Pen light \$ 5.00
- Bandage scissors \*optional \$ 10.00
- Virtual simulation \$ 80.00

**Estimated out-of-pocket junior year expenses: \$516.50**

**Total of 1<sup>st</sup> semester fees + out-of-pocket expenses: \$3046.50**

**Estimated out-of-pocket costs in last semester senior year:**

- Legislative Day in Topeka (required) \$ 75.00
- Nursing Pin and Pinning Ceremony Uniform \$ 105.00
- Fit Testing for N95 mask for clinical \$ 41.00

**Paid out of Student's KWU tuition account:**

- Textbook Bundle (each semester) \$340.00

**Total of last semester fees + out-of-pocket expenses: \$561.00**

- **Replacement Keycard \$50**
- **Replacement Locker Key \$30**

Fall junior 2025	Spring junior 2026	Fall senior 2026	Spring senior 2027
ATI - \$2050 Scrubs- \$110 *Licensure fee and NCLEX exam \$410 Nursing fee total = \$2570	N/A	N/A	N/A
Textbooks - \$340	Textbooks - \$340	Textbooks - \$340	Textbooks - \$340
Total = \$2910	Total = \$340	Total = \$340	Total = \$340

+Out of pocket expenses: \$536.50 supplies, background check, etc; \$80 Virtual Simulation resource	+Out of pocket expenses: \$80 Virtual Simulation resource, if needed	+Out of pocket expenses: \$80 Virtual Simulation resource, if needed	+Out of pocket expenses: \$221.00 graduation expenses, etc; \$80 Virtual Simulation resource, if needed
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All fees are subject to change. See academic catalog for additional fees.

\*License fees subject to change & included in student fees. See details above.

### GUIDELINES FOR HEALTH AND DOCUMENTATION REQUIREMENTS FOR NURSING STUDENTS

Student health and documentation requirements are intended to protect nursing student and the patients the student is in contact with. Per the contractual agreements between Kansas Wesleyan University and clinical agencies, all students must comply with health and documentation requirements in each clinical facility. The following process is followed for health and documentation requirements:

Each semester the Director, or designee, for the Department of Nursing Education (DNE) will compile all students' health and documentation requirements of the following, either through a vendor selected for this purpose, or by collecting the documents directly from each student:

Medical History Form	Measles Immunity
Physical Exam Form	Mumps Immunity
Tetanus, Diphtheria & Pertussis (TDaP)	Rubella Immunity
Varicella (Chickenpox) Vaccine/Immunity	Hepatitis B Vaccine (3 series)
Tuberculosis Screening (every year or per requirements of the clinical site)	Covid 19 Vaccination if required by clinical agency or exemption if permitted
Influenza Vaccination is highly recommended	

#### New Students:

Each student entering into the junior year of the nursing program will be provided with a list of health and documentation requirements needed **before clinical rotations at the beginning of the program**. The required documentation will be submitted through an online health records vendor, and specific instructions will be provided to students regarding the process and procedure. The administrative coordinator will keep record of students who have (and have not) submitted records to remind them of deadlines; students who have expiring health screenings or immunizations will be notified by the online health records vendor, and the administrative coordinator will follow up with students as needed prior to the start of clinical rotation.

#### Progressing Students:

At the beginning of each semester, the DNE administrative coordinator will confirm records are up to date with the health record vendor and notify students and the appropriate nursing faculty member of those students who have not submitted all health and documentation requirements. The DNE office will indicate the expiration dates of immunizations and Basic Life Support (BLS) Certification for the semester. Additionally, students will be reminded throughout the semester by the online health records vendor of impending expiration dates.

1. Those students notified by the DNE administrative assistant or faculty member will need to submit necessary health and documentation requirements to the nursing office (or the selected

vendor) prior to returning to clinicals. The DNE administrative assistant will notify faculty when the health and documentation requirements have been submitted.

2. This process will be updated as needed to remain in compliance with our contractual agreements between KWU's DNE and clinical agencies.

### **Basic Life Support (BLS) Certification:**

The Department of Nursing Education provides the American Heart Association Adult, Child, and Infant BLS Certification for Healthcare Providers.

1. All students enrolled in the Department of Nursing Education are required to demonstrate current Adult, Child, and Infant BLS for Healthcare Providers certification from the American Heart Association before beginning clinical courses. It is important that the student's BLS card has the words "for Healthcare Providers" in the title of the course.
2. It is the student's responsibility to attend a BLS certification or re-certification course offered by the DNE.
3. The American Heart Association Adult, Child, and Infant BLS for Healthcare Providers class will be taught during the fall semester by KWU faculty. This class is required for all nursing students. Students are required to complete the online portion of the course and provide course completion certificate prior to skills check off. Fees must be paid by the student at time of online registration.
4. It is the student's responsibility to provide an electronic copy of BLS certification to the vendor(s) selected for this purpose.
5. A student will not be permitted to enter the clinical area until an electronic copy of current BLS certification is on file. **NO EXCEPTIONS!**
6. Clinical days missed because of an expired BLS certification or lack of proof of current BLS certification will be counted as a clinical absence requiring a mandatory clinical make up assignment.

### **Other Required Clinical Agency Documentation:**

Other required documentation must be submitted by the student to the SRHC clinical scheduling platform prior to attending the clinicals.

- Salina Regional Health Center World Class Service Standards of Performance Form (annually)
- Salina Regional Health Center Safety Test (annually)
- Salina Regional Health Center HIPAA Test (annually)
- Salina Regional Health Center Confidentiality Statement (annually)

Failure to comply with the Health and Documentation requirements will result in the inability of the student to attend clinical experience and fulfill clinical course requirements. This may result in the student failing the clinical course. All missed clinical days must be made up according to guidelines in each course syllabus. Students may return to clinical when all missing health and documentation requirements have been submitted to the Department of Nursing Education.

## STUDENT HEALTH CONDITIONS

### Health Services in the Salina Community

KWU has arrangements with the Urgent Care facility to provide services for students. Students who self-identify as KWU students will be given preferential service but must utilize their health insurance policy for payment. Students are encouraged to utilize professional counseling services when desirable or necessary to maintain mental health. Contact the Student Development office for further information. Payment of medical bills is always the student's responsibility.

Salina Regional Health Center (Hospital and Emergencies)  
400 South Santa Fe Avenue 785-452-7000

Salina Family Healthcare - By appointment  
651 E. Prescott 785-825-7251

Urgent Care: Salina Regional Health Center  
2265 S. 9<sup>th</sup> Street 785-452-6000

Mowery Urgent Care  
737 E Crawford ST Door A 785-827-7261

Saline County Health Department – immunizations, titers, women's & men's health  
125 W Elm ST 785-826-6600

Veridian Behavioral Health  
501 South Santa Fe Avenue 785-452-4930  
*KWU has a written agreement with Veridian for mental healthcare.  
KWU will pay for the first two visits for a student to be seen.*

Central Kansas Mental Health Center  
24 Hour Emergency: 785-823-6324  
809 Elmhurst 785-823-6322

Domestic Violence Association of Central Kansas (DVACK)  
785-827-5862 or (800) 874-1499  
Emergency Number: 911 (within residence halls 9911)

Timely Care app- provided free of charge to KWU students

### Absences Due to Illness or Injury

Students participating in classroom, laboratory, and clinical rotations are presumed healthy. However, in the event a student is absent because of illness or injury, the student must notify the appropriate faculty member and other individuals or agencies as specified in the course syllabus. The faculty member and/or the DNE Director reserve(s) the right to prohibit a student from participating in a classroom, laboratory, or clinical experience if the student's health and/or safety may be at risk or may jeopardize the health and/or safety of other individuals.

If a student is absent because of musculoskeletal problems, surgery or a communicable disease, the student must notify the appropriate faculty member. A student experiencing any of these health categories may be required to present a written release from the student's physician, APRN or PA. The

need for a written release will be determined by the appropriate faculty member, in consultation with the DNE Director, if appropriate.

If a written doctor's release is required, it must be presented to the appropriate faculty member prior to returning to the classroom, laboratory, or practicum experience. The release should state which activities, if any, are limited. The faculty member will forward the completed written release to the DNE Director.

*Please refer to the Attendance, Exams & Assignments Policy.*

### **Pregnancy**

Students who are pregnant, or become pregnant, are to provide a release from a health care provider (physician, PA, or APRN) to the course faculty and the Director of the nursing program in order to attend clinical activities. If there are any activity limitations, these must be specified. A release from a health care provider for the student to return to clinical activities is also required following delivery.

### **Communicable Diseases and Illness**

Any student experiencing a communicable disease or illness must notify the appropriate faculty member who will determine the feasibility of a student's participation. The student is subject to exclusion or assignment modification as defined by the Center for Disease Control (CDC) Guidelines for Infection Control in Health Care Personnel (CDC, 2025) in classroom, laboratory, or clinical experience if the student has a communicable illness, including, but not limited to the following:

- Streptococcal infections of the throat
- Herpes Simplex
- Dysentery, confirmed organism or diarrhea accompanied by abdominal cramping and fever
- Infectious Meningitis
- Varicella
- Impetigo
- Measles
- Herpes Zoster
- Rubella
- Mumps
- Pertussis
- Staphylococcal infections
- Infectious hepatitis
- Tuberculosis
- Vomiting
- Fever of 100 degrees or above
- Covid 19
- Influenza

Any injury incurred during a clinical course will be immediately reported to the clinical faculty and the DNE Director. After consulting with the clinical faculty or the Director, it is the student's responsibility to seek appropriate treatment. In emergency situations, it is the student's responsibility to seek immediate treatment. Students must comply with the clinical agency's policies/protocols of reporting and treating injuries occurring during the clinical practicum. Incident forms should be completed according to the clinical agency's policies/protocols. Fees and subsequent fees and subsequent costs resulting from injury, exposure, or physical occurrence incurred by a student while participating in a clinical experience are the responsibility of the student and may or may not be covered by the student's health insurance plan.

All missed clinical days must be made up. Students may return to clinical when a written doctor's release has been submitted to the Department of Nursing Education ensuring that functional abilities can be met. (see Functional Abilities section).

*Please refer to the Attendance, Exams & Assignments Policy.*

## **FUNCTIONAL ABILITIES**

If any student has a documented disability that may prevent them from meeting the functional abilities stated below, the student will be encouraged to contact KWU's Disability Services Coordinator for assistance with accommodation. It is the student's responsibility to voluntarily and confidentially disclose information regarding the nature and extent of a disability and to provide documentation of the disability. The university cannot assume responsibility for providing accommodations or services to students who have not identified themselves as having a qualifying disability.

Please note that program requirements will not be waived, but accommodations may be made to assist a student with meeting requirements. Please refer to the KWU Academic Catalog under Disability Services for further information.

### **Minimum Qualifications Necessary to Perform Essential Functions of a Nurse Generalist:**

***Physical Requirements:*** The ability and stamina to stand for long periods of time and work at a fast pace. The ability to use abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing. The ability to position and move patients manually and by stretcher or wheelchair. The ability to intermittently sit, stand, walk, reach, twist and bend. Both hands are used for power grip, speed, and precision work. Use of both hands and both feet is required.

***Data Conception:*** The ability to gather, collate, or classify information about data, people, or things. Reporting and /or carrying out a prescribed action in relation to the information are frequently involved.

***Visual Acuity:*** The ability to differentiate colors and shades of color, clarity of vision at 20 inches or less, ability to judge distances and spatial relationships so as to see objects where and as they actually are, and ability to see in dimly lit areas.

***Manual Dexterity/Motor Coordination:*** The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects. The ability to use body members to start, stop, control, and adjust the progress of equipment. Operating equipment involves setting up and adjusting the equipment or material as the work progresses. Controlling involves observing gauges, dials, meters, etc., and turning switches and other devices. Must have good eye/hand/foot coordination.

***Reasoning Development:*** The ability to apply principles of logical or scientific thinking to define problems, collect data, establish facts, and draw valid conclusions. Interpret an extensive variety of technical instructions in verbal, mathematical, or diagrammatic form. Deal with several abstract and concrete variables.

***Form/Spatial Ability:*** The ability to inspect dimensions of items and to visually interpret information and data. The ability to estimate sizes, distances, and quantities.

***Mental Acuity:*** The ability to concentrate on a task over a period of time without being distracted. The

ability to remember information such as words, numbers, pictures, and procedures. The ability to shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources).

**Physical Communication:** The ability to speak and hear (to express or exchange ideas by means of the spoken word), to impart oral information to patients or to the public, and to convey detailed spoken instructions to other workers loudly, accurately, or quickly.

**Language Development:** The ability to read and understand complex information from scientific and/or technical textbooks, journals, papers, etc. Requires the ability to communicate the same types of complex information and data through speech and in writing using proper format, punctuation, spelling, grammar and using all parts of speech.

**Numerical Ability:** The ability to determine time, weight, and to perform practical applications of fractions, percentages, ratios and proportions as well as basic addition, subtraction, multiplication, and division operations.

**Personal Temperament:** The ability to deal effectively with stress produced by staff/student interactions and patient interactions that may be of critical or emergency situations.

**Natural Rubber Latex Tolerance:** The ability to work in an environment where NRL items are commonly used for patient care without demonstrating severe contact or respiratory allergic reactions.

**Test of English as a Foreign Language (TOEFL) Internet-Based Test (IBT) International English Language Test System (IELTS)**

For “**English Not as First Language**” or international students, see university requirements in the current KWU Academic Catalog under English Proficiency Requirement.

When English is not considered the applicant’s first language, one of the following tests of English as a language may be required: TOEFL, DUOLINGO, or IELTS. This is done in order to ensure student success in the nursing program. Each area must meet the minimum requirement.

Writing= 20      Speaking=20      Reading=19      Listening=20

Students not meeting the minimum requirement in any area are not eligible for admission to the nursing program. For information refer to KWU Academic Catalog.

For information and application for TOEFL contact:

TOEFL Educational Testing Service  
PO Box 6151  
Princeton, New Jersey 08541-6154  
606-771-7760  
<http://www.toefl.org>

**NURSING STUDENT HEALTH REQUIREMENTS CHECKLIST**

Students new to the KWU nursing program must complete and submit the following forms to the vendor selected for collection of these documents **BY JULY 1<sup>st</sup>**.

1. Medical History Form

2. Medical Release Form
3. Physical Examination – to be provided by a licensed healthcare provider within the past year.

**Students must provide documentation of the following immunization requirements:**

4. Tetanus, Diphtheria & Pertussis (Tdap) booster within the last 10 years.
5. Tuberculosis Screening: Negative TB skin test (PPD) within the last year, or a negative chest x-ray if the student has a history of positive TB skin test. TB skin testing must be repeated yearly.
6. Hepatitis B Vaccine: Series of three vaccinations obtained anytime in the student's history.
7. Measles, Mumps, Rubella (MMR):
  - a. Measles (Rubeola) Immunity:
    - i. The student will be considered immune if a copy of documentation shows:
      1. Born before 1957 **OR**
      2. If born in 1957 or after, there must be written documentation from a healthcare provider of:
        - a. 2 measles vaccinations or 2 MMRs after the first birthday **OR**
        - b. Physician diagnosed measles **OR**
        - c. Laboratory test (titer) showing proof of immunity
    - ii. The student will be considered susceptible if these requirements are not met.
    - iii. **ACTION:**
      1. If there is no documentation of any measles vaccination, 2 doses of live measles vaccination or 2 MMR's must be given.
      2. If there is documentation of one measles or MMR vaccine, then one measles or MMR must be given **OR** a laboratory test can be done to determine immunity.
  - b. Mumps Immunity:
    - i. The student will be considered immune if a copy of the documentation shows:
      1. 2 mumps vaccinations or 2 MMRs after first birthday **OR**
      2. Physician diagnosed mumps **OR**
      3. Laboratory testing shows immunity
    - ii. The student will be considered susceptible if these requirements are not met.
    - iii. **ACTION:** Two mumps **OR** 1 MMR vaccine must be given.
  - c. Rubella Immunity:
    - i. The 1957 birth year exception does not apply to Rubella immunity as referenced above. The student will be considered immune if there is a copy of written documentation from a health care provider of:
      1. One vaccination with live rubella or MMR vaccine after the first birthday **OR**
      2. Laboratory testing shows immunity.
    - ii. The student will be considered susceptible if these requirements are not met.

Summary: Minimum Immunization Requirements if the Other Conditions of Immunity are not Met: Two MMRs after first birthday.

8. Varicella (Chickenpox) Immunity:
  - a. The student will be considered immune if:

- i. There is laboratory evidence of immunity **OR**
    - ii. There is written documentation of adequate varicella vaccination (2 doses of vaccine).
  - b. The student will be considered susceptible if these criteria are not met.
  - c. **ACTION:** Nursing students must have a varicella titer drawn to determine immune status if the conditions of immunity are not met. If the student prefers to be vaccinated, the vaccine is given in two doses, one month apart. While waiting for the results of the titer, any exposure to Chickenpox must be promptly reported to the course faculty and Infection Control at the clinical site. The student will be excluded from clinical experiences for at least 10 days (about 1 and a half weeks) following exposure.
9. Influenza Vaccine: The vaccination is highly recommended unless a waiver is provided.
10. Covid 19 Vaccine: The vaccine is highly recommended unless a waiver or exemption for medical or religious reasons is provided.

#### PERSONAL HEALTH INSURANCE

Evidence of personal health insurance must be provided by the student to the Nursing Education office prior to starting the nursing program and will be verified at the beginning of each fall semester per KWU policy. For students who have no ability to access and secure health insurance, a policy will be provided by KWU and billed to the student's account.

#### LIABILITY INSURANCE

Students are covered during their clinical experience through a clause in the university's insurance policy. Students are not covered by the university's insurance policy during employment in a health care setting.

### STUDENT CONDUCT POLICY

In addition to adhering to the student conduct policies of KWU, nursing students are also required to adhere to the student conduct policies of the Department of Nursing Education. The DNE student conduct policies are based on the American Nurses Association, Code of Ethics for Nurses (2025, ANA). Nursing students in the DNE will be expected to adhere to the ANA Code of Ethics for Nurses. A copy of the ANA Code of Ethics for Nurses is available to students in the campus library. Violations of the student conduct policies or behavior that demonstrates unethical conduct or incompetence to practice as a nursing student in the DNE is considered unacceptable conduct. Violations of the student conduct policies may result in removal from the classroom or clinical setting, formal warning or contract, remediation, course failure, faculty-initiated withdrawal from the course (equals course failure), and/or up to dismissal from the nursing program.

#### **American Nurses Association's Code of Ethics for Nurses**

*The Code of Ethics for Nurses* (the Code) establishes the ethical standard for the profession and provides a guide for nurses to use in ethical analysis and decision-making. The Code is foundational to nursing theory, practice and praxis in its expression of values, virtues, and obligations that shape, guide and inform nursing as a profession. Individuals who become nurses, as well as the professional organizations that represent them, are expected not only to adhere to the values, moral norms, and ideals of the profession, but also to ***embrace them as a part of what it means to be a nurse.***

The provisions stated below are broad and non-contextual statements of the obligations of nurses. For the interpretive statements of each provision, which provide additional, more specific, guidance in the application of this obligation to current nursing practice, a copy of *The Code of Ethics for Nurses (2025, ANA)* is available in the Nursing Education office and in the campus's Memorial Library.

Provisions of the Code of Ethics for Nurses:

1. The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.
2. The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population.
3. The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.
4. The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.
5. The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.
6. The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.
7. The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.
8. The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.
9. The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

*The Code of Ethics for Nurses (2025, American Nurses Association)*

**Standards of Professionalism**

Students must always meet the following requirements on campus and in the clinical setting. If students are unclear how a policy may be applied, they should consult with a faculty member. Students who demonstrate violations of the requirements may be assigned a failing grade and may be dismissed from the program and ineligible for readmission.

1. Students must conduct themselves honestly and with integrity regarding course and clinical activities.
2. Behaviors which threaten the public's health, welfare, and/or safety will constitute grounds for immediate dismissal from the nursing program.
3. Failure to prepare for classroom or clinical experiences is addressed in the course syllabi. Failure to hand in written classroom or clinical assignments on time is addressed in the course syllabi.
4. Students must maintain the confidentiality of privileged information and adhere to HIPAA regulations.
5. Students must observe the dress code stated within this handbook.
6. Inappropriate and/or disruptive behavior will result in disciplinary action. Inappropriate or disruptive behavior includes, but is not limited to, hostile or confrontational communication; distracting or attention-seeking behavior; behavior which is disrespectful, threatening or abusive to others; destruction, theft (including examinations) or mutilation of college property; and any illegal activity or behavior that results in discipline. Inappropriate verbal/nonverbal behavior patterns include, but are not limited to, dishonesty, inappropriate facial expressions, inappropriate touching, behavior which aims to threaten or intimidate a client/student/team member/instructor/preceptor and leaving the

clinical site without notifying the instructor. Upon the occurrence of the described behavior(s) disciplinary action will be implemented, and possible dismissal from the nursing program may occur.

7. Nursing examinations or testing materials, both hard copy and electronic, are the property of the Nursing Department. Removing or accessing testing materials from external sources, classrooms, labs, or the computer is considered “theft.” Students who remove nursing exams or exam answers from the classrooms, labs or computers will face disciplinary actions under the academic honesty and professional ethics policies. Other disciplinary actions may also apply.

### **Academic Integrity and Honesty**

Academic integrity is a cornerstone of teaching and learning at Kansas Wesleyan University. It is expected that all members of the University community will uphold high intellectual and ethical standards. It is the responsibility of students to protect their own work from inappropriate use by others and to protect the work of other people by properly citing the sources of references and ideas. It is the responsibility of students to ensure that examinations are honestly held and that work for a course is honestly done. *Please refer to the Student Conduct section of the Nursing Student Handbook.*

All forms of academic dishonesty, including cheating, plagiarism, and facilitating academic dishonesty of others are violations of Kansas Wesleyan’s Code of Conduct.

Academic dishonesty is the act of wrongfully using or attempting to use unauthorized materials, information, study aids, or the ideas and work of another in order to gain an unfair academic advantage. Plagiarism is the use of another’s works or ideas, verbatim or paraphrased, consciously or unconsciously, without giving credit to the creator of the work. Cheating is the unauthorized use or exchange of information before or during an examination, unauthorized collaboration on an assignment, submitting the same work for more than one course, or buying or selling work for a course. Academic dishonesty includes, but is not limited to:

- Use of any Artificial Intelligence Content Generator on any assignment.
- Plagiarism on any assignment;
- Giving unauthorized aid to another student or receiving unauthorized aid from another person on tests, quizzes, assignments, projects or examinations;
- Using or consulting unauthorized materials or using unauthorized equipment or devices on tests, quizzes, assignments, projects or examinations;
- Altering or falsifying any information on tests, quizzes, assignments, projects or examinations;
- Using any material portion of a paper or project to fulfill the requirements of more than one course, unless the student has received prior faculty permission to do so.
- When penalties for cheating or plagiarism that involve failure of an assignment or course are given by a faculty member, the faculty member will inform the provost of the occurrence in writing. That faculty member will also provide the student with a copy of the report. Based on the severity of the situation, the faculty member may, independently and without prior notice, take any of the following actions:
  - Re-do work, retake examination with penalty
  - Fail work, fail examination
  - Fail course

Nursing students are expected to adhere to the ANA code of ethics in preparation for their role as a professional nurse. Due to the severe nature of cheating, any nursing student who cheats on an exam will fail the course with immediate removal from the course and all related clinical or labs.

### **Turn It In Policy**

Students agree that by taking nursing courses all required papers may be subject to submission for textual

similarity review to Turnitin.com for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism of such papers. Use of the Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com site. Nursing major students must achieve a similarity score less than or equal to 20%. Refer to specific assignment instructions. Nursing faculty will employ Artificial Intelligence (AI) detection software when the authenticity of student written work is in question.

### **Classroom Civility**

Classroom civility is essential to the learning atmosphere. Value is placed on each student and instructor of the classroom regarding respect and the difference in learning styles. All members of the classroom will be expected to conduct themselves in a manner that facilitates this learning.

### **Respect for the Learning Environment**

A safe and respectful learning environment is an essential condition to achieving the maximum level of student achievement. Students show respect by being prepared and attending class on time, paying attention, contributing to discussions, adapting to the surrounding environment and teaching methods, and striving for their best performance. Faculty show respect by their timeliness and preparedness, taking students seriously, valuing their goals and aspirations, and providing honest feedback. Mutual respect and consideration will provide a productive, positive and successful learning environment.

## **CLINICAL PROBATION AND PROGRAM DISMISSAL**

### **Process for Determining Probation or Program Dismissal**

Problem Identified: Unsatisfactory performance shall be identified by the Nursing Education staff or faculty. The problem may be academic, personal, attitudinal, emotional or financial.

*Dismissal from the clinical area shall occur at any time when clinical practice is determined to be unsafe or unsatisfactory by the course or clinical instructor.*

1. Verbal Warning: A student conference shall be held with the student and the faculty member involved. During this conference, problems shall be identified and recommendations made to the student. This constitutes a verbal warning. This will be documented in the student's advising file.
2. Written Warning: If the problem continues, another conference with the student will occur. A written summary shall be prepared by the faculty member and given to the student. A copy will be in the student's advising file. The student will be notified that they are entering a probationary period. Probation, within the Department of Nursing, can be defined as a period of additional monitoring and supervision to ensure that academic, personal, attitudinal, or emotional issues are rectified.
3. If the Problem Continues: If the problem continues, a joint conference shall be scheduled with the student, the nursing staff, and/or other appropriate individuals. Failure of the course and potential program dismissal is an option at this point. A written summary of the student conference will be issued and signed by all involved – student, program nursing director, and faculty for identified academic and/or clinical problems.
4. Consequence: If the terms of the agreement are not met, the student shall be dismissed from the program.

### **Nursing Academic Rehab & Intensive Care Policy**

As part of a comprehensive Nursing Student Success Program, the purpose of this policy is to support student success for all nursing majors. Communication with course faculty, advisors and the Nursing Success Coordinator are essential to student success. The Department of Nursing Education will provide exam reviews, remediation sessions to focus on test-taking strategies and individual tutoring with course

faculty for all nursing majors. Nursing faculty will report student grade status each Friday by noon to the Nursing Success Coordinator. Students, coaches and athletic administration will be notified by the end of day each Friday if a student meets the criteria for the Academic Intensive Care status.

### **Nursing major Academic Rehab:**

All nursing majors with an **exam less than 78.0 %** will be placed on Academic Rehab and **required** to do the following:

- Attend post-exam reviews in the Nursing Education Center computer lab as scheduled for the applicable course.
- Highly encouraged to meet with course faculty for tutoring prior to the next exam.

The exam review sessions will be the only individual exam reviews provided. Students will not be able to have phones, smart watches or laptops available during the exam review. See schedule in Canvas for applicable course and Nursing Student Resource Canvas course.

### **Nursing major Academic Intensive Care:**

All nursing majors with an **exam grade less than 76.0%** will be placed on Academic Intensive Care and **required** to do the following:

- Attend post-exam reviews in the Nursing Education Center computer lab as scheduled for the applicable course.
- Attend exam remediation sessions with the Director and activity sponsor as scheduled.
- Highly encouraged to meet with course faculty for tutoring prior to the next exam.

All nursing majors with any **course grade less than 76.0%** will be required to do the following:

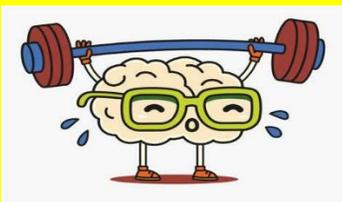
- Pause from university activity participation to include sports, music, theater, debate, cheer, and dance practice, games, competition, out of town travel and other participation until the cumulative grade is at or above 76%.
- Consult with course faculty to document a plan for success during conferencing with follow up at next conference.

The exam review sessions will be the only individual exam reviews provided. Students will not be able to have phones, smart watches or laptops available during the exam review. See the schedule for exam review and remediation sessions in Canvas courses and Nursing Student Resource Canvas course.

All nursing major students are encouraged to make an appointment to request tutoring and guidance from faculty during student hours.

Failure to meet the requirements as noted above will be documented in the nursing student success plan, advising file, and considered if a student petitions to repeat a course.

Coaches, Athletic administrators, and activity sponsors (as applicable) will be notified of nursing major students who require a break from their university activities. *Navigate* will be utilized by activity sponsors to determine when a student has reached a cumulative grade of 76% or above and may resume activity participation immediately.

Category	Cumulative grade criteria	Requirements & Recommendations	Notification process
<b>Nursing Major Academic Rehab</b> 	Cumulative course or exam grade less than 78%	<p>Attend post-exam review as scheduled for applicable course.</p> <p>University activity participation permitted.</p> <p>Meet with course faculty during conferences to complete and sign success plan.</p>	Students are responsible for monitoring the Canvas gradebook.
<b>Nursing Major Academic Intensive Care</b> 	Exam grade less than 76%	Attend post-exam review, Remediation sessions with Director and activity sponsor. Meet with course faculty prior to the next exam.	Each Friday afternoon students and activity sponsors will be notified of Academic Intensive Care status.
	Cumulative Course Grade less than 76%	<p>Pause all university activity participation.</p> <p>Meet with course faculty during conferences to document a plan for success as needed if course or exam grade below 76%.</p>	When cumulative grade is 76% or above, may resume activity participation. Students are responsible for monitoring the Canvas gradebook. Activity sponsors utilize <i>Navigate</i> to monitor student grades.

### DRESS CODE GUIDELINES

Students are expected to be clean, neat, and professional in their appearance and behavior. These guidelines are intended to ensure that students present a good impression as they represent KWU and to identify them as a student in the BS nursing program of the KWU Department of Nursing Education. For clinical activities at sites other than the hospital setting, dress codes are provided in the course syllabi.

#### Classroom

**Students are required to wear scrubs of any style or color, during all classroom and testing sessions.**

#### Clinical, Including Lab and Simulation

1. During clinical experiences, or while in the role of nursing student in the community (i.e. when visiting the hospital to research a clinical assignment), men and women will wear a dark purple uniform consisting of scrub pants (drawstring or elastic waist) and a tunic-style scrub top. Students

- should consider that stooping, lifting and bending are involved during patient care. Uniforms must allow for this unrestricted movement. Uniforms must not be revealing because of length, tight fit or neckline. Pants must not drag on the floor. The following additional guidelines are to be followed:
- a. A purple uniform or purple warm up jacket with the KWU insignia, and the student's name tag, is required when researching clinical assignment. Shorts, miniskirts, jeans, or sweats are not acceptable.
  - b. Students should select athletic or uniform shoes that are sturdy, comfortable, and predominantly white, grey or black. Any variations must be approved by the faculty. Clogs or sandals are not permitted. Shoes must have an enclosed toe and heel.
  - c. White or black socks are to be worn.
  - d. Uniforms must be the style and color approved by the Department of Nursing Education. The KWU seal will be embroidered on the right by [Salina Embroidery Works in Salina, Kansas](#).
  - e. A white or black knit shirt with three-quarter or full-length sleeves may be worn under the purple scrub top. Full length sleeves must be pushed up on the arm when providing care. A white or black short sleeved t-shirt may be worn under the scrub top, but the short t-shirt sleeves must be completely covered by the scrub top sleeves and the hem must be tucked into the waistband.
  - f. No necklaces may be worn during clinicals. Rings are limited to one ring, or a wedding set, per hand. Dangle and hoop earrings are not allowed due to potential for injury. Post-style earrings are suggested. Earrings are limited to the ears and only one earring per ear. Visible jewelry, worn on other parts of the body, will not be allowed. Only clear or flesh-colored spacers are allowed for nose piercings. Tongue jewelry must be removed.
  - g. Tattoos must be covered.
  - h. Sweaters, coats, or jackets are not to be worn during clinical experiences because of the possibility of cross contamination and/or loss of identification as a student nurse. Students may wear a purple scrub jacket with the nursing insignia and KWU name tag.
  - i. Long hair should be worn off the collar or tied back away from the face. Headbands are to be a solid color in either purple, black or white.
  - j. Beards, mustaches, sideburns, and goatees must be kept trimmed, neat and cut close to the face, and should not be allowed to contaminate the patient's field of care.
  - k. Perfume, cologne, or scented lotions are not allowed due to patients' and co-workers' possible sensitivities to fragrances.
  - l. Fingernails are to be trimmed short. Fingernail polish and artificial nails are not permitted.
  - m. Chewing gum is not permitted.
  - n. Rings and watches must be removed prior to scrubbing; only watches are to be worn in the nursery, labor and delivery, or mother-baby unit.
  - o. Make-up should be minimal. No false eyelashes.
  - p. Hair color should be a color that would occur naturally. No pink, purple, green, etc.
2. Nursing students may wear a dark purple shirt, with the KWU insignia and their name tag, with black pants while representing KWU at various events such as health fairs and fund raisers.
  3. Students may not use tobacco or smoke in any form while in uniform, KWU dress, or at any time they are representing KWU as a nursing student. As a result of this action, the student may be dismissed from the clinical rotation and/or the KWU nursing program.
  4. All nursing students must have a student ID badge from the KWU Student Development Office.
  5. KWU will be responsible for issuing the Salina Regional Health Center (SRHC) security access badges to the students and tracking the badges.

- a. Any student leaving the program will immediately surrender the SRHC security access badge.
  - b. Lost or stolen SRHC security access badges must be reported immediately to Organizational Development office at SRHC and to the nursing clinical coordinator. Any lost or stolen badges will be replaced at \$15 from the student to whom it was issued. The student will be responsible for paying the cost of the missing SRHC security access badge.
  - c. Students and faculty will not allow hospital visitors and guests access to secure areas with these badges.
6. KWU nametags, SRHC security access badges and uniform components that would identify a student with KWU **must not** be worn during activities not associated with being a KWU nursing student.

**If these guidelines are not followed, the student may be sent home at the discretion of the faculty member and receive an unexcused absence. Clinical days must be made up.**

## NURSING EDUCATION CENTER POLICIES

### **Policy on Hours of Student Access to Building:**

Students' access to the building will be during normal business hours between 7:00am and 5:30pm. Altered hours of student access will be announced.

### **Policy on Parameters of Student Access within Building:**

Students will have access to the front and back doors, can enter classrooms and the computer lab at will. Students will be able to access both upstairs and downstairs bathrooms, the locker hallway, and the upstairs and downstairs student lounge/study areas. Student keycards will not open the skills lab or simulation suite; students will be permitted access during pre-arranged class time in the lab or simulation suite or when having individual makeup sessions with faculty. Student keycards will access the med room. Classrooms and/or computer lab may be locked at the end of the business day.

### **Process for Think Tank Reservations**

Students wishing to reserve the Think Tank for either private or group study sessions may see the Nursing Education Coordinator. The Think Tank is available to reserve in two-hour blocks or longer if others are not requesting to use the space. The Nursing Education Coordinator will have a dry-erase board with any reservations for that workweek noted upon it.

### **Process for Student Locker Assignment**

The Nursing Education Coordinator will assign a locker number and key to each junior and senior student. Each student will sign a form acknowledging receipt of the key. At the end of semester, students will return their locker key when their locker is inspected by the Nursing Education Coordinator for damage or grime requiring excessive cleaning. Students returning in the fall will receive the same locker assignment and key for their senior year.

### **Policies regarding Student Locker Use**

Students may store their book bags, school supplies, etc. within the lockers. On test days, class days, simulation and skills lab days, cell phones and smart watches are to be locked within each student's locker, unless instructed otherwise by faculty. If a student loses their key and needs a replacement, a \$30 fee will be charged to the student to secure the replacement. The Department of Nursing reserves the right to do random locker inspections. No decorations may be applied to

the outside of a student's locker. Students may use magnets or other magnetic decorations within their lockers, but no stickers or other adhesive/semi-permanent décor can be used. Students may purchase, at their desire, foldable locker shelves to allow them additional space for stacking books or belongings, but any locker shelves must be removable, i.e.: no permanently installed form of shelving can be used. Objects may not be placed on top of lockers. Students are encouraged to not store perishable food items or drinks that can spill in their lockers. At locker checkout at the end of the school year, students will turn in their keys as the Nursing Education Coordinator or faculty inspect the lockers for damage. Students will be charged up to a \$100 fee for damage to lockers (food/drink spills, the need for locker cleaning, or complete locker replacement). The fee will correspond to the degree of damage.

### **Policies regarding Food and Drink in the Nursing Education Center**

- Covered drinks are permitted in the classroom. Students are expected to clean up after themselves.
- Food and drink are both prohibited in the skills lab, simulation suite, and computer lab.

### **Policies on meeting with and accessing faculty**

The nursing faculty, as they historically have been, welcome the chance to meet with students and are always willing to be accessible as a source of help, information, and support. In the new Nursing Education Center, the hallway door access to faculty offices is, and will remain, locked. Students are encouraged to do the following when desiring to meet with faculty in their offices:

- Speak with faculty during class periods to arrange a convenient time to meet with them in their office.
- Email faculty to arrange a convenient time to meet with them in their offices.
- For spontaneous meetings, students will come to the office of the Nursing Education Coordinator, who will dial the faculty's extension to see if they are available. If faculty are out of their office or currently busy, the student will be encouraged to email the faculty to arrange a better time to meet.
- Faculty office hours will be available for reference on syllabi, on Canvas, and within the Nursing Education Coordinator's office. Students are welcome to use any of the above resources to determine a good time when faculty are available to meet.
- If there is a personal crisis wherein students must meet with faculty immediately, they may communicate this to the Nursing Education Coordinator and the student will be escorted to the faculty's office or the Director.

### **Treatment of the Nursing Education Center**

The beautiful state of the art Nursing Education Center is a 5-million-dollar gift bestowed upon KWU's nursing program. We are excited for the incredible learning opportunities this building will afford students, eager to utilize the amazing technology housed within it, and honored that many generations of nurses may pass through these halls. Out of respect for the generous donors who have made this dream possible, respect for the diligent work of the nursing faculty, and respect for the noble profession of nursing, students will be expected to treat the facilities with dignity and respect. It is the goal that these resources will be available to many more graduating classes of nurses and expect that the building and its contents will be treated with the utmost of care and appreciation.

## NURSING COMPUTER LAB USAGE

When students are utilizing the computers housed within the Department of Nursing Education, they are expected to use appropriate conduct and good computer etiquette. This includes:

1. No food or drink near the computers.
2. Computers are to be used for class assignments only.
3. Students should save their files on a USB. The Department of Nursing Education is not responsible for students' documents and files.
4. Students will be held responsible for any damage they cause to the laboratory equipment or computers.
5. No additional programs or software is to be downloaded on Nursing computers.
6. The printer is to be used only for course work or school-related activities. No large documents or personal material may be printed.

**PLEASE NOTE: Students who do not adhere to these policies jeopardize losing all computer privileges and are subject to further action.**

## SOCIAL MEDIA GUIDELINES AND PROFESSIONAL BOUNDARIES

The DNE adopts the National Council State Boards of Nursing (NCSB) Standards for Social Media Guidelines and Professional Boundaries. All nursing students in the DNE will adhere to these guidelines. *Refer to Appendix A for the Social Media Guidelines and Professional Boundaries.*

The KWU Department of Nursing supports the use of technology inside and outside the classroom. This support includes the use of social media communication formats such as Facebook, X and any new technology to be developed. This support comes with the expectation that students in the nursing program will uphold the ethical standards of their profession: American Nurses Association Code of Ethics and the KWU Student Code of Conduct. Inappropriate communication on social media may result in program probation or dismissal.

Federal Regulations regarding privacy such as Health Insurance Portability and Accountability Act (HIPAA) and Family Education Rights and Privacy Act (FERPA) apply to all personal and academic communication. Students will be required to sign confidentiality forms as required by clinical facilities.

**Student use of photography and/or recording devices is prohibited in all classrooms and skills laboratories unless approved by an instructor in advance. No photography or recording is permitted in any clinical site.**

It is the expectation that students have read and understand the Nursing Student handbook, KWU Student Handbook and federal privacy regulations (HIPAA and FERPA). Noncompliance with this policy will result in disciplinary action which may include failure of a course, probation or dismissal from the nursing program.

## STANDARD PRECAUTIONS AND EXPOSURE TO INFECTIOUS DISEASES

### Serious Infectious Disease

Nursing students, with the support and guidance of their clinical instructor or preceptor, may have an opportunity to care for clients with an infectious disease. Students are expected to help manage the care of these clients. When considering the care of clients diagnosed with serious infectious disease, we recognize that students have varying degrees of skills, both psychomotor and cognitive. We also

recognize that faulty technique when caring for these clients could prove harmful or even fatal to the student.

Graduate health care workers (i.e. the preceptors who supervise nursing students) are expected to have the skills and knowledge necessary to provide safe and compassionate care for all clients, regardless of diagnosis. Consideration will be given to the client's complexity of care, agency policy, and the student's knowledge and dexterity level. A student who refuses to care for infected clients will be counseled to determine the reason for refusal and regarding the failure to meet the requirements of the profession of nursing. Students who have serious reservations about caring for clients with infectious disease should reconsider their career choice.

### **Standard Precautions - Centers for Disease Control (CDC)**

([www.cdc.gov](http://www.cdc.gov)., April 2024)

Standard precautions are based on the principle that all blood, body fluids, secretions, excretions, except sweat, non-intact skin, and mucous membranes may contain transmissible infectious agents. Standard Precautions include a group of infection prevention practices that apply to all clients, regardless of suspected or confirmed infection status, in any setting in which healthcare is delivered. They include: hand hygiene; use of gloves, gown, mask, eye protection, or face shield, depending on the anticipated exposure; and safe injection practices. Check the policies and procedures at each clinical agency.

### **Bloodborne Infectious Diseases (HIV/AIDS, Hepatitis B, Hepatitis C) and Needle Stick Injury Guidelines**

The KWU DNE will follow the Bloodborne Pathogen Exposure Guidelines for clinical agencies as established by the Centers for Disease Control (CDC). The infection control nurse or designee at each clinical agency will serve as the resource person in interpretation and implementation of these guidelines. In the event that a student is exposed to bloodborne pathogens or a needle stick, the following will be observed:

1. The student is responsible for notifying the faculty as soon as a needle stick has occurred. The faculty will then report the incident to the appropriate clinical agency representative.
2. If a student experiences a needle stick or sharps injury during a clinical rotation, they should immediately wash the injury with soap and water.
3. The faculty and clinical agency representative will:
  - a. Determine if the student was injured with a clean or contaminated needle. Puncture wounds from clean needles do not require special care.
  - b. Fill out the clinical facility's report for needle stick injury.
  - c. Follow the clinical facility's policy for an incidental needle stick injury.
  - d. If no policy exists, and the injury is from a contaminated needle, the following steps will be followed:
    - i. Notify the Nursing Education Director so that any further University procedures may be followed.
    - ii. Notify the patient's and student's physicians to secure orders to perform hepatitis screening and HIV antibody test on the patient and student when the patient is identified. Blood work on the student serves as a baseline if disease should develop. Inform the patient of the incident and explain the need for the blood work and who will be charged.
    - iii. The student is responsible for all expenses incurred for injuries during clinical, observational, or other learning experiences.

- iv. If the patient refuses to have the bloodwork drawn, continue with the protocol for the student.
- v. If the student refuses to have the bloodwork drawn, have he/she must sign a release of responsibility.
- vi. Recommended follow up is as follows: a) If the source patient is negative for HIV and has no clinical manifestations of AIDS, no further follow up is required; b) if the source patient tests positive for HIV or if the patient is unknown, follow up testing is recommended at six weeks, three months, and six months as per clinical agency and CDC guidelines.

*Please refer to the Communicable Diseases section of this handbook.*

### **ATTENDANCE, EXAMS AND ASSIGNMENT POLICY**

Students must own a laptop or personal computer with the specifications outlined in the KWU Online Handbook at <http://www.kwu.edu/academics/kwu-global/kwu-online>. Students must bring their laptop, fully charged, to all class periods. Exams will be given online.

**Attendance Policy for Online Courses** (Spring 2025 KWU Online Handbook, page 19):

Class attendance is expected in all courses including online courses. Online attendance is measured by assignments submitted on Canvas throughout the course.

Faculty are expected to list the attendance standards necessary for passing the course in the syllabus. Faculty are also required to record attendance via Canvas by the third business day of the term and at the end of every week thereafter. On the fifth business day of the term students who have not “attended” class by submitting an assignment or contacted the instructor regarding their absence will be dropped from the course by the Office of the Registrar (see the full attendance policy in the Academic Catalog for more information)

#### **Theory (didactic) Courses:**

1. Students are expected to attend all theory class sessions.
2. If a student misses more than twenty percent of the total didactic hours of the course per semester, he/she will not be allowed to continue with the course. See syllabi for specific information.
3. Students are responsible for obtaining missed lecture notes, handouts, and assignments.
4. All assignments are required to earn a complete grade in the course. Any assignment not completed will result in an incomplete grade for the course. Accepted late assignments will receive a 10% grade deduction per day up to three days except when assignment instructions or Canvas instructions state differently. Assignments will not be accepted after three calendar days of the course instructor’s designated due date/time and will result in a zero for that assignment.
5. Students will not be allowed to enter the room once an exam is in progress.
6. All exams are taken online, timed, proctored and expected to be taken during scheduled class time.  
**Courses offered online will have exams completed online but proctored on campus (except for NURS 250).**
7. All exam grades will be posted within 72 hours (about 3 days) after administration of the tests.
8. Make-up exams must be completed within 72 hours of the scheduled exam date/time. Students must schedule the make-up exam with the course instructor and KWU student success center. If the appointment for retake is missed, a score of zero will be entered into the grade book for that exam.

9. No early exams will be given. Nursing students who have obligations in other KWU programs (i.e. athletics, theatre, choir) must present their schedule for activities (i.e. practice, games, performances) and make arrangements for testing with the instructors by the end of the first week of classes each semester. Make-up exams will be given on a date determined by the faculty and if the student does not take the exam on the arranged date, a 10% penalty will be applied to the exam grade. If the second rescheduled exam date is missed, a score of zero will be entered into the grade book for that test.
10. Nursing students who do not take an exam on the scheduled day, for any reason other than those indicated in #9 above, will be assessed a 10% penalty applied to the exam grade. Exemption to the late exam policy in the case of a documentable life event (death of immediate family member: mother, father, sister, brother, grandparent, surgery, or hospitalization) must be presented by the student to the course faculty. The faculty, with review by the Admissions and Progressions committee, will make a determination. *Please refer to the Absences Due to Illness or Injury section in this handbook.*
11. Any Covid 19 related absence, documented through the KWU process, should be communicated to course faculty. Microsoft Teams attendance is intended for Covid 19 related absence only. See #2 in this section.
12. **If not being used for academic purposes, personal communication devices are to be turned off and kept in the student's assigned locker, during classes and clinical.** This includes, but is not limited to cell phones (texting, conversations, photographing), smart watches, computers (e.g., notebooks, laptops, readers, and tablets), cameras (photographing), and Personal Digital Assistants (PDAs).
13. Behavior that persistently or grossly interferes with classroom activities is considered disruptive behavior and may be subject to disciplinary action. Such behavior inhibits other students' abilities to learn and the instructor's abilities to teach. A student responsible for disruptive behavior may be required to leave class pending discussion and resolution of the problem. Consistent breaches of this policy will be addressed as a student conduct issue.
14. **Post-Exam Reviews:** Faculty will review exams during an out-of-class exam review session in the computer lab. Students will not be able to have phones, smart watches or laptops available during the exam review. Students who earn less than 78% on each exam are required to attend the exam reviews. All students are encouraged to attend these exam reviews, as this will be the only time to review individual exams until the final review. See Exam Review and Remediation schedule in the respective Canvas course and the Student Resource Canvas course. See Nursing Major Academic At-risk Policy in the Nursing Student Handbook for additional requirements related to exam/course grades.
15. **Clinical Courses:**
  1. If a student misses a clinical day, including simulation labs, they will be required to make up for the clinical day through virtual clinical simulation, as directed by the instructor. Up to two direct patient care clinical makeup days can be virtual makeup days if resources are available. Adjustments may need to be made at faculty discretion to ensure direct patient care experience to comply with state and accrediting guidelines. Hours required per course will be determined based upon the course requirements.
  2. Failure to make up clinical days will result in a failing grade for the clinical course.
  3. It is the student's responsibility to notify the clinical faculty member of an impending absence at least one hour before clinical.

4. **If a student misses more than two clinical days per course, regardless of the length of the course, a failing grade for the entire course will be entered into the grade book.** Exemption to this policy in the case of a documentable life event (death of immediate family member: mother, father, sister, brother, grandparent, surgery, or hospitalization) must be presented by the student to the course faculty. The faculty, with review by the Admissions and Progressions committee, will make a determination.
5. All assignments are required to earn a complete grade in the course. Any assignment not completed will result in an incomplete grade for the course. Accepted late assignments will receive a 10% grade deduction per day up to three days except when assignment instructions or Canvas instructions state differently. Assignments will not be accepted after three calendar days of the course instructor's designated due date/time and will result in a zero for that assignment.
6. Excused Absences: Nursing students who have obligations in other KWU programs (i.e. athletics, theatre, choir) must present their schedule for activities (i.e. practice, games, performances) to the instructors and arrange for potential conflicts in the clinical rotation schedule by the end of the first week of classes each semester. Any changes to the schedule should be communicated one week prior to the conflict. See #4 in this Clinical Courses section.
7. Unexcused Absences: Absences due to reasons other than those in #6 above, will be unexcused. The opportunity for clinical make-up is not guaranteed. See #4 of this Clinical Courses section.
8. The clinical faculty member is to be notified if a student expects to be tardy. If a student is over 15 minutes late to a scheduled clinical experience, they will be dismissed from the clinical site and a make-up clinical day will be required. Upon being dismissed, the student must leave the clinical site and report to the Department of Nursing Education's Nursing Education Coordinator at 8:00am to receive the assignment(s) that the student will be expected to complete by the end of the day. The student must remain on-site in the Department of Nursing Education offices and/or classroom/conference spaces (as dictated by the Administrative Nursing Education Coordinator) to complete said assignments and will receive a lunch break.
9. **NO ELECTRONIC DEVICES ARE PERMITTED ON YOUR PERSON DURING CLINICALS, except for a watch/smart watch.**
10. In certain emergency situations when it may be necessary to be available by phone (e.g., if you have an ill child or are expecting a critical call), you should:
11. Inform the instructor, have the party involved call the instructor (their number will be on the class syllabus), and the instructor will inform you of the call.

### **Rules While Taking an Exam:**

Each course syllabus will list the schedule and information for testing and evaluation. When taking a test, the rules are as follows:

- Instructions for taking online exams are provided to students by the course faculty.
- Students will not be allowed to enter the room once an exam is in progress.
- A whiteboard and marker will be provided if needed. No caps, hoodies, food or drinks will be allowed in the exam room. Calculators are available on LMS.
- All student possessions must be placed in student lockers. All cell phones and other electronic devices must be turned off and secured with student's belongings in lockers or at the front of the room.
- Students are to allow as much space as possible between themselves and other students in the room.
- No talking or signals between students are permitted.
- Students may not consult dictionaries or other sources of information (e.g. internet) without the permission of the instructor.
- Unless students have approved accommodations discussed with faculty prior to the exam, they are not allowed to leave the room once the exam has begun. If a student does leave, they will not be allowed to come back into the computer lab until everyone has finished the exam.

- Violation of the Academic Integrity and Honesty Policy will not be tolerated.
- Violation of instructor’s directive for computer testing will not be tolerated.
- A student’s violation of the above rules may result in the student receiving a zero score for the test. Refer to academic integrity and honesty policy.

### GRADING SCALE

Due to the professional nature of nursing practice and the requirement for passing the NCLEX-RN examination in order to practice, the grading scale for nursing is slightly higher than for many general education courses. Current grades are maintained on the KWU Learning Management System (LMS) for student viewing as courses progress. The following grading scale will be used in all required nursing courses for the Bachelor of Science nursing degree program:

Grade	Points
A	95-100
A-	92-94
B+	90-91
B	86-89
B-	84-85
C+	80-83
C	76-79
C-	74-75
D+	72-73
D	68-71
D-	65-67
F	≤ 64

For NURS courses, a final grade of 78% is required to pass. Grade scores will not be rounded.

### CLINICAL EVALUATION TOOL RUBRIC

The mid-term and final Clinical Evaluation Tools (CETs) consist of essential competencies with specific performance criteria. The competencies are drawn from course and program objectives for the BS nursing program at Kansas Wesleyan University, *The Essentials: Core Competencies for Nursing Education (AACN, 2021)*, and *Quality and Safety Education in Nursing (Cronenwett et al., 2007)*. The performance criteria for each competency includes cognitive, affective, and psychomotor domains of learning, and provide a complete evaluation of an individual student’s clinical performance. The Clinical Evaluation Tool makes it possible for a student to see their development over time as they progress through the specific course and the nursing curriculum. It also provides standard measures for student, course and program evaluation.

The standardized Clinical Evaluation Tool is used in each clinical course, except NURS304: Nursing Interventions and Clinical. A unique evaluation tool is used to evaluate student performance in this skills-based course. In all clinical courses, a mid-term and final evaluation is completed and shared with the student at the mid-term and conclusion of the rotation.

**Instructions:** Students evaluate themselves on each of the criteria by selecting a rating and then recording comments to support that rating. Faculty rate students on each of the competencies using the designated rating scale. Faculty include comments related to each competency. To determine the overall rating score,

faculty add all the assigned criteria ratings. The total scores for overall performance are written at the end of the CET.

A student who does not earn a satisfactory score or better on the mid-term CET will be placed on clinical probation. A student who does not earn a satisfactory score or better on the final CET will fail the course and the concurrent course, if any (i.e. NURS 451 and NURS 479 are concurrent courses). *Please refer to the Clinical Probation and Program Dismissal section of this handbook.*

## **ASSESSMENT REQUIREMENTS FOR NURSING STUDENTS**

### **University Assessment**

All students graduating from Kansas Wesleyan University are required to participate in the university assessment process. This process is found in the Academic Catalog. While graduation is not contingent on performance levels in assessment, diplomas and transcripts will be placed on “hold” for any student who does not complete all assessment requirements.

University requirements include:

Prior to Entry: ACT or SAT Exam (not required but recommended)

Freshman Year: Math and English Placement Exam required for students without ACT or SAT

Senior Year: Senior Departmental Exam; Assessment Exit Survey

### **Departmental Assessment**

Nursing Education requirements include:

Prior to Entry: Test of Essential Academic Skills (TEAS)

Senior Year:

- ATI Comprehensive Predictor (Senior Departmental Exam)
- Graduate Exit Survey

### **ATI Comprehensive Predictor**

Student nurses will be expected to take the Comprehensive Assessment Technology Institute (ATI) Computer Adaptive Test during their last semester in the nursing program. This is the departmental exam used in the assessment program of the university. Student nurses will also take Content Mastery Assessment Technology Institute (ATI) Computer Adaptive Test(s) for assessment of readiness for the NCLEX-RN exam throughout the nursing program.

### **Graduate Exit Survey**

All nursing graduates are expected to complete an exit survey. The survey contains questions related to the level of graduates’ satisfaction with nursing student support services and the effectiveness of the nursing curriculum and clinical experiences. This information is used by the Department of Nursing Education for ongoing assessment and improvement of the nursing program.

## **ASSESSMENT TECHNOLOGIES INSTITUTE® (ATI)**

Assessment Technologies Institute® (ATI) offers an assessment driven review program designed to enhance student NCLEX-RN success. Nursing students will be required to complete this comprehensive assessment and review program in preparation for registered nurse licensure. Students will receive curricular materials each semester and complete normative examinations in specific courses. Fourth semester nursing students are required to complete a comprehensive predictor assessment and intensive NCLEX-RN virtual review.

## STUDENT SUCCESS CONFERENCES

Student Success Conferences are designed to encourage the student's best performance regardless of scores earned during the nursing program. Conferences will be held during the semester's mid-term week for all students and finals weeks for students with less than 80% prior to the final exam, and as needed during the course when deemed necessary by course faculty. See the course outline for scheduled dates and times. Conferences will be held with each student and with the nursing faculty team. This is a time to reflect on the student's course grades, progress, success and potential needs. Conference times will be assigned by faculty. Students are informed not to make plans on the conference days between the hours noted on the course outline. As needed conferences may be scheduled through the course faculty or the Administrative Nursing Education Coordinator. These conferences are mandatory; mid-term and final grades will be held if the student does not attend the conference.

## PROGRESSION POLICY

In addition to university requirements, the applicant must meet the following requirements for progression in the Bachelor of Science with a major in nursing degree program:

1. Maintain a current tuberculin (TB) skin test.
2. Provide evidence of BLS certification (adult, child, and infant) for the healthcare provider whenever necessary throughout the program.
3. Earn a grade of 78% or better in all nursing courses. Students who fail to earn a grade of 78% or better in a nursing course must retake that course the next time it is offered. The student must submit a **Student Petition for Repeat** to the nursing department Admission and Progression committee for progression in the nursing program. Repeating a nursing course requires the student to have an enrollment lapse in the nursing program for one consecutive academic semester. A **Return after Lapse** form is not required if the student is enrolled in any KWU course.
4. A second failure in any one course or failure in any two nursing courses will result in dismissal from the nursing program. NURS250 is excluded from the two failed courses but may not be repeated more than twice.
5. Students may petition for exception for academic dismissal by meeting with the Director of Nursing Education and completing a **Student Petition for Exception**
6. Dismissal from the nursing program may also result from ethical, legal, or professional conduct unacceptable to the nursing program.

## READMISSION POLICY

After a lapse of one semester of enrollment at KWU, returning students must:

1. Complete the **Return after Lapse** form through the Admissions Office, and
2. Complete the Nursing Department's **Student Petition for Exception** form and meet with the Admission and Progression Committee to appeal for a position in a nursing course.

After a lapse of two semesters or more, in addition to the above, a returning student must:

1. Re-apply for university admission through the KWU admissions office
2. Re-apply for admission to nursing
3. Adhere to the current catalog requirements
4. Plan with a nursing advisor to develop a degree plan which meets all curricular and program requirements
5. Submit a new physical examination form, current BLS certification for healthcare providers (adult, child, & infant), current TB skin test results, and any other health document requirements that may have expired or lapsed

6. Validate competency in clinical skills and didactic knowledge

### **NOTIFICATION FOR STUDENTS WHO FAIL A NURSING COURSE**

When a student receives a final grade less than a 78% in a nursing course, the course faculty will notify the student of the course failure. Formal notification by letter will be sent to the student from the Director of the Department of Nursing Education.

#### **Grade Appeal**

Students who wish to appeal the grade received on an assignment should first discuss the grade with the faculty member. If, after such discussion, the student still believes that the grade is incorrect, the student may initiate a grade appeal by following the Grievance Procedures in the Nursing Student Handbook.

Any DNE student who believes she/he has been dealt with unfairly concerning academic progress (e.g., course grades, course materials, academic misconduct or absences) has access to an academic appeal by following the Grievance Procedures in the Nursing Student Handbook.

DNE students, faculty and staff have access to appeal policies specified in the KWU Academic Catalog.

### **GRIEVANCE PROCEDURES**

Chain of command is a principle of a formal organization, which establishes effective coordination, accountability and efficiency in organizational operation. If a student experiences a problem, please contact the course instructor or clinical instructor for clarification.

1. If the student feels resolution did not occur with the course instructor or clinical instructor, the student should make an appointment to visit with the DNE Director. A meeting will be conducted with the student, as well as with the course instructor or clinical instructor, to seek compromise or clarity.
2. If the student continues to feel no resolution was obtained, the following procedures may be used.

The Kansas Wesleyan University Department of Nursing Education Grievance Procedure is based on administration, faculty, and student beliefs as outlined in the National Student Nurses' Association (NSNA) Student Bill of Rights and Responsibilities for Students of Nursing, which can be found at [www.nsna.org/Publications/BillofRights](http://www.nsna.org/Publications/BillofRights).

#### **Grievance Committee**

The Grievance Committee shall be composed of two students and nursing faculty. The two students shall be the junior year class president, and the senior year class president as elected each year by their peers. Faculty members on the Committee shall be chosen by the faculty. If the grievance is against a member of the Committee, the aggrieved member shall abstain from the Committee while his/her grievance is being considered. The Committee shall then appoint someone to take that member's place.

The Grievance Committee shall be responsible for addressing all non-grade grievances (e.g. dishonesty, classroom behavior, clinical incidents, student-to-student conflicts, student-to-faculty conflicts, and Kansas State Board of Nursing reporting situations.)

The Committee may also review other grievances not necessarily included in the Student Bill of Rights as determined appropriate by nursing administration, faculty, and students.

The Grievance Committee has the responsibility and the authority to initiate the following actions: to set the procedure of appeal into motion or to determine that the substance of the grievance does not meet the Committee's responsibility.

The Committee shall meet as the situation arises. All people involved shall be informed in advance as to the date, time, and place of these meetings. Any student shall have the right to ask for an “emergency meeting” of the Grievance Committee.

Accurate records, including complete minutes, and in individual cases, a verbatim record, shall be kept on file for all meetings of the Committee. Even when tape recordings are used, written minutes to officially document proceedings must be prepared. These minutes shall be signed by the two recording secretaries, who shall be one faculty member and one student on the Committee.

The student appearing before the Grievance Committee shall have the right to have a student peer, faculty member, or administrator of the university with him/her at the meeting.

Reasonable evidence, names of prospective witnesses, and background material concerning the case should be submitted in writing to the Committee at least three days prior to the date when the case is to be discussed. The evidence shall be relevant to the issues and not discussed by Committee members prior to the formal meeting.

Any charges against the student or faculty member shall be in writing and be made available to both the committee and the student or faculty member at least 14 days before his/her scheduled appearance.

The student should be given the full opportunity to present evidence and witnesses that are relevant to the issue at hand. He/she shall also be given the opportunity to question any witnesses against him/her and also be informed of any evidence against him/her and its source.

The student shall be allowed to continue class (clinical at the discretion of the faculty involved) as usual until the committee has reached a decision. However, if the student is considered to present immediate danger to patient welfare, he/she shall be removed from clinical practice areas.

Group grievances shall be presented to the committee by one representative of the group. The representative may then appoint a student peer, faculty member, or administrator of the university to appear with him/her.

The faculty recording secretary will forward the committee's decision in writing to the student and the Director of the Department within one week of hearing the case.

The student has a “right of appeal” for decisions made by the Grievance Committee as outlined in the KWU Academic Catalog under “Appeals Process.”

Any concerns regarding the university’s policies and/or the community standards are addressed in the KWU Academic Catalog and the KWU Student Handbook.

*The Bill of Rights and Responsibilities for Students of Nursing, National Student Nurses’ Association, Inc., 2006 (last revision).*

## **FORMAL COMPLAINT POLICY**

### **Definition of a Formal Complaint**

A formal complaint about the program is defined as a written, signed statement sent by an individual to the Department’s approving (KSBN) or accrediting agencies protesting a practice in the Department. An academic appeal or grievance made by a nursing student is not consistent with the DNE definition of a complaint.

### **Process for Addressing Complaints about the Program**

In the case of a complaint issued about the program, the DNE will take the following steps:

1. Consult with the provost. As directed by the provost, consult with DNE legal counsel.
2. Follow any recommendations of the provost and legal counsel in responding to the complaint.
3. As advised by legal counsel (as necessary), provide requested information according to the timeline specified in the complaint notification.
4. Maintain copies and/or notes of all correspondence (verbal or written) or meetings.
5. Keep records in the locked file cabinet in the office of the Director of Nursing Education.

### **Efforts to Prevent Complaints about the Program**

DNE faculty members and staff attempt to address potential conflicts or concerns about the program by being proactive in addressing potential conflicts or concerns. DNE faculty members and staff are alert to potential or actual situation and report the situation to the Director. As necessary, the Director will consult with the provost. The Director is responsible for contacting the parties involved and trying to resolve the situation.

Any DNE student who believes she/he has been dealt with unfairly concerning academic progress (e.g., course grades, course materials, academic misconduct or absences) has access to an academic appeal. (See other policies within this handbook about conduct, appeals, complaints and grievances.) DNE students, faculty and staff have access to appeal policies specified in the KWU Academic Catalog.

## **STUDENT COMMUNICATIONS AND NOTIFICATION OF CHANGES TO KWU AND/OR DNE POLICY**

Students are responsible for accessing official KWU communications via their **KWU email address** and the MyKWU LMS website. If a student does not have a KWU email address, they are to contact Information Systems at [is@kwu.edu](mailto:is@kwu.edu) or by calling 785-833-4440 to get one set up as soon as possible.

Students are also responsible for responding to communications with faculty and peers through Canvas, the current Learning Management System utilized by Kansas Wesleyan University. Students are expected to regularly check Canvas for information posted regarding activities involving the Department of Nursing Education, or updates to due dates/expectations within nursing courses. If a student is unaware of a change or expectation that had been posted to Canvas with full accessibility, **the student is responsible for that information. Not checking online communication and information is not a valid excuse for being unaware of information or updates.**

Students are also responsible for reading information posted on the DNE announcement TV in the lobby and on the KWU and DNE websites. Policy changes may be posted on the KWU DNE website, Canvas Nursing Resource course and emailed or mailed to all nursing students.

If major changes develop concerning the Nursing Education program, the Director of Nursing Education, KWU Provost and KWU Marketing Director discuss all available facts and actions to determine the appropriate wording and method for communicating program changes to interested parties, which includes current students. Appropriate staff will be assigned to be available to answer questions from students and all interested parties. The contact information of the assigned staff will be included when communicating with students and interested parties.

**If not being used for academic purposes, personal communication devices are to be turned off and kept in the student's assigned locker during classes and clinicals.** This includes, but is not limited to cell phones (texting, conversations, photographing), smart watches or health trackers that receive texts

and notifications from cellphones, computers (e.g., notebooks, laptops, readers, and tablets), cameras (photographing), and Personal Digital Assistants (PDAs). Additionally, please refer to KWU cell phone etiquette in the KWU Student Handbook.

### **EMPLOYMENT POLICY**

1. Unless otherwise qualified, certified or licensed as a specific health care provider (LPN, LMHT, MSW, RT, OT, PT or other) the student nurse who is employed in a health care setting may work only as unlicensed assistive personnel (UAP).
2. The number of hours of employment per week should be balanced with the student's educational commitment.
3. KWU nametags and uniform components that would identify a student with KWU **must not** be worn during employment in a health care agency or during activities not associated with being a KWU nursing student. The KWU Nursing Education program does not have flexibility in the course schedule or the ability to offer part-time education. Therefore, nursing students are urged to limit their employment hours in order to succeed in the program.

### **ALCOHOL AND DRUG POLICY**

Substance abuse is a patterned use of a drug in which the user consumes the substance in amounts or with methods which are harmful to themselves or others and is a form of substance-related disorder.

In keeping with the nursing profession's responsibility for protecting the public from harm while providing nursing care, clinical agencies, and/or the Department of Nursing Education may ask nursing students to submit to drug screenings.

All new students will be required to get a drug screen in the spring before their junior year. Applicants transferring to KWU for admission to the nursing program in the fall of the same year will be asked to get a drug screen within two weeks after being provisionally accepted. If drug screen results are positive, the applicant will be withdrawn from the applicant pool for:

1. being unable to practice with skill and safety due to current abuse of drugs or alcohol; and/or
2. exhibiting professional incompetency, defined as a pattern of practice or other behavior which demonstrates a manifest incapacity or incompetence to practice nursing.

Kansas Nurse Practice Act section 65-1120-a)-4 and 651120-e)-3.

At the discretion of the faculty or nursing administration, students will be required to have a drug screening "for cause" at any time while in the nursing program. Students will pay all fees for such screenings. Refusal to allow mandatory or requested drug testing will result in immediate program dismissal and potential university disciplinary actions. If drug screening is required, the student will be dismissed from a didactic class or the clinical setting for the day and will receive an unexcused absence. Positive results will be grounds for immediate dismissal from the nursing program. KWU's Student Development Office will be called to make arrangements to drive the student home. A student dismissed from the nursing program for substance abuse will have no appeal for readmission to the program.

The student must not be mentally impaired and must be able to function optimally in the clinical setting in any case. A student using any medication which impairs cognitive or functional abilities, even if prescribed by a physician, will not be permitted to participate in clinical experiences.

### **PRECEPTOR GUIDELINES FOR THE BS NURSING DEGREE PROGRAM**

**Definition:**

“Preceptor” means a professional registered nurse licensed in the State of Kansas who is not employed by the KWU nursing program but who provides clinical supervision for nursing students in nursing courses taken during the nursing education program. For more detail, please see the preceptor guidelines located in the Kansas State Nurse Practice Act 60-2-103 (a)(1) – (3) included in this handbook.

**Purposes:**

The purposes of using preceptors in the education of nursing students are to:

1. Provide role models for nursing students.
2. Expose nursing students to the expertise of practicing nurses.
3. Provide a greater variety of learning experiences and/or those unique to a particular setting.
4. Strengthen the integration of theory and practice.

**Selection Criteria for Preceptors:**

1. Must meet KSBN preceptor guidelines specified in Kansas State Nurse Practice Act 60-2-103.
2. Must be licensed as a registered professional nurse in Kansas.
3. Must agree to orient and participate as a preceptor for nursing students.
4. Should be a positive role model both as a practitioner and as a member of the nursing profession.
5. Should have prior experience in directing new graduate nurses or nursing student learning experiences. Should also have prior experience in providing feedback of new graduate or student nurse’s clinical performance.

**Selection Process:**

Potential preceptors may volunteer or may be nominated by faculty members or clinical supervisors (clinical coordinators/directors). The selected preceptor completes an orientation with a KWU nursing faculty member or online.

**Role/Expectations of the Course Faculty:**

1. Provides reminders of the course objectives and desired learning experiences to the preceptor.
2. Guides the preceptor in planning student assignments and clinical experiences.
3. Validates the student’s ability to perform a broad array of nursing skills.
4. Emphasizes opportunities for student leadership.
5. Assists students in applying problem-solving techniques to clinical situations.
6. Promotes student self-evaluation of the effectiveness of his/her clinical performance.
7. Retains overall responsibility for selection of learning experiences and evaluation of student performance.
8. Provides communication with each preceptor to effectively mentor, monitor, and evaluate his/her effectiveness.

**Role/Expectations of the Preceptor:**

1. Orients the student to the facility, the staff, patient population, and its policies.
2. Serves as a role model for the practice of nursing in a specific area.
3. Guides the student in the planning, organization, and implementation of clinical experiences.
4. Promotes autonomy of functioning for the student when and where appropriate.
5. Provides constructive feedback.
6. Works with student and course faculty in directing the experiences for the student.
7. Reports any concerns regarding errors or quality of care promptly to the student and course faculty.
8. Completes the course documentation validating the student experience.
9. Preceptor feedback form must be signed by the preceptor.

### **Expectations of the Student:**

1. Participates in preceptor-guided learning experiences.
2. Modifies previously acquired knowledge and skills to meet the needs of client populations specific to the course.
3. Demonstrates ability to perform procedures safely, legally, and ethically.
4. Participates in self-evaluation using specified objectives and criteria.
5. Strengthens time management and organizational skills.
6. May contribute to the improvement of nursing care at the site through projects, teaching, staff development programs, or other means.

### **PINNING CEREMONY POLICY**

The pinning ceremony is planned by the DNE Student Activities Committee and held at KWU.

- DNE orders the nursing pins but students are responsible for payment.
- Only students who have met requirements for graduation may participate in the pinning ceremony.
- The pinning ceremony will be scheduled at the end of the spring semester to coincide with the university's graduation/commencement ceremony.
- Plans will be made with oversight by the DNE Student Activities Committee, which includes the faculty chair of the committee and designated student representatives along with input from the Director, Administrative Nursing Coordinator and provost office.
- The DNE will use a pre-determined budgeted amount to pay for supplies, decorations, facilities and services, requested by the Student Activities Committee and at the discretion and approval of the Director. Expenses are to be coded to the university commencement budget. Contact Jill Koster for details.
- The President and Provost of KWU will be asked to present a brief welcome speech.
- The Director of the DNE will give a welcome speech during the ceremony.
- If the class would like to hear from a special speaker, the class must choose a senior class member **or** a member of the current nursing faculty.
- If a class officer presents a speech, it must be approved in advance by the DNE Director, or designee. The approved speech will be placed in the podium script notebook and must be the version read during the ceremony. Speeches must be limited to three minutes or less.
- Graduating students will vote as a class to wear clean and pressed white scrubs with white shoes or purple scrubs with clinically appropriate shoes. Students may wear the traditional white nursing cap if they choose to do so.
- Students may choose to wear a stole with a pre-approved KWU nursing logo and design. The stole must be approved by the Director of Nursing and KWU administration. The stole is ordered and paid for by the students.
- During the ceremony, students will receive their nursing pin. They have the opportunity to be pinned by family members or friends.

### Planning Guide for Pinning Ceremony

Potential graduates will be notified by campus administration regarding additional graduation requirements and procedures.

Activities	When	Who's Responsible
Reserve space for pinning rehearsal, ceremony (and reception, if requested)	Fall semester	DNE office staff and Provost office
DNE orders nursing pins with information provided by graduates	February / March	Graduates & DNE office staff
Plan the Pinning Ceremony	February / March	Student Activities Committee (SAC) with input and assistance from the graduating students, Director, Administrative Nursing Coordinator and Provost Office
Refer to previous pinning programs to add to the list below as needed.	February	SAC
Choose musicians as follows: a. Prelude/Postlude/slide show b. special music during ceremony	March March	Senior Class President & SAC SAC
Provide information on stole choices, need for white scrubs & shoes to graduates	February/ March	DNE office staff
Ask President and Provost of KWU to present a brief welcome speech.	February/March	DNE office staff
Select and request keynote speaker, if any. The DNE Director will give a welcome speech as well.	February/March	Graduating students & SAC
Arrange for Benediction with Campus Ministries	February/March	DNE office staff
Physical Area Arrangements: <ul style="list-style-type: none"> <li>▪ Seating arrangements for graduates, faculty and dignitaries</li> <li>▪ Podium</li> <li>▪ Platform chairs</li> <li>▪ Tables/Stands</li> <li>▪ Lighting</li> <li>▪ Piano</li> <li>▪ Sound System</li> <li>▪ Visual Media</li> </ul>	February / March	DNE office staff and Provost office
Inform Production Manager of above technology needs.	February/March	DNE office staff and Provost office
Establish order of Pinning Ceremony Program and send to Provost office	March	SAC, & DNE office staff

Request photographer via Provost office	March	DNE office staff and Provost office
Arrange for head shots for slide show	April	DNE office staff
Order a peach rose for each graduate.	March (special order, so order early)	DNE office staff
Send out invitations for Pinning and Graduation to: <ul style="list-style-type: none"> <li>▪ KWU faculty</li> <li>▪ Nursing faculty emeriti</li> <li>▪ Nursing adjuncts</li> <li>▪ Nursing Advisory Council</li> <li>▪ Board of Trustees (president's office)</li> <li>▪ KWU non-graduating nursing students</li> <li>▪ Preceptors</li> <li>▪ Agencies</li> <li>▪ Scholarship donors</li> <li>▪ Special DNE Supporters</li> </ul>	Early April	DNE office staff, President office, and Provost office
Graduates provide mission statements and give names of persons presenting the nursing pin.	April	Each graduating student gives their mission statement and photo to DNE office staff
Volunteers from Junior class requested to assist with Pinning Ceremony and serve as ushers.	April	List of Junior class volunteers finalized by SAC Chair
Prepare line-up and seating chart.	April	DNE office staff and Provost office
Graduates participating in the ceremony submit written speeches to the DNE office staff	April	Select Graduates DNE office staff compiles ceremony script including all speeches, prayer, pledge, etc
Place pins on ribbon lanyard, assemble candles & drip guards.	April	DNE office staff
Purchase items for reception or order through JRI (if applicable).	April / May	DNE office staff and Provost office
Set up platform, check sound system, computer projector, etc.	Day before pinning ceremony	DNE faculty & staff and Provost office
Attend Pinning Ceremony practice	Day before pinning ceremony	Anyone involved in the ceremony
Display the Wall of Inspiration posters Reserve seats for graduates, pinners and class marshal Set up reception area	Day of ceremony	DNE faculty & staff  KWU facilities, DNE office staff & catering

## APPENDIX A

### Nurses Guide to Social Media

[https://www.ncsbn.org/public-files/NCSBN\\_SocialMedia.pdf](https://www.ncsbn.org/public-files/NCSBN_SocialMedia.pdf)

## Appendix B

### Inclement weather policy:

- When the Provost sends an **email notifying students of a delay in class start or early release from class**, students should **NOT plan to attend clinical or class until the appointed time**. Clinical time must be made up, and the faculty or course coordinator will help plan this. Only faculty assigned to the course should be contacted for problems or questions and will be available one hour prior to the start of clinical. The course coordinator, if there is one, is the backup contact person. This information is noted on the syllabi. **Senior students in NURS 479 Leadership Practicum and Capstone** should plan to notify their leader or preceptor of their delayed attendance. Clinical time must be made up, and the student is expected to make these arrangements and notify the course coordinator of the new date and time.
- If school **is cancelled for the day**, students should not plan to attend class or clinical at all. The clinical faculty or course coordinator will notify the clinical site of the school closing and ensure that the makeup day is scheduled. Senior students in **NURS479 Leadership Practicum and Capstone** should plan to notify their leader or preceptor of the school closing. Clinical time must be made up, and the student is expected to make these arrangements and notify the course coordinator of the new date and time.
- In the event of a **delayed or missed class day**, the course faculty may choose to extend class times and/or post assignments, lectures, etc. to the Canvas course and will notify students of the plan to make up the lost class time.
- The **decision to delay or close campus is based on the weather in Salina**. If you live elsewhere, it will be important to plan ahead, possibly ask to stay with a friend or classmate, as your absence will not be excused if you are unable to get to class or clinical because the weather is worse where you live. It is impossible to plan for all contingencies and the President of KWU has been clear that class will be cancelled on very rare occasions, so please plan accordingly.

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