



RN-TO-BSN/CEP STUDENT HANDBOOK

Revised January 2025



Welcome Message

Dear Students,

Welcome to the nursing program at California State University, San Bernardino (CSUSB). We are pleased you will be joining us. The Department of Nursing faculty have developed information and written policies for all RN-BSN/CEP nursing students that are compiled in this handbook. The purpose of this handbook is to provide a source of documents to guide you as you proceed in the program.

It is essential you read handbook within the next few days to become familiar with policies, learning expectations, and your evolving role as a nursing student. If you have questions, please talk to your faculty, Dr. Gagalang, the Undergraduate Program Director, or the Department Chair. Please complete the *RN-BSN/CEP Program Student Handbook Acknowledgement of Review* to indicate that you have received, read, and understand this handbook and contents. The form is to be submitted to the Department of Nursing Office no later than the first day of class.

Please keep this handbook and its updates for reference throughout your time in the nursing program. Updates to the handbook will be made available annually as required by the department, the university, and/or California BRN. It is your responsibility as a student to notify the Department of Nursing (DON) in writing of any changes in your contact information and/or program status. Please review your Coyote email frequently as that is the official means of communicating by the nursing program. It is important that you receive and review changes in expectations and/or policy. You will find additional information from time to time on the [DON website](#) and CSUSB learning management system (LMS). You will find current information posted about meetings, education, employment opportunities, and scholarships on bulletin boards placed throughout the department office hallways. Be sure to check for information often.

Please note that as we make changes in response to COVID-19, you may be notified by the university, college, department or faculty of short term and/or long term variations in policy, procedures, program content, or course delivery. Additional precautions, learning, and documentation may be required. This variations are to promote the safety of students, faculty, staff, patients, and clients. Please continue to monitor nursing and university communications. We thank you for your compliance and wish you a professionally challenging, positive and rewarding experience.

Sincerely,

Evangeline Fangonil-Gagalang

Dr. Evangeline Fangonil-Gagalang, Ph.D., MSN, RN
Undergraduate Program Director



I, _____, have received a copy of the RN-BSN/CEP Program Student Handbook. I have read its contents and have had the opportunity to ask questions to better understand the information. I understand that it is my responsibility to notify the Department of Nursing in writing of any changes in contact information (address, telephone number, etc.) along with any changes in program status. I will review my Coyote email regularly for information from the CSUSB nursing program and its faculty. I hereby agree to all policies and procedures listed in the handbook in addition to any updates that may come about during my time in the program. This includes requirements and/or changes defined by our external partners, such as our clinical agencies.

Student's Name _____

Signature _____ Date _____

Coyote ID _____ Term Admitted _____

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Image: RCC 4th Cohort

Mission

The mission of the CSUSB DON is to promote and support:

- development of students in preparation for professional practice, scholarship, leadership, and lifelong learning
- collaboration to address health needs and promote social justice and health equity of diverse populations in the community and globally
- respect, inclusivity, and collegiality among diverse students, faculty and staff
- faculty professional development in teaching, scholarship, and practice
- wellness among students, faculty, staff, and the local and global communities whom we serve

Vision

To be a center of transformation, collaboration, and innovation in nursing education, scholarship, practice, and service to improve the well-being of the community.

Values

Integrity, Professionalism, and Ethical Accountability
Excellence, Innovation, and Leadership
Caring, Well-Being, Respect, Diversity, Equity, and Inclusivity
Cultural Humility, Community Collaboration, and Social Justice

DON

Philosophy

The Department of Nursing (DON) at California State University, San Bernardino (CSUSB), is committed to the university's broad mission of teaching and service, research excellence, and intellectual interaction and creativity included in the full range of programs offered through the DON.

The philosophy of the department is derived from a synthesis of beliefs and values shared by faculty, staff, students, alumni, clinical agencies, and community stakeholders concerning nursing, nursing education, nursing students, and the university. This philosophy and purpose stems from the mission, vision, and core values of the department. The mission and vision speak to collaboration, innovation, and excellence. The core values are integrity, professionalism, and ethical accountability; excellence, innovation, and leadership; caring, respect, and cultural sensitivity; community collaboration and social justice.



Professional nursing is both an art and a science, entrusted by society to provide services to promote, maintain, and restore the health and well-being of individuals, families and communities from diverse backgrounds in a variety of settings. Nursing as a discipline is grounded in theory and research that directs and validates clinical practice decisions and actions, and generates knowledge for practice. Nursing as a profession derives its authentic authority over nursing education, research, practice and service from a social and ethical contract with the public. This contract mandates that the profession act responsibly in promoting person-centered, safe, evidence-based collaborative care, utilizing informatics with a focus on quality improvement for the public's health and well-being.



The faculty recognize that student-centered learning requires an environment which promotes strategies that encompass students' learning styles and facilitates learning outcomes which are cognitive, affective and psychomotor, and driven by the idea of continuous improvement. Rich and varied educational opportunities are an integral part of lifelong learning and demonstrating professionalism in partnership with communities. Successful CSUSB nursing students are expected to learn, to lead, and to transform themselves, the profession, and the community by fulfilling leadership roles and providing evidence-based nursing practice.

Graduate nursing education builds upon the baccalaureate curriculum to prepare nursing students for advanced nursing roles by promoting the development of advanced knowledge, concepts and skills.

Revised 7/18/2019

Academic Principles

PROGRAM LEARNING OUTCOMES

BSN graduates will:

1. Demonstrate competent practice, and evidence-based care on the foundations of biological, physical, social, and nursing sciences in caring for individuals, families, and communities.
2. Demonstrate competence in critical thinking and clinical reasoning skills in the practice of nursing.
3. Apply the nursing process to provide ethical, patient-centered, holistic, culturally sensitive, and precise care, health promotion, and disease and injury prevention to individuals, families, communities, and populations across the life-span, including care of acute and chronic health conditions and during public health disasters.
4. Utilize various forms of communication, including oral, written, and technological applications for disseminating accurate patient information and plans of care in order to maximize safety and optimize health outcomes

5. Demonstrates leadership as a professional nurse and collaborates in clinical practice within a multidisciplinary team to monitor outcomes, improve patient care, and apply and promote health policies and regulatory standards that advocate for comprehensive and safe delivery of health care.
6. Apply evidence as a basis for practice, and support, facilitate and participate in research.
7. Assume the responsibility for knowledge acquisition of nursing science, excellence in clinical practice, nursing professional code of conduct and nursing values which serve as the basis for lifelong learning and professional development.





Image: Spring 2024 Graduation

DON PRE-LICENSURE BSN APPROVAL/ACCREDITATION

The DON Pre-Licensure BSN Program is approved by the California Board of Registered Nursing (BRN). The baccalaureate degree in nursing at CSUSB is accredited by the Commission on [Collegiate Nursing Education](#). Please view their website for more information.

RN-BSN CURRICULUM PLAN

The roadmaps provided should be used as an academic planning resource. Students should refer to their PAWS report and CSUSB Bulletin of Courses for graduation requirements. It is recommended that students complete the Ethnic Studies (GE Category F) before starting the RN to BSN program. If not, students may take a class at CSUSB.

RCC/CSUSB RN-BSN CEP

Concerns about this plan should be directed to the student's faculty advisor. Students should speak to an advisor prior to registering for UD GE (C).

SBVC-Chaffey-GW/CSUSB CEP

All prerequisites and GE courses, including Golden Four (Chaffey) must be completed before starting the program. Students must submit a GE certification to be admitted. Students should speak to an advisor prior to registering for UD GE (C).

ROADMAP - RN-BSN TRADITIONAL

COURSE NUMBER	COURSE TITLE	UNITS	THEORY HOURS	CLINICAL HOURS
Term 1				
NURS 3010	Role Transition to Professional Nursing	3	45	
NURS 3026	Health Assessment RN	3 (1.5+1.5)	22.5	67.5
NURS 3100	Pathophysiology & Pharmacology	4		
	Semester Total	10		
Term 2				
NURS 3610	Strategies for Patient Education, Health Promotion & Care Coordination	3	45	
NURS 4510	Community/Public Health Promotion Practicum (UDGE D, DI)	3	45	
NURS 4512	Community/Public Health Promotion Practicum	3		90
	Semester Total	9		
Term 3				
NURS 4222	Nursing Research and Evidence-Based Practice (UDGE B)	3	45	
NURS 4610	Nursing Leadership	3	45	
NURS 4612	Nursing Leadership Practicum (activity)	2		60
CAPSTONE GE	GE course requirement that meets the UD GE-C4 requirement (course must be WI, G, DI)	3	45	
	Semester Total	11		
	Total Upper Division Units	30		

ROADMAP - RCC/CSUSB CEP

	COURSE	COURSE NAME	UNITS
First Semester Spring			
RCC	NRN 11/11A	Foundations of Nursing	9
CSUSB	NURS 3026	Strategies for Patient Ed, Health Promotion, Care Coordination	2
		Total Units	12
Intersession			
RCC	NRN 14	Health Promotion and Wellness Across the Lifespan	3
		Total Units	3
Second Semester Fall			
RCC	NRN 12/12A	Maternal Child/Chronic Care	9
CSUSB	NURS 3610	Health Assessment RN	3 (1.5+1.5)
		Total Units	12
Third Semester Spring			
RCC	NRN 21/21A	Acute and Chronic Illness/Mental Health	9
CSUSB	NURS 3100	Pathophysiology/Pharmacology	4
		Total Units	13

ROADMAP - RCC/CSUSB CEP (CONT.)

	COURSE	COURSE NAME	UNITS
Fourth Semester Fall			
RCC	NRN 22/22A	Integrated Nursing Care Across the Lifespan	9
CSUSB	NURS 4222	Nursing Research & EBP (UD Scientific Inquiry/B)	3
		Total Units	12
Graduate from RCC and pass NCLEX-RN			
Fifth Semester Spring			
CSUSB	NURS 4510	Community/Public Health Promotion (UD Social Science/D)	3
CSUSB	NURS 4512	Community/Public Health Promotion Lab	3
CSUSB	NURS 3010	Role Transition to Prof Nurs Practice (UD WI)	3
CSUSB	UD GE (C)	Elective - 3 units	3
		Total Units	12
Sixth Semester Summer			
CSUSB	NURS 4610	Nursing Leadership	3
CSUSB	NURS 4612	Nursing Leadership Lab	2
		Total Units	5
		CSUSB Total Units	30

Total RCC Units: 39 Nursing (16 units transfer) + 43 GE + 8 required non-GE + 3 elective = 70

Total CSUSB Units: 20 NCLEX-RN Success + 27 Nursing + 3 UD GE = 50

[RCC CEP Handbook](#)

ROADMAP - CHAFFEY/CSUSB CEP

	COURSE	COURSE NAME	UNITS
First Semester Fall			
Chaffey	NURADN 6	Clinical Nursing Skills	1.5
Chaffey	NURADN 15	Nursing Process 1	7.5
CSUSB	NURS 3026	Health Assessment RN	3 (1.5+1.5)
		Total Units	12.5
Second Semester Spring			
Chaffey	NURADN 28	Nursing Process 2	7.5
Chaffey	NURADN 29	Maternal-Newborn Nursing	2
CSUSB	NURS 3610	Strategies for Patient Ed, Health Promotion, Care Coordination	3
		Total Units	12.5
Third Semester Fall			
Chaffey	NURADN 35	Nursing Process 3	7.5
Chaffey	NURADN 39	Family-Child Nursing	2
CSUSB	NURS 3100	Pathophysiology/Pharmacology	4
		Total Units	13.5

ROADMAP - CHAFFEY/CSUSB CEP (CONT.)

	COURSE	COURSE NAME	UNITS
Fourth Semester Spring			
Chaffey	NURADN 46	Nursing Process 4	7.5
Chaffey	NURADN 49	Mental Health Psychiatric Nursing	2
CSUSB	NURS 4222	Nursing Research & EBP (UD Scientific Inquiry/B)	3
		Total Units	12.5
Graduate from Chaffey College and pass NCLEX-RN			
Fifth Semester Fall			
CSUSB	NURS 4510	Community/Public Health Promotion (UD Social Science/D)	3
CSUSB	NURS 4512	Community/Public Health Promotion Lab	3
CSUSB	NURS 3010	Role Transition to Prof Nurs Practice (UD WI)	3
		Total Units	9
Sixth Semester Spring			
CSUSB	UD GE (C)	Elective - 3 units	3
CSUSB	NURS 4610	Nursing Leadership	3
CSUSB	NURS 4612	Nursing Leadership Lab	2
		Total Units	8

Chaffey College ADN Prerequisite and CSU GE Certification Units: 51

Total Chaffey College Units: 37.5

Total CSUSB Units: 50

NCLEX-RN Success Unit Credit: 20

Total units needed for bachelor's degree: 120

[Chaffey CEP Student Information Packet](#)

ROADMAP - SBVC/CSUSB CEP

	COURSE	COURSE NAME	UNITS
First Semester Fall			
SBVC	NURS 150	Foundations of Nursing	4
SBVC	NURS 151	Introduction to Medical Surgical Nursing	3
CSUSB	NURS 3026	Health Assessment RN	5
		Total Units	12
Second Semester Spring			
SBVC	NURS 160	Nursing Care of the Childbearing Family and Newborn	4
SBVC	NURS 161	Beginning Medical Surgical Nursing	5
CSUSB	NURS 3610	Strategies for Patient Ed, Health Promotion, Care Coordination	3
		Total Units	12
Third Semester Fall			
SBVC	NURS 250	Nursing Care of Children and their Families	4
SBVC	NURS 251	Intermediate Medical Surgical Nursing	5
CSUSB	NURS 3100	Pathophysiology/Pharmacology	4
		Total Units	13

ROADMAP - SBVC/CSUSB CEP (CONT.)

	COURSE	COURSE NAME	UNITS
Fourth Semester Spring			
SBVC	NURS 260	Mental Health Nursing	4
SBVC	NURS 261	Complex Care and Leadership	5
CSUSB	NURS 4222	Nursing Research & EBP (UD Scientific Inquiry/B)	3
		Total Units	12
Graduate from SBVC and pass NCLEX-RN			
Fifth Semester Fall			
CSUSB	NURS 4510	Community/Public Health Promotion (UD Social Science/D)	3
CSUSB	NURS 4512	Community/Public Health Promotion Lab	3
CSUSB	NURS 3010	Role Transition to Prof Nurs Practice (UD WI)	3
		Total Units	9
Sixth Semester Spring			
CSUSB	UD GE (C)	Elective - 3 units	3
CSUSB	NURS 4610	Nursing Leadership	3
CSUSB	NURS 4612	Nursing Leadership Lab	2
		Total Units	8

Total SBVC Units: 36 Nursing (16 units transfer) + 48 GE + 9 required non-GE + 3 elective = 96

Certification units: 60 units + 16 = 76

Total CSUSB Units: 20 NCLEX-RN Success + 27 Nursing + 3 Upper Division GE = 50

Total Units: 76 + 50 = 126

[SBVC CEP Student Information Packet](#)

ROADMAP - GOLDEN WEST/CSUSB CEP

	PRE-NURSING COURSES	COURSE NAME	UNITS
GW	ENG G100	Freshman Composition	4
GW	PSYC G118	Life Span Developmental Psychology	3
GW	COMM G110	Public Speaking	3
GW	BIO G220	Human Anatomy	4
GW	BIO G225	Human Physiology	4
GW	BIO G210	General Microbiology	5
GW	SOC 100	Introduction to Sociology	3
GW	MATH 160	Introduction to Statistics	4
GW	ENG G110	Critical Thinking, Reading, and Writing through Literature	4
CSUSB	CHEM G110	Intro to Chemistry (Prerequisites if not already taken)	5
		Total Pre-Nursing Units	34
Apply for GW ADN Program During the Designated Application Cycle			
Fall	Semester 1		
GW	NURS G160	Fundamentals of Nursing	4
GW	NURS G160C	Fundamentals of Nursing Clinical Practicum	5
GW	NURS G131	Professional Nursing 1	1
CSUSB	NURS 3026	Health Assessment RN	3 (1.5+1.5)
		Total Units	13

ROADMAP - GOLDEN WEST/CSUSB CEP (CONT.)

Spring	Semester 2		
GW	NURS G170	Medical Surgical 1	3
GW	NURS G170C	Medical Surgical 1 Clinical Practicum	3
GW	NURS G295	Mental Health Nursing	2
GW	NURS G295C	Mental Health Nursing Clinical Practicum	1.5
CSUSB	NURS 3610	Strategies for Patient Ed, Health Promotion, Care Coordination	3
		Total Units	12.5
Fall	Semester 3		
GW	NURS G175	Women's Health and Newborn Nursing	2
GW	NURS G175C	Women's Health and Newborn Nursing Clinical Practicum	2
GW	NURS G285	Pediatric Nursing	2
GW	NURS G285C	Pediatric Nursing Clinical Practicum	1.5
CSUSB	NURS 3100	Pathophysiology/Pharmacology	4
		Total Units	11.5
Spring	Semester 4		
GW	NURS G290	Advanced Medical Surgical Nursing	3
GW	NURS G290C	Advanced Medical Surgical Nursing Clinical Practicum	5
GW	NURS G271	Professional Nursing 2	1
CSUSB	NURS 4222	Nursing Research & EBP (UD Scientific Inquiry/B)	3
		Total Units	12

ROADMAP - GOLDEN WEST/CSUSB CEP (CONT.)

Graduate from GW Nursing and pass NCLEX-RN			
Semester 5			
CSUSB	NURS 3010	Role Transition to Professional Nurse Practice (US WI)	3
CSUSB	NURS 4510	Community/Public Health Promotion	3
CSUSB	NURS 4512	Community/Public Health Promotion Lab	3
CSUSB	UD GE (C4)	Humanities - 3 units	3
		Total Units	12
Semester 6			
CSUSB	NURS 4610	Nursing Leadership	3
CSUSB	NURS 4612	Nursing Leadership Practicum	2
		Total Units	5

Total GW Nursing Credit Units: 36

Total CSUSB Credit Units: 20 NCLEX-RN Success + 27 Nursing + 3 Upper Division GE = 50

Total Credit Units for Associate of Science Nursing: 70

Total Credit Units for Bachelor of Science Nursing: 120 (CSUSB 50 Semester units)

[Golden West Information Sheet](#)



COMMUNICATION

The major means of communicating with students is through the CSUSB email and CSUSB LMS. It is the University's expectation that students check their CSUSB email account daily to keep current with pertinent university and department information. Official correspondence may include academic related deadlines, registration, advising, graduation information, virus alerts, and student government notices. Additionally, faculty may direct course information, assignments, discussions, and clarifications to students through the CSUSB email and the CSUSB LMS. The Chief Nursing Administrator/Chair and Program Director may also use the CSUSB LMS for important communications with you. You are responsible and accountable for messages and information sent to you through these means. One major advantage of using your CSUSB email account is that, while your mailing address may change throughout the course of your enrollment, your email account always be accessed via the World Wide Web. Remember to check your CSUSB email frequently. The DON email communications with students are through their CSU accounts.

For teaching and learning, the official language used in the classroom is English only.



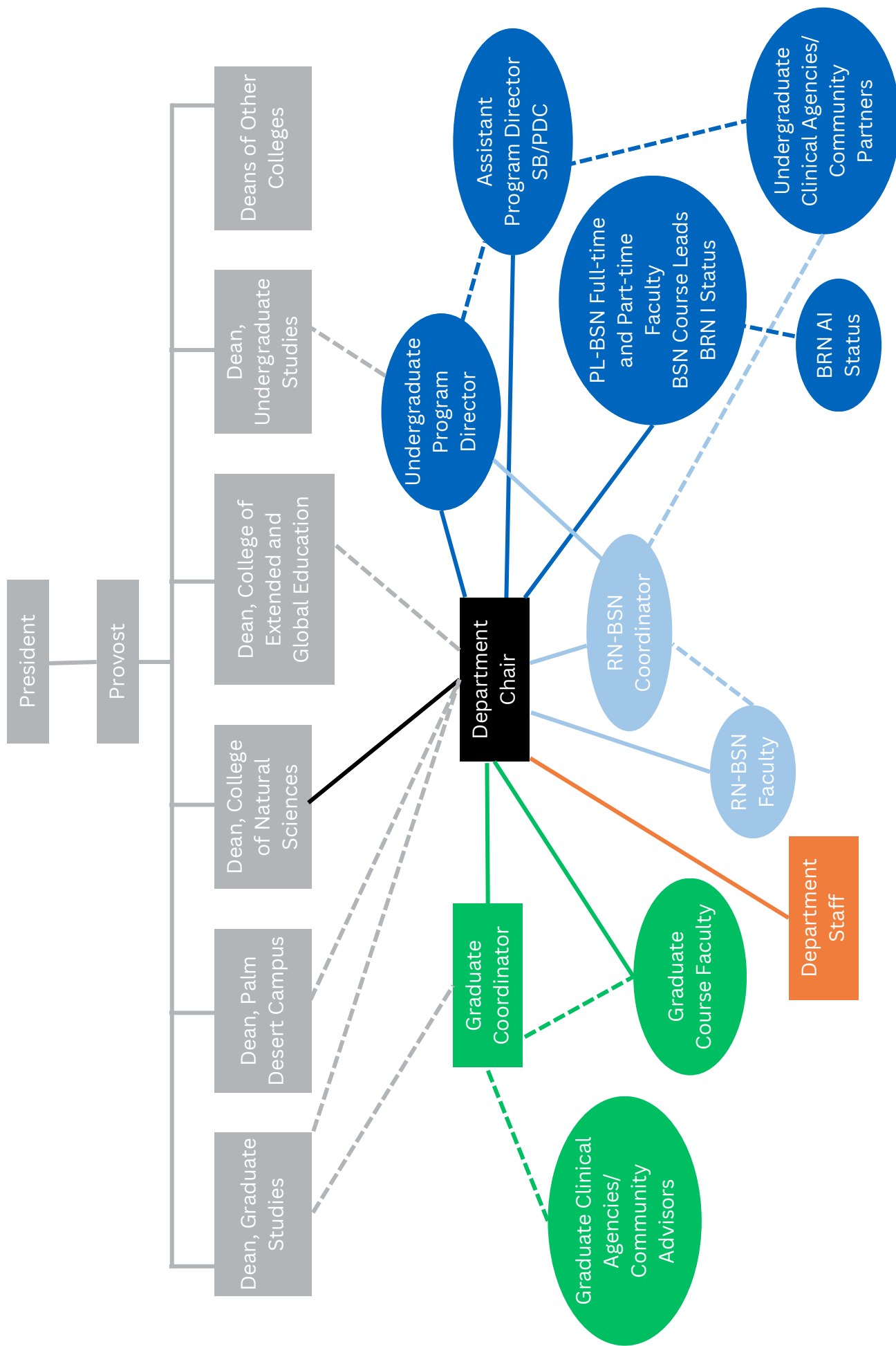
Image: Department of Nursing Faculty

Faculty

The DON has faculty and staff dedicated to helping you succeed in your program. For the full list of faculty and support staff, you can visit the DON website under the [Faculty and Staff](#) page.

The following pages are the department's organizational chart and the contact list of the faculty and support staff,

CSUSB DON ORGANIZATIONAL CHART



DON FACULTY & STAFF

Department Office	Phone		Office
San Bernardino Campus	(909) 537-5380		HP-215
Palm Desert Campus	(909) 537-8127		HS-120
Leadership	Phone	Email	Office
Yu, Jie, Ph.D., APRN, FNP-BC, FNP-C, RN Department Chair Associate Professor	x75380	jie.yu@csusb.edu	HP-216
Gagalang, Evangeline, PhD., MSN, RN Undergraduate Program Director Associate Professor	x75380	egagalang@csusb.edu	
Pattayakorn, Pinthuson, Ph.D., RN MSN Coordinator Professor	x73263	pinthuson.pattayakorn@csusb.edu	HP-222
Blue, Dawn, DNP, RN, AGACNP-BC RN-BSN Co-Coordinator Professor		dblue@csusb.edu	
Kim, Younglee, Ph.D., RN, PHN RN-BSN Co-Coordinator Associate Professor	x78124	younglee.kim@csusb.edu	HS-114 (PDC)
Kim, Yeon, DNP, RN, CCRN BSN Assistant Director (SBC) Associate Professor	x73481	yeon.kim@csusb.edu	HP-227
Wolf, Nancy, MSN, RN, PHN, ACUE BSN Assistant Director (PDC) Lecturer	x78135	nwolf@csusb.edu	HD-122 (PDC)

Full-Time Faculty	Phone	Email	Office
Brandt, Cheryl, Ph.D., RN, APRN-BC, CNE Professor Emerita		cheryl.brandt@csusb.edu	HP-244
Burch, Terese, Ph.D., RN Professor Emerita	x78245	terese.burch@csusb.edu	HS-123 (PDC)
Davis, Claudia, Ph.D., MN, CNS, RN Professor	x73632	cmdavis@csusb.edu	HP-226
Gregg, Shawnte Renee, DNP, FNP-C Associate Professor	x77238	renee.gregg@csusb.edu	HP-221
Frisby, Monique Assistant Professor		mfrisby@csusb.edu	
Lama, Anne, DNP, MSN Ed, APRN, FNP-C Assistant Professor	x77798	alama@csusb.edu	HP-225
Nwamu, Henrietta, Ph.D., RN Assistant Professor	x77239	henrietta.nwamu@csusb.edu	HP-223
Schneider, Justin, DNP, RN, AGPCNP-BC, CNEcl, CNE Assistant Professor		justin.schneider@csusb.edu	HP-220
Thomas, Tykeysha, Ph.D., MSN, RN Assistant Professor	x73394	tykeysha.thomas@csusb.edu	HP-220
Tira, Kathyrne, RN, MS, CNS, PCCRN Lecturer	x73457	ktiras@csusb.edu	HP-219
Tweedy, Debra, MSN, PHN, RN. CLE Lecturer	x77239	dtweedy@csusb.edu	HP-224

Full-Time Faculty	Phone	Email	Office
Wojnar, Danuta, MSN, RN, CCRN, ACUE Lectureer	(760) 423-3402	dwojnar@csusb.edu	HS-120 (PDC)
Support Staff	Phone	Email	Office
Perez-Gamboa, Sonia Information Technology Consultant	x73599	sonia.perezgamboa@csusb.edu	HP-232
Sanchez, Consuelo, MA Admin Support Coordinator	x75380	csanchez@csusb.edu	HP-215

CHANNELS OF COMMUNICATION, CHAIN OF COMMAND, CONCERNS AND GRIEVANCES

In the interest of professionalism and collegiality, the Department of Nursing encourages open communication including the sharing of ideas and resolution of concerns at the lowest level possible. Students are encouraged to communicate their ideas, comments, suggestions, and concerns by talking with their faculty and/or participating in the Student Nurse Association (SNA). From time to time students or faculty may request a student/faculty forum to discuss matters of interest to one or both groups.

If a student has a concern that cannot be addressed and resolved by one of the above channels, student is expected to proceed through the chain of command in the following order:

1. Speak directly with the clinical faculty member involving clinical course matter or lecture faculty member for theory course concern.
2. Speak directly with the course lead instructor involving course matters (if different from clinical or lecture faculty).
3. Speak directly with the RN-BSN Coordinator (RCC students go to Dr. Dawn Blue, all other CC students go to Dr. Younglee Kim).

If the concern is not resolved through the informal process described above, the student may file a Formal Complaint by progressing to the next level of chain of command.

For matters involving a course, program, faculty or related matter, the student should contact the following administrations in order below:

1. The Undergraduate Program Director
2. The Department of Nursing Chair/Chief Nursing Administrator
3. The Dean of College of Natural Sciences

Students are expected to act with professionalism and respect at all times and not detract from the learning or reputation of others. As a student of professional nursing, student behavior extends beyond the classroom. This includes clinical agencies, social media, and any other written or oral communication related to the CSUSB program of nursing. If classroom or clinical concern occurs, students should consult with the faculty member in an appropriate manner and time as defines by the faculty member, syllabus, and/or student handbook.

UNIVERSITY GRIEVANCES

For matters not resolved above, or matters of concern defined by the University, including, but not limited to, academic matters/grade grievances and student rights (such as Title IX and Gender Equality, Students with Disabilities), the student is referred to the CSUSB Bulletin and appropriate University officers.

GRADE GRIEVANCE

A grade grievance must be initiated by the student within and no more than 40 calendar days after the grade is recorded. Information regarding the Student Academic Grievance Procedures is available from the Office of Advising and Academic Services, University Hall, Room 380, 909-537-5034 or at their [website](#).

Information concerning academic matters may be obtained from the Office of the Associate Dean of Undergraduate Studies, UH-352, [Academic Success and Undergraduate Advising \(ASUA\)](#), or from the College Dean's offices. Generally, the student must initiate a [grade grievance](#) within no more than 40 working days after the grade is recorded. Information concerning nonacademic grievances and discrimination complaints may be obtained from the Office of the Vice President for Student Affairs, UH-231, other Vice President's offices, and College Dean's offices. A grievance or complaint must be filed within no more than 40 calendar days after the student learned or reasonably should have learned of the occurrence of the grievance/complaint event.

These policies can also be accessed at [Students Affairs](#).



Image: Incoming Fall 2024 CEP Cohort

Academic Policies

GRADING POLICY

Students must earn a passing grade in both Theory and Clinical/Lab components in order to pass the course. There is no extra credit. There is no rounding.

It is an expectation that students submit all required work when it is due. Late work received a 5% reduction per work day up to a maximum of 5 days or the last day of instruction, whichever comes first, after which the assignment is given a zero. Exceptions must be pre-approved by course faculty unless a documented extenuating circumstance occurs.

Any coursework submitted 5 days after the due date *and* before the start of finals will satisfy the requirement of being submitted but will receive a zero grade. All coursework learning activities must be completed and submitted by the end of instruction, prior to the start of finals week. A course grade of "U"* (unauthorized incomplete) will be assigned if coursework activities are not completed and submitted prior to the start of finals week. The course grade will reflect all required work. Expectations regarding exams follow the exam policy.

All students are encouraged to visit faculty during office hours if there are any questions about coursework activities. For all writing, articulating, presenting, and testing difficulties, students should access the appropriate CSUSB student resources.

*Unauthorized withdrawal is charged the equivalent to an F.

Revised by Faculty Org May 4, 2020, Effective May 4, 2020

GRADING SCALE POLICY

In order to standardize grading across courses, nursing faculty will adhere to the following course grading scale.

Grades & Percentages

Grades	Percent
A	93-100%
A-	90-92%
B+	87-89%
B	83-86%
B-	80-82%
C+	77-79%
C	73-76%
C-	70-72%
D+	67-69%
D	63-66%
D-	60-62%
F	59% and below

Below 73% in a course grade is **NOT PASSING** according to Department of Nursing academic policies.

Percentage grades will **not** be rounded.

Final grades are assigned but the faculty member. Grades in the learning/course management system are not the official grade book.

Please consult the Examination Policy for information as to how an exam average of less than 73% in select theory courses affects the final course grade.

Reviewed 1/5/2017; revised 1/5/2017

DON PRE-LICENSURE PROGRAM CREDIT BY EXAMINATION POLICY

Background

California State University (CSU) San Bernardino (CSUSB) Department of Nursing (DON) complies with the California Board of Registered Nursing (BRN), CSU, and CSUSB regulations and policies for awarding of credit for previous education or other acquired knowledge, including military education and experience.

For information, these are the California BRN regulations on previous learning:

- **CCR 1430** [Previous Credit](#)
- **CCR1426** [Required Curriculum \(d\)\(1\)](#)
- **CCR 1423.1** [Grounds for Denial or Removal of Board Approval](#)
- **CCR 1424** [Administration and Organization of the Nursing Program \(b\)\(3A7B\)\(4\)](#)

CSU Systemwide Nursing Policy is linked [here](#). The CSUSB Academic Regulations and Standards pertaining to credit by examination are linked [here](#).

CSUSB DON policy allows the awarding of course credit for previous education or other acquired knowledge, including military education and experience. This practice applies to all students, including those who have served or are serving in the United States Armed Forces.

Applicants for credit by examination will be held to all existing BSN program requirements, prerequisite courses, supporting courses, courses in the major, and graduation requirements.

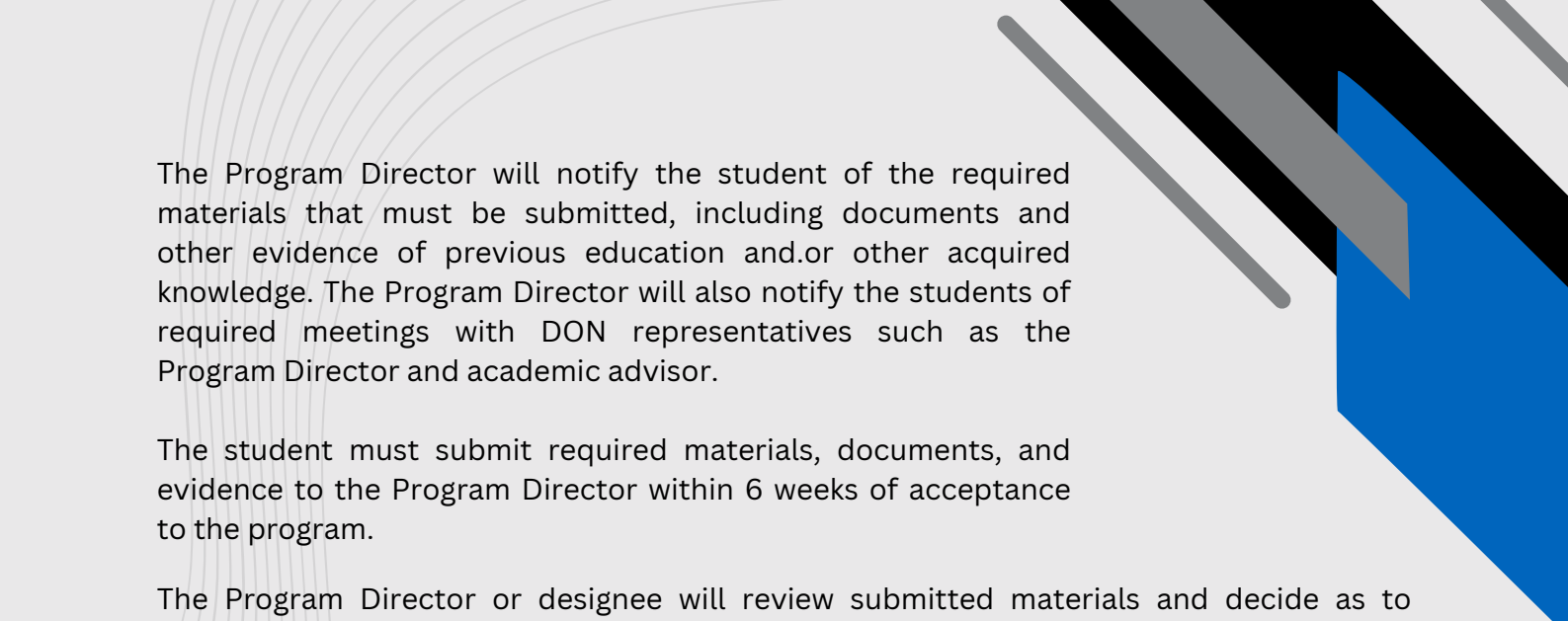
Credit may be earned by examination for course in the BSN program. Examples of courses are listed below. Cognitive, affective, and psychomotor knowledge and skills within the course will be included in the examination. Thus, depending upon the course to be challenged under the Credit by Examination policy, the examination may be written and/or involve demonstration of practical skills.

- NURS 2821 Foundational Theory and Skills - Theory & Clinical
- NURS 3016 Health Assessment - Theory & Clinical
- NURS 3080 Pathophysiological Concepts - Theory course
- NURS 3082 Pharmacology and Therapeutics - Theory course

Credit by Examination Process, Timeline, and Documentation

If an admitted student thinks they have previous education or other acquired knowledge for which CSUSB credit by examination may be awarded, the following process must be followed.

Admitted and enrolled (matriculated) students, within 4 weeks of acceptance into the BSN program, must notify the Undergraduate Program Director in writing (email is acceptable) of the request to seek course credit for previous education or other acquired knowledge. The student must specify the course for which course credit by examination is sought.



The Program Director will notify the student of the required materials that must be submitted, including documents and other evidence of previous education and/or other acquired knowledge. The Program Director will also notify the students of required meetings with DON representatives such as the Program Director and academic advisor.


The student must submit required materials, documents, and evidence to the Program Director within 6 weeks of acceptance to the program.

The Program Director or designee will review submitted materials and decide as to whether the student is eligible to pursue credit by examination. The student will be notified of the determination within 2 weeks of receipt of the above materials by the DON. The Program Director will arrange for students who are eligible to pursue credit by examination to complete the required examinations/competencies for each course being challenged under the Credit by Examination policy. Written and skills performance examinations/competencies will be the same as those taken by students enrolled in the course being challenged. The student will be given information relevant to pertinent course syllabi, learning outcomes, textbooks, and reading assignments. The student will be informed as to the nature and topics of examinations, whether theory (written) or practical (e.g., psychomotor, cognitive, and/or affective skill demonstration).

The challenge examinations and/or competencies must be completed within the first 2 weeks of the academic term.

The Program Director will review the outcomes of a student's examinations/competencies within 1 week of their completion and determine whether course credit will be awarded or cannot be awarded based on the student's ability or failure to demonstrate knowledge/competency. The Program Director or designee will notify the student of the decision, in writing, within 4 weeks. The student's individual educational plan will reflect adjustments made in response to the awarding of credit by examination.

Appendix A contains the Credit by Examination Documentation Form that will be placed in the student's DON academic file.



Appendix A

CSUSB Department of Nursing

Credit By Examination Form

1. Matriculated (enrolled) student notifies the Department of Nursing within 4 weeks of acceptance into the BSN program of his/her request to seek course credit for previous education or other acquired knowledge, including military education and experience and specifies course(s).

_____ Yes _____ No

Program Director Signature and Date _____

2. Student provides materials, documents, and evidence for consideration for a specified course(s) within six weeks of acceptance into the program.

_____ Yes _____ No

Program Director Signature and Date _____

3. The student adheres to the timelines noted in 1 and 2 above for consideration of request.

_____ Yes _____ No

Program Director Signature and Date _____

4. Student meets with undergraduate nursing advisor or designee as requested.

_____ Yes _____ No

Program Director Signature and Date _____

5. The Program Director or designee reviews the materials, documents, and evidence within 2 weeks of receipt of materials to the department and makes one of the following determinations:

_____ Documentation requesting consideration for course credit by examination/competency is appropriate and complete. (Attach documentation to this form and place in student file).

_____ Documentation requesting consideration for course credit by examination is inappropriate and/or insufficient to establish eligibility to sit for credit by examination/competency. (Comment below with rationale for denial of request).

Comments:

Program Director Signature and Date _____

6. The Program Director arranges for the student to complete examination(s) demonstrating knowledge and/or skill competence specific to the course(s) being challenged. The examination(s) must be completed within the first 2 weeks of the term.

_____ Yes _____ No

Program Director Signature and Date _____

7. The Program Director or designee reviews the outcomes of the student's examinations /competencies, as well as other submitted materials and evidence, within 1 week of completion, and makes one of the following determinations and places documentation in student file.

_____ Course credit is awarded

_____ Course credit cannot be awarded based on failure to demonstrate knowledge/competency

Comments:

Program Director Signature and Date _____

8. Student is notified by the undergraduate advisor or designee of the decision within 4 weeks of the Program Director's decision. If a "cannot award credit" decision is made, the letter of notification will indicate the rationale behind the decision.

_____ Yes _____ No

Program Director Signature and Date _____

ACADEMIC ATTENDANCE

The Attendance Policy for the DON reflects professionalism and is in compliance with the California Board of Registered Nurse Total Curriculum Plan and pertains to both Clinical and Theory. The Board of Registered Nursing provides guidelines for required theory and clinical hours attended by the pre-licensure nursing student in order to be granted NCLEX-RN candidacy.

Students are expected to attend and complete all theory and clinical hours. Students are expected to arrive on time, be present, and participate in learning in theory and clinical courses.

Lecture Attendance

1. Students are expected to attend and complete all theory courses.
2. Students are responsible for all information covered in lectures. Specific details are set by the instructor and stated in the course syllabus.
3. In the event of illness or crisis that will cause absence or tardiness, the lecturing instructor must be notified by voice message on that instructor's cell phone. Students must notify instructors two hours before the scheduled time of class or clinical if they will be absent. Sending a word with another student instead of contacting the instructor is not acceptable.
4. Students who foresee a prolonged absence must meet with the Department Chair/ Chief Nurse Administrator or Undergraduate Program Director to discuss possible options (i.e., leave of absence, drop, or withdrawal from the program). Procedures for these are found in the CSUSB Bulletin of Courses.

Make-Up Lecture

1. Individual instructors may require make-up for missed lectures.
2. It is the student's responsibility to make-up for missed lecture content.

Examinations

Students are expected to be present and to arrive on time for all examinations. If a student is going to be late or absent from a scheduled exam, the Instructor must be notified prior to the scheduled exam and request approval to make-up the exam. Approval to make-up an exam ordinarily should be rare and only for an unavoidable serious reason. Ordinarily, travel and/or attendance at an outside employer event is not an unavoidable serious reason. Approval is at the discretion of the faculty member in collaboration with the Department Chair and/or Undergraduate Program Coordinator.

If a student misses an exam and has called in to report the absence and was granted permission to take a make-up exam, the student must take the exam on the first day back to campus. However, if the student does not call in the absence, he/she will not be permitted to take the exam and the score for that exam will be recorded as a zero. Extenuating circumstances causing absences will be evaluated on an individual basis by the faculty teaching that course in consultation with the Department Chair and Undergraduate Program Director.

ABSENCES

All absences and tardiness must be discussed with the instructor. This must be done prior to the absence or tardiness unless a critical safety issue prevents it. Failure to report (no call/no show) will be reported to the Program Director and Department Chair and is grounds for dismissal.

Excused Absence

An excused absence is defined as:

- Student illness or critical illness/death in the immediate family only, illnesses or injuries (with physician' documentation) that prohibit students from participating in class/clinical are excused. Immediate family is defined as spouse/life partner, child, parent, sibling, grandparent, or grandchild.
- Short-term military obligation.
- Jury duty or subpoena for court appearance. Students should make arrangements to postpone or schedule all court activities during times that do not conflict with nursing classes and clinical activities. Documentation for court may be obtained upon request from the department office.

An excused clinical/lab absences **must be** made up.

Unexcused Absence

An unexcused absence is anything that does not meet the qualifications above. If the absence is not excused, the student is subject to disciplinary action and must meet with the instructor of the course, the Department Chair, and/or the Undergraduate Program Director.

- The student must meet with the faculty member to write a strategic plan for success (SPS), assisting students to ensure compliance with attendance policy.
- Students are expected to schedule employment interviews and orientation outside of class and clinicals.
- Students are advised to explain to employers that it is unprofessional not to meet academic requirements.

All absences will not be excuses until the student provides documentation and the student must have notified the instructor a minimum of two hours before the absence. If a student leaves theory/clinical class early, the student will be counted absent for that day.

- After **one (1)** absence in theory or clinical, the student is expected to meet with the faculty member, will receive a SPS, describing plan(s) for a make-up, and be required to complete a make-up day.
- **Two (2)** absences in theory and clinical combined are considered excessive. The student will meet with the Chief Nurse Administrator/Department Chair and/or the Undergraduate Program Director to determine the student's eligibility to remain in the program.

Clinical Tardiness

Clinical nurses and faculty expect students to be on time and ready to receive reports. Students who are tardy must meet with the clinical instructor to write a SPS, assisting students to ensure compliance with attendance policy.

- First Tardy
 1. Students tardy within thirty (30) minutes of expected arrival will constitute a modification of clinical assignment (non-RN role).
 2. A tardy more than thirty (30) minutes will be counted as an absence without any remediation and will constitute a modification of clinical assignment (non-RN role).
- Second Tardy
 1. Students tardy within thirty (30) minutes of expected arrival will constitute a modification of clinical assignment (non-RN role) AND results in one absence without any remediation..
 2. A tardy more than thirty (30) minutes will be counted as an absence resulting in a second absence and failure of course.
- Third Tardy
 1. Results in failure of course.

Students are required to meet with clinical faculty and arrange for making up the hours at the skills lab if applicable.

Lecture Tardiness

- Two (2) tardy occurrences in theory will be counted as one (1) absence.
- Students who are tardy must meet with the lecturing instructor to write a SPS, assisting students to ensure compliance with attendance policy.

Clinical Attendance

Clinical attendance is required for successful completion of the nursing program. **All clinical hours must be completed.** Failure to complete the required number of clinical hours and/or experiences may result in failure of a course and/or ability to progress in the program. If a student is required to repeat a course due to absences or inability to complete the required number of clinical hours and/or experiences, the student will be required to wait until space is available in the next offering of the class. This means the student may have to wait one or more terms to continue in the nursing program as successful completion of the current clinical courses is usually a prerequisite for enrolling in the next semester's clinical coursework. All changes or modifications in a student's curriculum sequence and/or continuation in the nursing program will require approval by the faculty and Department Chair and/or Undergraduate Program Director.

Process for Clinical/Lab Absence

1. It is the responsibility of the student to find out the date, time, and place of the initial clinical lab. This information can be acquired by checking on MyCoyote. Faculty may also send an email with the information to the students' campus email address or post information on the course LMS.
2. Students are required to attend all clinical experiences by arriving on time and attending the entire experience. In the event of illness or crisis that will cause absence or tardiness, students must notify the clinical instructor at least two (2) hours before the clinical experience begins. If the instructor cannot be reached, the student should leave a voice message on that instructor's cell phone and contact the Nursing Department support staff to report the absence.
3. Students should refer to the individual instructor for additional instructions regarding reporting of absences/tardiness as each clinical agency has its clinical requirements that must be met. Sending a word with another student instead of contacting the instructor is not acceptable. Failure to notify the instructor of an absence or tardiness in advance is considered an "unexcused absence." A second occurrence of an unexcused absence will lead to immediate failure of the course.
4. A student with two (2) absences or three (3) tardy occurrences that cause the student to not achieve the core competencies needed to pass the course will be required to drop/withdraw or they will fail the course.
5. There are no make-up provisions for unexcused absences at hospital or on/off site clinical experiences.
6. Students who foresee a prolonged absence (due to significant illness or military commitment) must meet with the Chair/Program Director to discuss possible options (i.e., leave of absence, drop, or withdrawal from the program). Procedures for these are found in the CSUSB Bulletin of Courses.

READMISSION TO THE NURSING PROGRAM

Students must attain grades of “C” or better in all “NURS” courses required for the nursing major in order to progress in the program. Nursing courses in which students earn less than a C, (defined as “failure” in this document) may be repeated for credit only once, and this repetition requires both, departmental consent and the appropriate university petition.

Students who are administratively dropped of “failure” of two (2) nursing courses (the same course twice or two different courses within one term, i.e., NURS 3610 and 4510, or two different courses in two separate terms) during their nursing curriculum will be dismissed from the program and cannot apply for readmission. Exceptions to this policy may be appealed to the Department Chair and the Admission Progression and Recognition (APR) committee. Considerations, while very rare, may be considered for extraordinary reasons on an individual basis. A drop or withdrawal from a nursing course, with appropriate documentation described in the CSUSB Bulletin of Courses, will not be counted towards “dismissal,” which is described above.

When a student is dropping, withdrawing, is administratively dropped, or has “failed” a nursing course, as defined by the CSUSB Bulletin of Courses, that student must meet with the assigned faculty advisor and the lead instructor of the course at the time of at the time of the drop, withdrawal, or “failure,” and complete all necessary University documentation.

1. The student must meet with the Department Chair/Undergraduate Program Director to request for readmission. A “Readmission Request Letter” must be received in the Nursing Department office by the deadline below. The office staff will “date stamp” letters and compile a list of students for the Department of Nursing. The letter must include an identification of barriers to successful completion of the course and actions to be taken to mediate those barriers.
2. If the drop, withdrawal, or “failure” occurs after the above date, the student must schedule an immediate meeting with the Department Chair/Chief Nurse Administrator, or Undergraduate Program Director and submit the Readmission Request Letter in order to be considered for the consecutive term.
3. Upon review of the student’s file (which may include faculty advising notes, skills check off documentation, dosage calculation exam score, attendance, and Readmission Request Letter); the Department of Nursing will determine if the student may be readmitted to the Nursing program. Testing of skills/knowledge and other conditions may be required and established for readmission, especially if the student has been out of the program for greater than one (1) term. Costs for any testing will be the responsibility of the student.
4. Students must meet all current compliance requirements at the time of reentry. If the student discontinues or suspends participation in the Nursing program for any reason for a period of one (1) term or greater (summer excluded), **a background check and drug screen will be required upon re-application/re-entry to the program.**
5. A student may be excluded from readmission if documentation finds the student in violation of the student handbook, disciplinary actions, or university policies.

6. Readmission is handled on a case-by-case basis due to limited clinical space.
7. Students will be required to follow the course sequence of the cohort into which they are readmitted.
8. Any student who must drop/withdraw for military service will be given priority during the readmission process. See [Bulletin of Courses](#).
9. The DON will notify the competency assessment program (i.e., ATI) coordinator of students departing and starting in cohort.
10. It is highly recommended that the student visits their instructor and/or advisor for analysis of their performance and that the student visits support services outside of the Nursing Department (testing center, CARE Team, counselor, financial aid) for assistance.
11. Failure to adhere to program policies such as privacy violation and deviation from safety procedures may be subject to disciplinary action including suspension and dismissal from the program after consultation with Assistant Directors, Program Director, and /or involved faculty and staff.

UNIVERSITY PROCESS FOR LEAVE OR ABSENCE

Degree seeking undergraduate students who plan to be absent from the university for more than two consecutive terms must file a leave of absence to preserve their current catalog rights (Title 5, Article 5, Sec. 40401). A petition, available through the Office of Advising and Academic Services, must be filed and approved. In most instances, with an approved leave of absence, a student may be absent from campus without losing rights to specific degree requirements under an earlier catalog. Petitions for leaves of absence should be filed in advance of the interruption in enrollment. Please refer to the [Bulletin of Courses](#) for further information.

The maximum duration for any leave is two (2) calendar years although exceptions to the two-year limit may be granted under extenuating circumstances. Leaves of absence will not be approved for students who are:

- Subject to disqualification or dismissal due to academic deficiencies or disciplinary action.
- Not completing any degree applicable coursework.
- Enrolling only in extension courses or those who are only auditing courses.

Students who do not return to CSUSB at the conclusion of their planned leaves and those who enroll elsewhere without permission of the Office of Records, Registration and Evaluations will be considered to have withdrawn from the university at the end of their last term of regular enrollment. Please refer to the CSUSB Bulletin of Courses for more information.

ACADEMIC HONESTY

The faculty of the Department of Nursing are committed to the principle that ethical conduct and professional integrity are of paramount importance for all students. Each student shall maintain academic honesty in the conduct of their studies and other learning activities at CSUSB. The integrity of this academic institution and the quality of education provided in its degree programs are based on the principle of academic honesty. Academic dishonesty is an especially serious offense. Plagiarism, cheating, collusion, fabrication, and purchasing or accessing test banks are view as direct violations of the [Student Code of Conduct](#).

ACADEMIC HONESTY POLICY

Plagiarism and Cheating

Nurses are recognized and respected for their integrity in caring for patients and all aspects of the profession.

All nurses and nursing students are expected to uphold the highest levels of professionalism, including academic honesty as described in the ANA Code of Ethics for Nurses. As participants in a community of learners, nursing students are expected to hold themselves and others to the highest levels of integrity and honesty.

If a student is aware of any actual or potential lack of integrity, professionalism, or academic integrity, the student is expected to report it to faculty and/or Department of Nursing leadership. Any student who makes faculty aware of lack of integrity or lack of professionalism, will be protected from harassment and bullying.

Plagiarism and cheating are violations of the Standards for Student Conduct (Title 5, §41301, California Code of Regulations) and may be dealt with by the instructor, the department, and the University Student Conduct Administrator.

Procedures for addressing cheating and plagiarism are found below. Questions about academic dishonesty and the policy should be addressed to the University Office of Student Conduct and Ethical Development (student-conduct@csusb.edu) and the chair of the department of nursing.

Plagiarism is the act of presenting the ideas and writing of another as one's own.

Cheating is the act of obtaining or attempting to obtain credit for academic work through the use of any dishonest, deceptive, or fraudulent means. Cheating includes but is not limited to:

- Obtaining, downloading, sharing, copying, discussing, and/or making public any part of a previous exam or other assessment material or instructor and/or student intellectual property without their permission. This applies to materials from within or external to the CSUSB community.
- Copying, in part or in whole, from another's test, software, test bank. or other evaluation instrument.



- Submitting work previously submitted for credit in another course, unless this has been approved by the course instructor or by departmental policy. This is considered self-plagiarism. Even when quoting a *portion* of one's own work previously submitted for credit, the student should cite their original work to acknowledge its re-use in work subsequently submitted for credit.
- Submitting work simultaneously presented in two courses, unless this has been approved by both course instructors or by the department policies of both departments.
- Submitting work (e.g., paper or assignment) as one's own original work that was prepared by a surrogate writer or other service.
- Using or consulting during an examination, sources or materials not authorized by the instructor.
- Altering or interfering with grading or grading instructions.
- Sitting for an examination by a surrogate, or as a surrogate.
- Any other act committed by a student in the course of his or her academic work, which defrauds or misrepresents, including aiding or abetting in any of the actions defined above.

Plagiarism and cheating are academically dishonest and subjects the offending student to penalties up to and including dismissal from the program. Students must make appropriate acknowledgements of the original source where material written or compiled by another is used;

Engagement in cheating, aiding cheating, or aiding in the cover up of cheating will result in formal disciplinary proceedings that could result in consequences including dismissal from the program. Confidentiality of the informant will be maintained as possible.

Approved by FO 3/5/2021

Collusion

Any student who knowingly or intentionally helps another student to perform any of the above acts of cheating or plagiarism is subject to disciplinary action for academic dishonesty. There is no difference between students who cheat and plagiarize and those who willingly allow it to occur. Some instructors permit group work collaboration between students' all students should write up their work independently of one another, unless the instructor has given explicit approval for common write up. If there are any questions about collaboration, students are strongly urged to ask their instructor about the appropriate procedures for the course.

Fabrication

Fabrication is falsifying or invention of any information or citation in an academic exercise.

ACADEMIC INTEGRITY REVIEW PROCEDURE

1. If a faculty member(s) suspects a student violated the Academic Integrity Policy, the faculty member will have a face-to-face/virtual fact-finding conversation with the student. The student will be given an opportunity to respond. Faculty member(s) may consult with the Department Chair if they need guidance on how to proceed.
2. If the faculty member(s) concludes the student is not responsible for the suspected violation, the matter is closed.
3. If the meeting findings suggest sufficient information to warrant further inquiry, in accordance with [FAM policy 803.5](#), the faculty member(s) will:
 - Preserve the evidence in support of the allegation.
 - Notify the student of the allegation and of the evidence on which it is based.
 - Provide the student a reasonable opportunity to challenge or rebut the allegations.
 - Notify the student of the action being taken.
 - Direct the student to review the University Academic Dishonesty Policy to ensure they are aware of their rights for defending themselves.
4. The faculty member(s) will notify the Chair/Program Director and call a meeting to discuss the situation. The meeting will include the student, the faculty member(s) involved, and the Department Chair/Program Director. Based on the outcome of the meeting, the instructor will document the findings per the Department of Nursing. The [Student Conduct Form](#) may be used. The matter will be referred to the Department of Nursing Admission, Progression, and Recognition (APR) committee for recommendation of action to the Chair/Program Director.
5. The Chair/Program Director notifies the student to submit a document to the APR committee giving his/her report of the incident.
6. The matter may be resolved at the department level with consequences including but not limited to:

Faculty may assign:

 - a lower or failing grade on the assignment/exam
 - a course failure
 - a requirement that the student repeat the assignment and perhaps some additional assignment
 - a lower grade for the course

Chair may also:

 - initiate, in conjunction with the faculty member, a remediation plan for program continuation
 - remove the student from the classroom/clinical
 - dismiss the student from the course
 - dismiss the student from the program

7.If alleged dishonesty occurs near the end of the course or otherwise cannot be resolved prior to the grade submission deadline, the faculty member may assign a grade of RD (report delayed) to hold the final grade in abeyance until the investigative process has been concluded.

8.In a case where a student denies academic dishonesty, the student may request a repeal of the decision of the Department of Nursing. A student may appeal a determination that the student committed an act of academic dishonesty by filing a request for a review of that finding. The student is to be referred to the:

- [University Grievance Policy](#)
- [FAM 803.65](#)

The request for review shall be filed within 40 working days of the written notification to the student of the sanction. The request for review shall be submitted in writing to the Dean of the College of Natural Sciences (CNS). This request must specify the particulars that are the basis of the student's appeal.

9.The student may appeal the decision of the Department of Nursing to the Dean of CNS, the Provost, and the President.

10.Concurrently with the Department of Nursing Process, the faculty member(s), in consultation with the Chair/Program Director, will notify the Office of Student Conduct and Ethical Development (Office of Student Conduct) if there is an indication of a violation of the Academic Integrity Policy by completing and submitting the [Student Conduct Form](#) to the Student Conduct Administrator, care of the Office of the Vice-President for Student Affairs. The Office of Student Conduct will review and may take University disciplinary action independently in accordance with their policy and process.

FO approved 5/7/2021

ACADEMIC PROBATION & DISQUALIFICATION

Academic probation as defined in the CSUSB [Bulletin of Courses](#) as any time the cumulative grade point average in all college work attempted of the cumulative grade point average at CSUSB falls below 2.0. The student shall be removed from academic probation when the cumulative grade point average in all college work attempted and the cumulative grade point average at CSUSB is 2.0 or higher. A student on academic probation per CSUSB policy is not eligible to progress in the nursing program.If the student is removed from CSUSB academic probation, the student may petition to be considered for readmission to the nursing program if eligible per program policy.

- In addition to the University policy above, it is an expectation that nursing students must attain grades of "C" or better in all courses required for the Nursing major in order to progress in the program. Students who withdraw, drop, or fail a NURS course may not progress in the nursing program unless readmitted to the nursing program in according to the program readmission policy.

Academic Disqualification

A student on academic probation is subject to academic disqualification. Therefore, a student is academically disqualified and not considered to enroll in NURS courses if the student is unsuccessful in repeating a NURS course, earning a grade less than a C. In addition, if the student earns less than a grade of C in a second NURS course, in the same term or in a subsequent term, that student will be academically disqualified and not considered to enroll in NURS courses. Students who are subject to Academic Disqualification will not be permitted to reapply for readmission and will be notified.

A drop or withdrawal from a nursing course, with appropriate documentation described in the CSUSB Bulletin of Courses will not be counted toward academic disqualification.

ACADEMIC EXPECTATIONS

Preparation, Attendance, Participation

Regular preparation, attendance, and participation are prerequisites to effective learning.

- If a student misses theory-based classes, the student remains responsible for learning course material presented during the absence. Faculty members believe attendance in all nursing courses is essential to the learning and success of each student. The learning that results from the interaction and sharing with other students is an important and integrative aspect of the learning process.
- The participatory nature of nursing courses mandates careful preparation for class sessions. Students should be prepared to contribute ideas and ask relevant questions. Many courses include participation as a class requirement and points are awarded according to participation.
- Class lectures and discussions require that all students are respectful of their peers and faculty.
- Cell phones, pagers, or other noise-producing electronics must be silenced and put away prior to class.
- No lecture may be recorded on any electronic device without the consent of the professor.
- Questions, conversation, and other discussion should be respectful at all times.
- Arriving late to class and/or leaving early reduces a student's ability to learn and disrupt the learning of classmates.
- Laptops are permissible in class, unless otherwise indicated by the instructor, as long as they are used exclusively for class related activities. Checking email, websites, and doing other work reduces ability to learn and distracts other students.
- Disruptive behavior will not be tolerated, and disruptive students may be asked to leave class.

With all clinical lab experiences, students are expected to be professional and maintain confidentiality on all personal and sensitive information obtained in the course. This includes, but is not limited to, avoiding discussions that would allow others to identify the subject of the information and removing patient names from course papers/class assignments. To discuss patient information in a student forum, a student may use initials or a name that is not the patient's. Failure to protect the privacy of others may have serious repercussions and is a violation of the Health Information Protection and Privacy Act (HIPAA).

SPECIFIC REQUIREMENTS FOR NURSING COURSES

Use of APA Guidelines

Formal papers in nursing courses will be written, unless otherwise instructed, following the guidelines in the most current edition of the Publication Manual of the American Psychological Association. The book should be purchased and kept as a reference.

TERM WITHDRAWAL

Dropping down to zero units (or withdrawal from all classes) is considered a withdrawal from the term and/or university. To withdraw, this process can be performed per MyCoyote by the designated Census deadline for each term. Withdrawing from all classes after the Census deadline will require petitioning with the Dean of the College of the student's major. Refer to "Adding and Dropping after Census" for further information on petitioning.

LEAVE OF ABSENCE FROM NURSING PROGRAM

DON Process

In order to remain in good standing with the DON, students who need to request a Leave of Absence or Withdrawal from the program must submit a letter to the Department Chair. This letter must include reasons for leave and expected return. A returning nursing student must also follow the Readmission to the Nursing Program policy.

PROGRAM DISMISSAL POLICY

The following causes shall be sufficient for immediate dismissal:

1. Professionalism

- Documented and counseled (not to exceed 3 times) account of poor personal hygiene.
- Documented and counseled for display of unprofessional image.
- Documented and observed cheating, collusion, fabrication, plagiarism, purchasing unauthorized materials (e.g. test banks) in the classroom and/or clinical practice settings.
- Insubordinate attitude or comments to faculty and/or staff.
- Refusal to sign a prepared SPS.
- Noncompliance with program policies, procedures, and/or SPS.
- Unethical or inappropriate conduct in the classroom and/or clinical practice settings.
- Documentation of behavior consistent with chemical impairment.
- Use of alcohol or abuse of drugs while in class or clinical.

2. Academic Performance

- Failure in required nursing course (theory or clinical).
- Failure to meet expectations of SPS.

3. Clinical Performance

- Unsafe performance in the classroom and/or clinical practice settings. (See Unsafe Clinical Behavior Chart with Examples).
- Inconsistent performance in delivering patient care.
- Unsatisfactory/inappropriate recording and reporting, and inaccurate documentation.

- At any point in the term, failure to complete clinical objectives.
 - Insubordination to clinical instructors or clinical facility staff.
- 4.Attendance
- Illness, mental or physical, deemed sufficient to interfere with the student's ability to complete objectives.
 - Excessive absences or tardiness, as defined by the Attendance Policy.
- 5.Any other reason listed in the student conduct section of the University's Bulletin of courses.

Any infraction will require a review by the Department of Nursing.



Student Resources

CSUSB provides resources to its student nurses. The following are resources provided through CSUSB and the Department of Nursing for your use during the course of your academic career at CSUSB.



ACADEMIC ADVISEMENT

Department of Nursing Undergraduate Student Academic Advisee Policy

Undergraduate pre-nursing students who are not currently enrolled in nursing courses are advised by staff in the College of Natural Sciences (CNS) Advising.

Undergraduate nursing students who are enrolled in their first nursing course will be assigned a DON faculty advisor. Additional advising support may be available to nursing students from CNS and DON Peer Advisors.

- Prelicensure students are expected to meet with their faculty advisor for 30 minutes face-to-face or web conference platform (if all parties are comfortable and in agreement).
 1. First term in the program.
 2. Third term in the program.
 3. The second to last term prior to graduation and prior to filing Grad Check.
- Students need to communicate with their faculty academic advisor every term or as needed to update their program plans.
- A required 30 -minute meeting (face-to-face, or web conference platform) to create or conduct a detailed review of the program plan will be held in the first term of the program. A registration hold will be placed until after the meeting.
- A required 30-minute face-to-face meeting to conduct a detailed review of the program plan will be held in the first, third, and fourth semester of the program. A registration hold will be placed on prelicensure nursing students until after the meeting.

Students are strongly encouraged to meet with their advisor via phone, email, or web conference platform (if all parties are comfortable and in agreement) during all other terms to check in and revise program plans as needed.

A hold will be put on registration for all students in the terms following the required face-to-face or web conference advising meetings. Registration holds will be lifted by the advisor after each required face-to-face meeting.

RN to BSN will meet with their faculty advisor each year and prior to filing a Grad Check. A Grad Check must be completed prior to graduation, during the term required by the University. Students are welcome to attend advising sessions offered by Peer Advisors as well.

Below are some examples of additional reasons students should make an appointment to see their academic advisors.

Before Add/Drop Ends:

- To obtain an advisor's (aka dean's) signature for your add/drop slip.
- For help arranging an independent study (for sophomores, juniors, and seniors).
- For approval to take an overload in a term (for sophomores, juniors, and seniors).
- To take a course pass/fail or audit a course (for sophomores, juniors, and seniors).

During the Academic Term:

- To discuss program plan.
- Questions about graduation requirements.
- Questions about details on your PAWs report.
- Advice on academic success strategies.
- Information on campus resources.
- Concerns about a course.
- To discuss withdrawal from a course. Be aware of withdrawal deadlines each semester.
- Referral to appropriate campus resources for personal issues that may be affecting your academic progress.
- To discuss an academic, medical, or personal leave of absence.
- Questions about a change of major.

End of Academic Term

- To request an incomplete in a class (should contact advisor by the last day of classes).
- To arrange to take an exam during the conflict exam time.
- To discuss scheduling concerns for upcoming semester.

Students will be asked to complete an evaluation of their academic advisor after each required 30-minute face-to-face meeting. Students' evaluations will be anonymous; the evaluation results will be used by the advisor as part of overall performance evaluation.

Adapted from School of Nursing and Health Students at Georgetown University, Washington, D.C.

Please Note: If nursing courses have not been finalized at the time of registration, students will need to be flexible should the finalized schedule conflict with other courses.

UNIVERSITY CATALOG AND SCHEDULE OF CLASSES

Information about admission requirements, registration, student activities, and academic policies is available in the university catalog and via the university website.

STRATEGIC PLAN FOR SUCCESS (SPS) POLICY

The faculty at CSUSB DON is committed to assisting students to achieve their maximum potential. However, there are times when certain factors prohibit/prevent students from achieving their goal. In order to afford the student due process and time for remediation and improvement, the following sequence of events will be observed. All reference to standards is based on the current editions of the following documents:

- Student Handbook
- Relevant Course Syllabus
- American Nursing Association (ANA) Standards
- CSUSB Bulletin of Courses

1. The student or faculty recognizes unresolved or ongoing difficulties in any of the following areas: professional conduct, clinical proficiency, absence or tardiness, as defined by the current student policy and procedure manual, and relevant course syllabus.
2. An instructor will develop a SPS Guidelines identifying the deficiency and a SPS. The following steps will be implemented:
 - Following a meeting of relevant involved parties, the student may be removed from the clinical setting as determined by the instructor, to allow time for further clarification and verification of information.
 - The instructor will contact the Chief Nurse Administrator/Department Chair.
 - The SPS will be ready for the student's signature by the next clinical day from the identification of the deficiency.
3. Within five (5) workdays, the instructor, in consultation with the Department Chair/Chief Nurse Administrator, will meet with the student to define the details of the SPS for completion.
4. The plan may include referral to:
 - Theory and/or Clinical Instructor of the course.
 - The Student Health Center, Counseling and Psychological Services, and/or CARE Team for a solution for personal problems that interfere with learning.
 - The Learning Center for assessment of possible learning disabilities and/or remediation work in deficient areas and tutorial support.
 - Referral to Skills Lab Coordinator for clinical remediation support.

During this meeting, an opportunity will be provided for student input.

5. A copy of the SPS filed in the student's department record.
6. An instructor may schedule weekly meetings with the student during the term of the SPS to review progress. If the student fails to demonstrate reasonable progress in accordance with the SPS, the instructor may request a meeting with the student, Program Director and Chief Nurse Administrator/Department Chair. At this meeting, the prohibition of the student to attend class and/or clinical may be determined.
7. At the conclusion of the improvement date identified in the SPS, the student and instructor will meet. Progress will be reviewed; however, all SPS are maintained throughout the remainder of the program.
8. If, in the professional assessment of the faculty and the Chief Nurse Administrator/Department Chair, the student does not satisfy the terms of the SPS, the student will be notified verbally and in writing during a meeting with the instructor and the Chief Nurse Administrator/Department Chair. The student will be unable to attend the clinical portion of the course. **This will result in failure of both theory and clinical courses.**

Within three (3) working days, an appeal meeting will be scheduled to determine the student's eligibility to continue their course/program. During this meeting, students may respond in writing regarding the reasons for having not satisfied the terms of the SPS.

This final meeting will include, but not limited to the instructor, Department Chair/Chief Nurse Administrator, and the student. The student may have a maximum of two (2) student peers present to give additional input. A decision will be provided to the student, verbally at the meeting and in writing, within five (5) working days.

Upon completion of the appeal meeting, if the appeal is not granted, the student will be administratively dropped from nursing courses.

After the above process, if the issue is still unresolved, the student may:

1. Request a meeting with the Dean of Natural Science, to review the findings and student input.
2. The Dean may, after consideration of the circumstances, recommend the issues be brought to the Ombuds Services.
3. Students are expected to follow the guidelines identified in the Grade/Academic Grievance Procedures in accordance with the CSUSB Bulletin of courses.

List of Student Resources

CARE TEAM

The Campus Assessment, Response, and Education (CARE) Team is a multidisciplinary group of professional staff members who come together to provide support and resources to students. The CARE Team receives, assesses, responds to, and monitors behavior on campus that may be disruptive, concerning, or threatening. More information is on their [website](#),

CAREER CENTER

The mission of the Career Center is to support the career readiness of all students and alumni by providing advising, assessment, workshops, career events, employer networking opportunities, internships, and job opportunities that result in the establishment or advancement of personalized career goals. You can learn more at their [website](#).

COUNSELING & PSYCHOLOGICAL SERVICES (CAPS)

CSUSB's Counseling and Psychological Services promotes mental wellbeing of CSUSB students, the campus community and the surrounding region. This is achieved through mental health counseling, advocacy, and outreach and consultation in a safe, supportive and culturally-informed environment. Services are available who are enrolled at CSUSB or extension courses. For more information, visit the [CAPS website](#). To make an appointment, call at 909-537-5040.

ENGLISH LANGUAGE SUPPORT CENTER

CSUSB understands that English Language Learners come from diverse backgrounds and have a rich variety of educational experiences. The English Language Support Center (ELSC) provides a welcoming environment that can help students - as well as faculty and staff - make the university experience rewarding and successful. Visit their [website](#) for more information.

FINANCIAL AID

The Financial Aid office offers programs that provide support for students to help meet the costs of obtaining a college education. Funding for such programs is provided by the federal and state governments, the individual colleges and universities, and a variety of other public and private sources. You can visit the [Office of Financial Aid and Scholarship](#) website for more information.

GRADUATION REQUIREMENT CHECK

Undergraduate students must request a graduation requirement check (Grad Check) prior to the end of the term of their expected graduation. However, to avoid late fees, the grad check should be filed by the established deadline presented on the grad check deadline.

Post-baccalaureate students must request a grad check at least one term prior to the end of the term of their expected graduations. Grad check deadlines and further information is provided on their [website](#).

OFFICE OF THE REGISTRAR

The Office of the Registrar is committed to helping students meet their degree objectives. By building positive working relationships with students and providing quality services, students are able to navigate through their academic careers to lead to successful professions. For more information you can visit the [Office of the Registrar](#) at University Hall, Suite 171 or their website.

SERVICES TO STUDENTS WITH DISABILITIES (SSD)

The Office of Services to Students with Disabilities (SSD) strives to empower students with disabilities by fostering skills of self-advocacy, resourcefulness, and independence. SSD works collaboratively with the campus community to remove barriers and promote an enriched learning environment where students with disabilities can utilize their skills, and pursue their academic and personal development goals.

The application process is easy and available online by visiting the [SSD website](#) and click on the registration form to apply. More information on the type of documentation needed is also available along with the type of services available, the process of applying and additional resources for students with disabilities. They are located in University Hall, Suite 183.

STUDENT HEALTH CENTER (SHC)

The mission of the [Student Health Center](#) is to provide compassionate, accessible, and cost effective clinical and preventative health service for the student community. SHC provides first aid and basic out-patient care services. See their website for more information.

The R.D. and Joan Dale Hubbard Student Health and Psychological Counseling Center provides basic health and mental health services to students at the Palm Desert campus. You can visit their [website](#) for more information.

VETERANS SUCCESS CENTER (VSC)

Through the VSC and their connection with other departments and organizations on and off campus, former and current service members and their families are provided with the necessary support, resources and information to make their journey successful. This includes support and policies and guidelines for short term military leave, VA certification requests, GI bill, veteran readiness and employment, veteran education assistance, as well as a place for study and workstations. You can find out more about their services and how they can help you on their [website](#).

WRITING CENTER

The CSUSB Writing Center, sponsored by the University's Division of Undergraduate Studies, conducts more than 10,000 one-to-one student writing conferences and facilitates workshops with faculty members in a variety of campus classrooms.

Writing consultants work with students at all stages of the composing process. They help students interpret assignments, discover topics, expand ideas, clarify organization, incorporate counter-arguments, cite references, edit, and proofread. Several consultants work specifically with multilingual students to help them negotiate linguistic and cultural differences in written composition; these tutors also conduct informal English conversation groups for multilingual speakers. To schedule a session, you can visit their [website](#) for more information.

The Graduate Writing Center is a resource reserved for graduate and post-baccalaureate students. The writing consultants will work with students, faculty, and staff on any writing project at any stage of the writing process. They will meet with students online or in-person.

Appointments for the Graduate Writing Center can be scheduled for one hour and students are allowed up to two appointments any given week. To schedule an appointment, you will need to register for an account at the [Writing Center Scheduling App](#). For more information specific to the [Graduate Writing Center](#), including how to schedule a Zoom consultation, visit them at their website.

Safety, Classroom, and Clinical Lab Practices



STUDENT REQUIREMENTS AND COMPLIANCE

Compliance

Compliance is very important. Student nurses are legally and ethically bound to provide safe care to the clients they serve. It is required that all nursing students assume accountability for the safety of themselves, colleagues, and their clients. Requirements are based on legal contracts with clinical agencies, prevailing factors in the education and healthcare environments, and risk management issues.

Compliance is required in order to attend classes and participate in SIM/skills labs on on campus, clinical experiences at clinical agencies and in the community.

Approximately one (1) month prior to the beginning of clinical classes, all requirements for clinical compliance are due. It is the student's responsibility to know the compliance requirements and to keep themselves updated and in compliance, and to provide the DON with proof of documentation of compliance by established due dates and in advance of any expiration dates. Excuses and exceptions are not possible and will not be accepted. If the student is not in compliance with each of the requirements, they will not be permitted to participate in nursing classes and clinical. If necessary, the Compliance Coordinator will drop the student from courses, requiring the student to reapply to the nursing program. Refer to "Readmission of CSUSB Nursing Students" for more information. The DON reserves the right to add, change, or modify the requirements at any time.

Students are expected to demonstrate performance in specific core performance standards (with reasonable accommodation upon verification of disability) including:

- Critical thinking ability sufficient for clinical judgment.
- Interpersonal abilities sufficient to interact with individuals, families and groups.
- Communication abilities sufficient for verbal and written interaction.
- Physical ability to move from place to place and demonstrate manual dexterity and eye-hand coordination.
- Demonstrated auditory, visual, tactile, and olfactory ability sufficient to assess and monitor patients safely.

The Chair and Program Director of the DON, working with Services to Students with Disabilities (SSD), will assist students in determining what accommodations will be needed to enable students to meet these standards.

BACKGROUND CHECKS/FINGERPRINTING

The DON requires all students to submit a cleared criminal background check before participating in any course.

Students are responsible for paying for the background check and for making sure the department gets the information by the due date. The DON uses a designates vendor to perform the background check and maintains the records, protecting confidentiality. The entire process can be done online and should not take more than a few days. If a student has not obtained the background check by the due date, the student will not be able to participate in the Nursing program.

If a student does not obtain a “clear” background report, the student needs to report to the Department Chair/Undergraduate Program Director immediately. If the student’s background check cannot be cleared by the time class starts, the student may be dropped from the program. There be **NO EXCEPTIONS TO FULFILLING THIS MANDATORY REQUIREMENT.**

if at any time a CSUSB nursing student is charged or arrested for any offenses after the initial background check, the student **MUST** notify in writing the Department Chair and Undergraduate Program Director within 48-72 hours of the arrest, violations and/or convictions that occur after the background check is completed. Failure to inform the Department Chair and Program Director may result in dismissal from the program. In addition, if a student discontinues or suspends participation in the program, a background check will be required upon reinstatement of the program.

Arrests, violations, and/or convictions may result in denial by clinical agencies of the student for clinical experiences that are required for successful completion of the nursing program. Arrests, violations, and/or convictions may or may not violate University and/or department policies and/or standards that could result in sanctions. Failure to notify the Department Chair/Program Director will be deemed as a deception and/or misrepresentation by the student and will be handled as a form of academic dishonesty in addition to any other consequences.

Some clinical agencies, including but not limited to Tenet hospitals (DRMC & JFK), Veteran's Administration, Patton State Hospital, and other public health agencies, require additional background checks which may include Live Scan.

Students may be responsible for paying for these additional background checks. A student may be directed to obtain an updated background check at any time during the program. This policy holds true for drug screens too.

DRUG SCREEN TEST

A drug screen is required for all students upon admission to the nursing program. Due to requirements mandated by our clinical facilities throughout San Bernardino and Riverside Counties, all students in the BSN program will be required to have a **CLEAR DRUG SCREEN TEST COMPLETED BEFORE THE START OF THE NURSING PROGRAM.**

The Nursing Department uses a designated vendor to perform the drug screen test and maintain the records. Students are responsible for paying and getting this information to the DON by the due date. **If a student has not obtained a "clear" drug screen test by the due date, the student will not be able to participate in the Nursing program.** There will be **NO EXCEPTIONS TO FULFILLING THIS MANDATORY REQUIREMENT.** It is the student's responsibility to pay for the initial admission test. If the test comes back positive or inconclusive (i.e., dilution, etc.), the student will be required to repeat the test at their own expense.

if a repeat drug test is required by a clinical partner, the Department of Nursing will pay for the first test. If it needs to be repeated, the cost is the responsibility of the student.

If a student does not obtain a "clear" drug screen test, the student needs to report to the Department Chair/Program director immediately. A decision whether the student may remain in the program will be made. A nursing student who cannot participate in required clinical experiences according to the established curriculum due to adverse information in his/her drug screen test report will be informed of this situation prior to being administratively dropped from the program.

Students may be required to do random drug testing any time during the program.

CSUSB contracts with clinical agencies and retains the right to perform drug screen testing of CSUSB Nursing students "for cause." A nursing student should comply with any clinical agency requests for random drug screening. The student immediately notify his/her clinical faculty. If adverse information is found on the results of the drug screen, the student will be immediately removed from the clinical agency. The student must report to the Department Chair/Program Director of the CSUSB DON within 24 hours.

Approved APR 4/15/2022; FO 4/22/2022

LIST OF CORE REQUIREMENTS

Students are required to provide the DON with copies (verified with the original document) of the following:

- **Current state driver's license or state issued identification card.**
- **Measles, Mumps & Rubella (MMR)** - Positive antibody titers for all 3 components (lab report required). If you report an equivocal or negative tier, you MUST receive two doses of MMR, 4-6 weeks apart. No follow up titer is needed.
- **Varicella (Chicken Pox)** - Positive antibody titer (lab report required) for Varicella. IgG results must be reported. If you report an equivocal or negative titer, you MUST receive two doses of Varicella, 4-6 weeks apart. No follow up titer is needed.
- **Hepatitis B** - Positive antibody titers for all 3 components (lab report required). If you report an equivocal or negative titer, you MUST receive three doses of the Hep B booster at 0, 1, 6 months. Post-vaccination students must draw a titer 1-2 months after the series. If the report shows equivocal or negative titer, student may ask for a signed declination waiver. Refer to the [Adult Immunization Schedule](#) for vaccination recommendations.
- **PPD (TB) Two-Step Skin Test** - A two-step PPD skin test (2 separate injections and 2 readings, 1-3 weeks apart) is required in the first year of the nursing program. Yearly renewal follows with one-step PPD (1 injection and 1 reading, 72 hours post-injection), OR QuantiFERON Gold Test or T-spot with lab report is required. Any student with a positive PPD skin test, or have a history or prior positive PPD results (indicating exposure to TB or from prior vaccination with a BCG vaccine) must provide a copy of the positive PPD lab result, a clear chest x-ray (expires every 4 years), and completed the DON Annual Health Screening Questionnaire (signed by the student's healthcare provider).
- **Tetanus, Diphtheria & Pertussis (Tdap)** - Documentation of the Tdap booster within the past 10 years OR one Tdap at any point and Td booster within the past 10 years.
- **Influenza** - Documentation of a flu shot administered during the current flu season.
- **CPR Certification** - Must be the American Heart Association Healthcare Provider course. Copy of front and back of signed card received following completion of an American Heart Association Healthcare Provider course.
- **HIPAA Certification** - Watch HIPAA video during new student orientation (1st term) or clinical class, fill out a form and submit to the nursing office/faculty.
- **Universal Precautions and Blood Borne Pathogens** - Watch BBP video during new student orientation (1st term) or clinical class, fill out a form and submit to the nursing office/faculty.
- **Physical Examination** - Fill out the form provided by the DON and have it signed by your provider.
- **Background Check** - Students will be using Castle Branch for background check and drug screen. Read information in the compliance packet provided during orientation and posted on the DON website.

Without these documents, students will not be allowed to continue in the nursing program. Failure to conform to these policies may result in an administrative drop from courses, and the student will have to reapply to the nursing program. **IT IS THE RESPONSIBILITY OF THE STUDENT** to maintain current documentation of these compliance requirements with the nursing department. It is also the responsibility of the student to retain copies of all documentation submitted. The DON will NOT make copies of any documents submitted and will NOT provide copies of records or other information submitted.

LIABILITY INSURANCE

- Each student in the DON is required to have Student Professional Liability insurance through CSUSB. Currently the CSU Chancellor's Office provides General Liability and Professional Liability for students enrolled in a for credit Health Profession Practicum with a CSUSB partner. Policy coverage is referred to as Student Professional Liability Insurance Program (SPLIP) and may be viewed on the CSU website. The student obtains evidence of coverage from DON and must carry the certificate with them to all clinical activities.

CARDIOPULMONARY RESUSCITATION (CPR) BLS FOR HEALTHCARE PROVIDERS CARD

It is the student's responsibility to maintain a current, valid certification card (copy to be submitted to the Department office). The required CPR course MUST BE American Heart Association (AHA) HealthCare Provider (2-year certification). If previously taken, certification must be valid during the school year (September-June) for the entire two years. Renewals are only done during the Summer (earliest is finals week in Spring and latest is the set compliance deadline) to ensure coverage for the entire academic year. Completing the certification early of for employment purposes will not be acceptable.

PHYSICAL EXAM AND IMMUNIZATIONS

Upon admission to the BSN program, each student must provide documentation from their healthcare provider that they meet the requirements for essential duties in clinical practice through a recent (within the past month) physical exam and are free of contagious diseases. The healthcare provider is to be a licensed primary care provider (MD, DO, NP, or PA). Each student is required to prove immunity, via lab report of blood testing indicating positive IgG titer, to the rubeola and rubella viruses, varicella (chicken pox), mumps, and Hepatitis B. In addition, proof of up-to-date Tetanus, Diphtheria, and Pertussis (Tdap), proof of completed polio immunization series as well as proof of influenza immunization are required. Declinations are not permitted unless due to medical condition(s) at which time proper documentation will be required. In addition, some clinical agencies may require their own test and lab studies done.

HEALTH INSURANCE COVERAGE

Proof of current, active health insurance coverage must be submitted each year, or as appropriate based upon expiration date, prior to attending classes and participating in skills labs on-campus, clinical experiences at clinical agencies and in the community. In addition, a copy of the card (verified with the original), along with proof of current/active status is required. The health insurance card must have the student's name listed.

ACCESS TO TRANSPORTATION

A valid driver's license along with proof of minimum state auto insurance is required. The insurance card or policy must have the student's name listed. Should a student not have a valid driver's license, a copy (verified by the original) of ID must be submitted a notarized letter from the person responsible for driving the student to and from clinical must be submitted each term. The letter must indicate the driver is taking full responsibility for the student.

ESSENTIAL DUTIES TO MEET CLINICAL REQUIREMENTS

To enter into and to complete the nursing program, students must be able to meet the emotional and physical requirements of the DON and the agencies in which students are placed for clinical. If accommodations are required for a student to meet these requirements, the student and faculty are to work with Services to Students with Disabilities (SSD) to determine what accommodations would be reasonable in a clinical setting. SSD accommodations are renewed each term and submitted to the faculty at the beginning of the term.

Emotional Requirements

The student must have sufficient emotional stability to perform under stress produced by both academic study and the necessity of performing nursing care in real patient situation while being observed by instructors and other health care personnel.

Physical Requirements

In order to participate in CSUSB DON, students are required to travel to agencies and hospitals, and to homes with unpredictable environments. Students need to have the endurance to adapt to a physically and emotionally demanding program. The following physical requirements are necessary to participate in the clinical application courses in nursing:

- **Strength:** Sufficient strength to lift, move, and transfer most patients; to restrain and carry children; to move and carry equipment; and to perform CPR, which requires sufficient body weight and adequate lung expansion.
- **Mobility:** Sufficient to bend, stoop, get down on the floor; combination of strength, dexterity, mobility and coordination to assist patients; ability to move around physically and adequately in confined spaces (patient rooms, bathrooms, treatment settings, around patient equipment, etc.). Be able to perform all physical skills required to deliver patient care, such as CPR, ambulation, transport, reposition, lifting, and other nursing duties.
- **Fine Motor Movements:** Necessary to manipulate syringes and IVs; to assist patients with feeding and hygiene; to write appropriate notations; to document in health records; to perform sterile procedures and other skilled procedures.
- **Speech:** Ability to speak clearly in order to communicate with staff, physicians and patients; need to be understood on the telephone.
- **Vision:** Visualize patients in order to assess and observe their health status; skin tone, color changes, dermatological conditions, non-verbal behaviors, changes in signs and symptoms of illness, health improvement or deterioration, etc.

- **Hearing:** Hear and see patients, monitor signs and symptoms, hear alarms, patient voices, call lights, and assess patient conditions, non-verbals behaviors, changes in signs and symptoms of illness, health improvement or deterioration, hear through the stethoscope to discriminate sounds, and accurately hear on the telephone.

- • **Touch:** Ability to palpate both superficially and deeply and to discriminate tactile sensations.

PROFESSIONAL STANDARDS IN CLINICAL PRACTICE

- Professional standards are to be maintained. A student who demonstrates unprofessional behavior or behavior which indicates unsafe practice or improper classroom behavior (online and in person) may be denied progression or may be dismissed from the program. See the [Code of Ethics for Nurses](#) for more information. The criteria are:

Safety

1. Demonstrates safe clinical performance skills.
2. Notifies instructor or agency immediately if an error was made or safety was violated.
3. Protect the patient from environmental hazards and provides for the safety of the patient, self and others.

Personal/Professional Accountability

1. Consistently takes initiative in seeking faculty consultation and supervision.
2. Seeks assistance in aspects of patient assessment in which the student lacks confidence or skills.
3. Communicates online and in person, in a manner which maintains and promotes professional relationships.
4. Communicates important patient problems identifies during the clinical experience to the appropriate persons accurately and without delay.
5. Performs all clinical assignments or informs the instructor of inability to do so in adequate time or with the required level of competence.
6. Recognizes and assumes responsibility for the consequences of own actions.
7. Demonstrates organizational skills and priority setting appropriate to the clinical setting.
8. Assumes responsibility for attempting to identify and organize data for problem-solving.
9. Exhibits decision-making and leadership skills appropriate for an independently functioning professional.
10. Demonstrates judgement appropriate for an independently functioning professional.
11. Demonstrates professional conduct at all times while performing clinical assignment (non-professional conduct includes use of abusive language, substance abuse - alcohol and drugs, and other behavior indicating loss of emotional control).
12. Demonstrates honesty at all times.
13. Reports to the agency prepared for assignment on time and dressed appropriately (hair and clothes clean and appropriate for the assignment).
14. Notifies appropriate persons of absences or when late in arriving for clinical experience.
15. Demonstrates ethical behavior as outlines in the ANA Code of Ethics (2015).

16. Provides services with respect for human dignity and the uniqueness of the client, unrestricted by consideration of social or economic status, personal attributes, or the nature of the health problem.
17. Safeguard the client's right to privacy by judiciously protecting information of a confidential nature.
18. Acts to safeguard the client and the public when health care and safety are affected by the incompetent, unethical, or illegal practice of any person.
19. Students are not allowed to bring or use cell phones in the clinical sites when prohibited by hospital regulations.
20. Students are expected to bring to clinical the required devices and software as their clinical resource, unless prohibited by the facility.

The student is expected to meet all clinical assignments and to arrive on time. The instructor, who becomes aware of a student failing to meet one or more clinical objectives, will notify the student immediately.

THE CODE OF ETHICS FOR NURSES

On June 30, 2001, the House of Delegates of the American Nurses' Association adopted a new [Code of Ethics](#). The Code was revised in 2015 with input from nurses throughout the United States. The Code establishes the ethical standards for the nursing profession and is a guide for ethical decision-making and ethical analysis.

American Nurses Association Code of Ethics for Nurses with Interpretive Statements (2015)

1. The nurse practices 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 the 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 oneself 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.

INTEGRITY

Integrity is a firm adherence to a code of especially moral or artistic values, an unimpaired condition and the quality of state of being complete or undivided (Merriam-Webster Dictionary, New Edition, 2016).

● **CIVILITY DEFINITION**

According to the the American Nurses Association, “incivility” is described as:

- “Incivility may be exhibited through behaviors such as rudeness, open disdain, passive aggressiveness, bullying, and psychological abuse, or deliberate undermining of activities. These types of incivility may lead to a non-supportive organizational climate in which students feel pressured by peers to look the other way, and thus fail to support the person experiencing such incivility.”

Students in the Nursing Program at CSUSB are expected to be civil in their actions towards each other, the DON, and college faculty and staff. Civility entails being polite, courteous, and showing regard for others. Such actions may be demonstrated in both verbal and non-verbal behaviors.

Students are expected to conduct themselves ethically, honestly, and with integrity as responsible members of the CSUSB DON community. This requires the demonstration of mutual respect and civility in academic and professional discourse. An institute of higher education, such as CSUSB, is a place where ideas are openly shared. In the search for truth, it is essential that freedom exist for contrary ideas to be expressed. Accordingly, students are expected to respect the rights and privileges of others and to foster an environment conducive to learning. Students are accountable for their actions and are required to work independently, as well as collaboratively with team in achieving learning goals and objectives.

Behavior, either on or off campus, that is determined to impair, interfere, or obstruct the opportunities of others to learn or that disrupts the mission, processes, or orderly functions of the CSUSB DON will be deemed misconduct and shall be subject to appropriate disciplinary action.

Please refer to the CSUSB Student Code of Conduct in the Bulletin of Courses for disciplinary actions should incivility occur within the nursing program.

CLINICAL/SIMULATION CENTER INJURIES

If a student receives any type of injury while participating in a class (clinical, simulation, theory), the student should report the injury immediately to the instructor and seek appropriate care at the respective student health center or the student's health care provider. Costs, if any, are the student's responsibility. A written clearance, on physician's letterhead, may be required to resume learning activities.

Students experiencing any type of injury in a classroom, clinical, or skills laboratory setting at the **San Bernardino Campus** must:

- Immediately notify the instructor
- Complete documentation "DON Incident or Near Miss Report" if applicable, "Incident Report," and the "Supervisor's Injury/Illness Prevention Report."
- Complete clinical site forms as mandated by the specific facility's policies and procedures.
- Submit the "Incident Report" form within 24 hours to the Department Chair.
- In an emergency, call 911.
- For non-emergency injury, consult with the student health center or follow up with your primary provider.
- Submit physician or nurse practitioner's clearance before returning to school to faculty, Assistant Director/Undergraduate Program Director/Department Chair. The release statement **must** be on either an official prescription pad or physician's or nurse practitioner's letterhead stationary.

Students experiencing any type of injury in a classroom, clinical, or skills laboratory setting at the **Palm Desert Campus** must:

- Immediately notify the instructor
- Complete documentation "DON Incident or Near Miss Report" if applicable, "Incident Report," and the "Supervisor's Injury/Illness Prevention Report."
- Complete clinical site forms as mandated by the specific facility's policies and procedures.
- Submit the "Incident Report" form within 24 hours to the Department Chair.
- In an emergency, call 911.
- For non-emergency injury, consult with the student health center or follow up with your primary provider.
- Submit physician or nurse practitioner's clearance before returning to school to faculty, Assistant Director/Undergraduate Program Director/Department Chair. The release statement must be on either an official prescription pad or physician's or nurse practitioner's letterhead stationary.

For the protection of students, clients, clinical personnel, and faculty, the following policies **must** be adhered to:

- 1.If prior to enrollment or while enrolled in the program, a student experiences a health condition that would create a hazard to themselves, employees or patients, the student is expected to present a clearance form to the DON from their health care provider (physician, nurse practitioner, or physician's assistant) that it is safe for the student to attend class, lab, and clinical.
- 2.Any student with a visible injury or illness involving a potential communicable disease will be required to furnish a clearance statement from the primary health care provider (physician, nurse practitioner, or physician's assistant) before returning to the class or clinical setting. Examples of above include: conditions requiring casts, canes, crutches, slings, elastic bandages, skin rashes, sore throats, and draining wounds.
- 3.Letters from primary health care providers (physicians, nurse practitioner, or physician's assistant) regarding student illness, surgery, injury, or other health conditions must include specific limitation or restrictions, as well as a statement defining classroom and clinical activities allowed. Any limitation or restriction must be followed up by a written release from the provider before returning to full activity.
- 4.In any or all clinical situations, alternative assignments and/or rotation to specialty units is up to the discretion of the instructor.
- 5.In all circumstances, students must be able to meet learning objectives, with consideration of the restrictions stipulated by the health care provider, to remain in good standing in the Nursing Program.

Please Note: The DON may require additional written medical clearance to ensure student and client safety.



DON INCIDENT OR NEAR MISS POLICY

SUBJECT: DON Incident or Near Miss Report

PURPOSE: To provide a policy and procedure regarding the documentation and follow-up of incidents and near misses which occur during any clinical/class/course-related experience.

FOR: DON Faculty, Staff, and Students, Nursing Council, Nursing Handbook

POLICY:

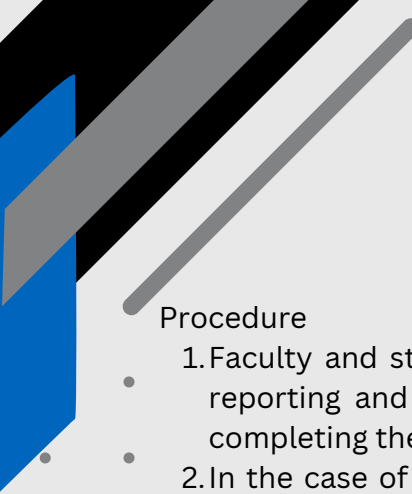
Incident is defined as an error, “circumstances in which planned actions fail to achieve the desired outcome.” Source: [Patient Safety Quality Management, Duke University](#)

Near miss is defined as “an event, situation, or error that took place but was captured before reaching the patient.” Source: [ISMP Near Miss](#)

In a near miss situation, this event was originally missed but was captured before reaching the patient by both the faculty member and the student. Students who are involved in an incident or near miss in a clinical/class/course-related experience setting should follow the clinical agency policies governing such incident or near miss. If a student is involved in an incident or near miss during the clinical/class/course-related experience, he/she must report the injury or exposure immediately to the faculty member supervising the clinical/class/course-related experience. The intention of this policy is not to create blame, but to examine the process that caused the incident or near miss to occur as well as create an opportunity for learning.

Students who are involved in an incident at a clinical facility must comply with that agency’s policy and procedure pertinent to the incident. At minimum, this compliance includes completing all required documentation and reporting as required by the agency where the incident and/or near miss occurred. Students who are involved in an incident and/or near miss during the clinical/class/course-related experience shall complete the documentation on the form that is included with this policy. Refer to the Student Handbook for more information.


The CSF and student (including witnesses) are responsible for assuring the reports are completed immediately following the incident or near miss that occurred during the clinical/class/course-related experience. Failure to complete the requirements in this policy prohibits faculty and students from returning to the setting. In the case of an incident (not a near miss), the CSF must immediately contact the Department Chair and the program director or designee. In a clinical situation, the lead faculty also needs to be notified. If unable to contact the Department Chair and program director or designee, the faculty member must contact the Dean of the College of Natural Sciences.



Procedure

1. Faculty and students shall follow the policy of the cooperating agency in regard to reporting and follow-up of the incident or near miss that occurred, in addition to completing the CSUSB forms.
2. In the case of an incident, the faculty member and student will each be responsible for completing both, the agency incident report, and the CSUSB Incident and Near Miss Report (See Appendix). For clarification, both the faculty member and the student will complete their own CSUSB form. Neither will review each other's form. However, faculty will have a conversation with the student to ensure completeness and HIPAA compliance (in the clinical setting, faculty will ensure that no patient identifiers are on any CSUSB form). Faculty and students must sign and date their own forms and submit them to the chair or designee. The DON chair will review both forms and will clarify, educate and/or provide guidance if needed (i.e. discrepancies, disparagements).
3. In the case of a near miss, the faculty member and student will complete the CSUSB Incident and Near Miss Report. (See electronic fillable form on CSUSB LMS).
4. The faculty member shall be responsible for reporting the incident to the Department Chair and program director or designee.
5. The Department Chair will monitor the reports that have been submitted to examine trends and report these to the Assessment Evaluation Committee on an annual basis.

Revised 01.01.16



MEDICAL CLEARANCE

Students unable to attend clinical rotations because of illness, injury, or disease longer than two (2) days, and/or requiring follow-up treatment or management by a physician, will be required to provide medical clearance from a primary health care provider prior to returning to class. Medical clearance will be in written form on official letterhead.

IMPAIRED STUDENT POLICY

The DON faculty members follow the guidelines established by the Board of Registered Nurses (BRN) related to impaired nursing students and the CSUSB policies and procedures. See the Guidelines for Schools of Nursing in Handling Students Impaired by Chemical Dependency or Mental Illness in the Appendix.

In the matter of nursing students impaired by alcoholism, drug abuse, and emotional illness, the California Board of Registered Nurses recognizes that these are diseases and should be treated as such:

- Personal and health problems involving these diseases can affect one's academic and clinical performance and that the impaired nursing student is a danger to them-self and a grave danger to the patients in his/her care.
- Nursing students who develop these diseases can be helped to recover
- It is the responsibility of the nursing student to voluntarily seek diagnosis and treatment for any suspected illness; and
- Confidential handling of the diagnosis and treatment of these diseases is essential.

Therefore, the Board of Registered Nursing expects schools of nursing with students that are impaired by these diseases to offer appropriate assistance, either directly or by referral. Furthermore, the Board expects that schools of nursing will ensure that instructors have the responsibility and authority to take immediate corrective action with regard to the student's conduct and performance in the clinical setting.

It is outside the Board's scope of function to endorse or recommend a particular course of therapy; however, it does wish to inform nursing students of the importance of seeking voluntary aid for conditions that could, if left unattended, lead to disciplinary action, and may prevent them from being licensed [or losing their license] to practice nursing in the State of California.

As a preventive measure, schools of nursing are asked to provide factual material to incoming students regarding school policy on drug or alcohol abuse and mental illness among nursing students.

Student behaviors, such as the following, that may be related to alcoholism, drug abuse, and/or emotional illness:

- Sudden decrease in academic performance
- Unsafe clinical nursing practice
- Increased absenteeism
- Drastic change in behavior or mood
- Physical signs and symptoms of alcohol or drug abuse

Faculty actions beyond documentation include:

- Documenting steps outlining for dealing with the behavior in the student's file.
- The student is required to obtain a drug test and must comply within 24 hours of referral by faculty. The Department Chair/Program Director must be notified in order to ensure the student obtains the correct forms and are completed within the required time.
- If the drug screen is positive, the student will be removed from the clinical site immediately upon discovery. The student may also be removed from the program based on the Program Dismissal Policy.
- Consult with the student and the Department Chair/Program Director or designated faculty member regarding observations, decreased academic performance, and/or unsafe clinical nursing practices.
- With the Department Chair/Program Director or other faculty member present, refer the student to CSUSB Student Health Center and/or Counseling & Psychological Services center, or the student may choose a personal resource for rehabilitation.

Follow-up:

- If a student's behavior, academic and/or clinical performance improves, no further action is necessary.
- If a student's behavior does not improve and academic and/or clinical performances are not adequate or safe, follow the policy on Removal of Student for Unsafe Clinical Practice.
- See also the BRN Policy on Denial of Licensure

POLICY FOR PRESCRIBED MEDICATION USE BY STUDENTS IN THE CLINICAL SETTING

Safety in the clinical setting for both students and patients is the highest priority for the DON. Therefore, the department requires students to notify the clinical instructor and accept an excused absence for clinical if they have been prescribed and are taking any medications that may interfere with normal functioning. Medication in this policy may include, but is not limited to:

- muscle relaxants
- narcotics
- benzodiazepines
- anticonvulsants

Study Expectations

In order to be successful in the Nursing Program, it is recommended that each student sets aside at least 35 hours of student time each week. This is about 3 hours/unit/week. Time in class and studying is equivalent to a 40-50 hours workweek. Working, in addition to taking Nursing courses, is strongly discouraged. A gauge of whether a student understands the material is if the student is able to talk about the subject and teach it to someone else.

Please visit the appropriate centers on campus BEFORE you encounter any problems (i.e., testing center, CAPs, CARE team, financial aid, SSD, etc.)

ABUSE REPORTING

Students and faculty of this nursing program will be oriented to the professional obligation to protect and advocate for those who are unable to speak for themselves. This primarily refers to children, elderly and the disabled but may involve anyone who demonstrates symptoms of abuse at the hands of another.

Students and faculty who observe or suspect that a client is being abused will report their observations immediately to the assigned nurse and clinical faculty. The student and faculty **will not** call state authorities themselves but will respect the right of the facility to do so.

Students and faculty will completed an Incident Report Form along with any other forms required by the facility and will provide this to the clinical facility and DON administration. The DON Administration will keep a file of incidents and will follow up appropriately.

Faculty or administrator who observes students or staff with signs or symptoms of abuse will follow the above procedure as well.

CLASSROOM & CLINICAL EXPECTATIONS

Professional and courteous behaviors are expected for both lecture and clinical settings. Students are expected to attend ALL classes and clinical settings on time as scheduled. This is based on but not limited to the professional values of altruism, autonomy, human dignity, integrity, and social justice as identified by the American Association of Colleges of Nursing (AACN) – American Association of Colleges of Nursing (AACN) – [AACN Essentials](#).

Such behaviors include but are not limited to:

Clinical

1. Follow BRN 'Standards of Competent Performance' (See policy in Appendices)
2. Attend clinical as scheduled.
3. Students are not allowed to leave the clinical site during clinical hours.
4. Should an emergency arise, obtain faculty permission prior to leaving the clinical setting.

Classroom

A student is expected:

1. To be an active participation in class without interruptions and showing courtesy and respect to others.
2. To give undivided attention in the classroom. (There will be no conversation, verbal/non- verbal when a person has been recognized.) Remember: An instructor is always recognized. Behavior that demonstrates a lack of interest will be asked to leave the classroom and will be marked absent.
3. To obtain faculty permission if necessary to leave the class early, preferably prior to the start of class.
4. Enter the classroom quietly and take a seat in the rear of the classroom if a student is late.

5. To be alert in class. If a student is seen sleeping, the student may be asked to leave and marked absent.

6. Silence all electronic devices in classroom and/or clinical settings.

7. To avoid personal phone calls, text messaging, or exchanging electronic information during class and/or clinical. Exceptions must be approved prior to the start of class/clinical.

EATING

No eating in the vicinity of computers and skill lab equipment. If the presence of food supports the curriculum or daily lesson plan, the instructor may make exceptions. It will then be the responsibility of the students and those faculty members to see that the environment is habitable for other faculty and students. All trash must be cleared out of the room.

BEVERAGES

During long nursing classes, the need for hydration is acknowledged. All beverages must have a tight seal. No paper cups with plastic lids and no cans. It is the responsibility of students to clean up any spills completely.

*During times of emergency and off campus classes, exceptions to these policies will be at the discretion of the instructor.

CLINICAL EXPERIENCE

Nursing clinical lab sections will include a variety of clinical agencies and clinical days and hours. The student must be prepared to have evening, and/or day assignments, weekday and/or weekend assignments, and to change groups and/or carpools as needed. Some clinical sites may require travel outside of the San Bernardino and/or Riverside counties. Student may also be required to choose their patient(s) the day before clinical in order to be prepared for patient care the following day. It is the student's responsibility to make transportation, childcare, or work arrangements to meet these assignments.

In order to maximize learning, a variety of clinical experiences in a variety of healthcare settings and diversified faculty occurs. Students are randomly assigned to their clinical rotation each term. (Effective Fall Term 2017).

CLINICAL & ON CAMPUS LAB UNIFORM AND DRESS CODE

The purpose of this policy is to define standards of dress and appearance for CSUSB Nursing students when traveling to and attending clinical experiences and representing the University at functions on and off campus. A student's appearance reflects upon the University and the DON. Students are expected to observe personal hygiene standards and to exercise good judgment in persona dress and appearance.

Uniforms

In order to assure professional appearance during clinical experience, the CSUSB Nursing Program has adopted a required standard uniform for male and female students. Students will be given specific information at Orientation regarding ordering uniforms.

When choosing size, remember that students will be carrying many items in pockets during clinical, so it is best to have uniforms fit loosely rather than snug. For warmth/comfort, students may wear a blue, black, or white long sleeve under scrub, Use of sweatshirts/jackets are prohibited in clinical settings.

1. Uniforms must be clean and neatly pressed.
2. Uniforms must be worn so that the elastic of the pants is at the student's waist.
3. The length of the pants should sit at the top of the foot so that it does not drag at the heel.
4. The top must cover the student's hips.

Uniforms are to **ONLY** be worn in clinical and/or skills/simulation labs and are to be removed prior to attending classes on campus or any public identity (i.e., restaurant, grocery store, childcare, etc.)

Approved AP 02.05.21, FO 02.12.21

Alternate Uniform

In order to assure professional appearance during clinical experiences in Community/ Public Health Nursing and Leadership terms, and alternate uniform has been adopted. A blue CSUSB DON polo shirt with CSUSB black uniform scrub pants are to be worn. Shirts must be ordered through an approved vendor. All other items listed below apply to the alternate uniform as well as the standard uniform.

Shoes/Hosiery

Black colored hosiery or black socks must be worn with uniforms. Shoes must be all black and clean. Non-cloth athletic shoes may be worn, but they must be all black - no colored logos/designs or extra adornments, and black shoelaces. Students are encouraged to buy quality well-supporting shoes. Shoes must have an enclosed toe and low heel for safety. When in alternate uniform, shoes must be all black with enclosed toe and low heel for safety.

Identification

CSUSB nursing students must obtain a CSUSB Nursing badge. Nursing badges are mandatory on uniforms at all times. CSUSB Nursing badge payments and photo uploads must be complete before the start of your first semester. If a badge is lost or if the expiration date needs to be extended due to a delay in the program, the student is responsible for paying any replacement costs. Specifics on how to pay for and pick up your Nursing badge will be given at your Nursing orientation.

Personal Hygiene

1. Bathing: A daily bath or shower and use of a body deodorant are highly recommended.
2. Scents: The use of perfume, scented lotions, colognes, or aftershave is not allowed due to possible client sensitivity or allergy.
3. Hair: Must be clean and neatly combed. Any extreme look or color is not permitted. Hair that is shoulder length is expected to be up off the shoulder and/or appropriately styled so it is away from the face and will not fall forward while performing normal nursing duties. Long hair must be able to be tied back without excessive ornamentation. Hair is not required to be up at all times in the clinical setting, but you must have the ability to put it up and back in the event you are doing a procedure or there are any bodily fluids present. Mustaches, sideburns, and/or beards must be neatly trimmed.
4. Finger Nails: Nails must be clean and trimmed to a short length that will not place the client at risk for injury. Nail polish must not be worn. Acrylic, gel, and other artificial nails and nail extensions are **prohibited** as they harbor microorganisms that place the client at risk.
5. Makeup: Makeup must be kept to a minimum. Artificial eyelashes are not allowed in clinical settings.
6. Jewelry: No dangling or hoop-style earrings are allowed. Only one small stud/post type earring per ear is allowed. Visible body piercing, including tongue jewelry, is NOT allowed. Only one ring is allowed to be worn (or one engagement and wedding ring combination).
7. Body Piercing/Art: No more than one visible piercing in each ear and those must conform to the clinical agency's dress code. No jewelry/hardware may be evident other than one small stud per ear. Tattoos must be covered at ALL TIMES, if the tattoo could be offensive due to the nature of the picture or words. If you have a tattoo that will show, please confirm with your CSF or the DNP Program Director that it is acceptable to remain uncovered.

Adherence to the Dress Code is mandatory for ALL clinical experiences. This includes clinical settings, skills lab and SIM lab setting.

Inappropriate dress/hygiene will be handled by requiring the student to immediately change or leave the site.

STUDENTS WILL RECEIVE A MODIFIED ASSIGNMENT FROM CLINICAL (ON OR OFF CAMPUS) IF NOT IN REQUIRED ATTIRE. THIS WILL CONSTITUTE AN UNEXCUSED ABSENCE. THIS INCLUDES MAKE-UP HOURS.

Attire for On Campus Laboratory

Must follow uniform policy above. Should an on-campus activity require that uniform not be used, it is extremely important for students to be protectively and appropriately dressed during such on-campus laboratory practice exercise(s) for safety and privacy.

Shoes must be closed and low heeled. No sandals or thongs are permitted. Hair must be up and off the shoulders. If shorts are worn, it will be necessary for them to be at least mid-thigh or Bermuda length to ensure adequate protection and privacy during practice exercises. No exposed midsections or cleavage. Supportive undergarments are recommended for all laboratory activities. Inappropriate attire will preclude your participation in class activities.

COPYING OR TRANSMITTING CLIENT RECORDS/HIPAA

The Patient Bill of Rights identifies the clients' right to confidentiality. The CSUSB DON Student Policy and Procedure Manual addresses safeguarding the confidential information acquired from any source regarding clients and considering all information obtained. The client's status is strictly confidential and is not to be discussed with anyone except instructors, student peers, and significant hospital personnel in the appropriate settings.

The Health Insurance Portability and Accountability Act (HIPAA) privacy rules are designed to protect the way client information is stored, conveyed and revealed. Hospital guidelines exist to safeguard the security of client data that is electronically transferred (e-mail, fax, etc.). Specific clinical facility policies and procedures will be discussed.

To assure compliance with HIPAA and facility regulations, learners in the nursing program at CSUSB will not be permitted to duplicate any portion of a patient's medical record in any clinical setting by any means at any time. Students will not electronically transmit any portion of a client's medical record. Failure to abide by this policy will result in dismissal from the nursing program, without the benefit of a SPS.

Students will watch the "Privacy, Security, and You: Protecting Patient Confidentiality under HIPAA" video and sign the Health Insurance Portability and Accountability Act (HIPAA) Education form during their first clinical and at the start of every Fall term thereafter.

SOCIAL MEDIA NETWORK GUIDELINES AND POLICY

The increasing use of social media and other electronic communication by nurses and nursing students provides opportunities for dissemination of health care related information. Utilization of social media networks must be done in a manner that protects patient privacy and confidentiality. Any patient information learned by the nurse/student nurse during the course of treatment is considered confidential and must be protected. Inappropriate disclosure of confidential information is a breach of the patient-nurse relationship and damages the individuals involved as well as the general trustworthiness of the nursing profession. Improper use of social media by nurses/student nurses may result in disciplinary action by the Board of Registered Nursing, civil and criminal penalties, and employment consequences (National Council of State Boards of Nursing, 2011).

CRITERIA FOR UNSAFE CLINICAL PRACTICE

Criteria for unsafe clinical practice may include, but is not limited to the following:

Safety (S)	Examples
Violates or threatens the physical safety of the client.	Comes unprepared to clinical; injures a client; fails to properly position the client; does not appropriately utilize side rails/restraints; functions under the influence of substances affecting performance.
Violates or threatens the physical safety of the client.	Repeatedly uses non-therapeutic techniques; attacks/degrades the individual's beliefs or values.
Violates or threatens the microbiological safety of the client.	Fails to recognize and correct violations of medical asepsis technique/sterile technique; does not wash hands appropriately when caring for clients; does not maintain standard precautions or isolation precautions
Violates or threatens the chemical safety of the client.	Violates and of the 5 rights of medication administration; fails to accurately prepare, calculate, and monitor IV infusions.
Violates or threatens the thermal safety of the client.	Fails to observe safety precautions during O2 therapy; injures client with hot or cold applications.
Nursing Process (NP)	Examples
Inadequately and/or inaccurately: <ul style="list-style-type: none"> • Assess the client. • Plans the care for the client. • Implements therapeutic interventions • Evaluates client care. 	Unable to identify basic human needs; fails to observe/report chart critical client data; uses poor judgment and/or makes decisions resulting in ineffective nursing care.

Skills (SK)	Examples
Unable to perform expected clinical performance objectives and/or skills.	First year student fails to obtain accurate vital signs; second year student fails to maintain sterile technique; unable to verbalize key information previously covered in lab and/or class; third year student unable to manage and/or prioritize multiple client assignments.
Decision Making (DM)	Examples
Assumes inappropriate independence in action or decisions	Performs procedures not yet evaluated; fails to appropriately seek assistance.
Fails to recognize own limitations, incompetence and/or legal responsibilities.	Refuses to admit error; fails to complete assigned nursing responsibilities; cannot identify own legal responsibility in specific nursing situations.
Professional Accountability (PA)	Examples
Fails to accept ethical and legal responsibility for his/her own actions thereby violating professional integrity as expressed in the NSNA Code of Academic and Clinical Conduct .	Fails to conduct oneself in a professional manner; falsifies records; does not follow school/hospital policies and procedures; participates in cheating and/or plagiarism.
Violates client confidentiality.	Removes printed or electronic (includes photos of patient information) client data from the facility; shares client information with individuals outside the health team.

DELIVERY OF HEALTH CARE

The BRN and the DON supports the right of all consumers to receive dignified and competent health care consistent with the law and prevailing standards of care, including the right to participate in and make decisions regarding their health care. The BRN also supports the right of the nurse to know the patient's diagnosis/suspected diagnosis in a timely fashion in order to make an appropriate nursing care plan.

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- The American Hospital Association has adopted the Patient Bill of Rights. This document is presented in all entry level nursing courses. Exam questions assess the student's level of understanding of this document. The Patient's Bill of Rights states, "The client has the right to considerate and respectful care." Additionally, the DON supports the right of all consumers to receive dignified and competent health care, as outlines in Section 1443.5 of the Administrative Code.

Failure to care for a client, based on the client's disease process violates this right. Nurses and student nurses do not have the right to refuse treatment of a client because of that client's disease process. Failure to accept a client assignment as a student nurse may be interpreted as insubordination and grounds for immediate dismissal from the nursing program.

PATIENT ABANDONMENT

When a student accepts a patient assignment and establishes the nurse-patient relationship, leaving this assignment, without permission and no arrangement for the continuation of nursing care is considered patient abandonment. Patient abandonment jeopardizes the patient's safety and is grounds for dismissal. (Refer to the BRN policy on Abandonment in the appendices).

The DON faculty and program students are not expected to take life-threatening risks in caring for clients. Decisions regarding the degree of risk involved in client care should be based on current scientific knowledge. Students, in the role of health care provider, have a right to take any and all necessary precautions to minimize the risk of contracting or spreading disease. In the event that inconsistent implementation of necessary precautions presents a risk for the student or faculty person, the clinical instructor and the student will evaluate the benefit versus the risk of the assignment.

INFECTION CONTROL

The implementation of infection control procedures known as standard precautions is basic in all health care. Standard precautions are regarded by the BRN as a common standard of nursing practice necessary to protect both patients and health care workers from disease transmission.

Failure to adhere to the appropriate proper procedure may result in failure of the course and/or removal from the program [CDC Infection Control Guidelines](#).

COMMUNICABLE DISEASE

Information on issues related to communicable disease is available from the U.S. [Centers for Disease Control \(CDC\)](#) and from agencies in the State Department of Health Services and County and City Health Agencies.

STANDARD PRECAUTIONS

Medical history and examination cannot reliably identify all clients infected with viral or other blood borne pathogens. Therefore, blood and body-fluid precautions should be consistently used for all clients. This approach is referred to as “universal blood and body-fluid precautions” or “standard precautions”, and is recommended by the DON faculty in conjunction with the [Centers for Disease Control](#).

1. All nursing students and faculty should routinely use appropriate barrier precautions to prevent skin and mucous-membrane exposure when contact with blood and or other body fluids of any client is anticipated.
2. Gloves should be worn when touching blood, blood products, mucous membranes, and body fluids (urine, feces, saliva, and wound drainage). For your convenience, it is recommended that you carry a pair of gloves in your pocket at all times.
3. Gloves must be changed after contact with each client.
4. Hand hygiene must be performed prior to and immediately after every client contact, even when gloves are worn. It should also be performed before and after gloving. Hands or other skin surfaces must be washed immediately and thoroughly if contaminated with blood or other body fluids. Hands must also be washed before and after practicing each procedure involving another person as a client.
5. As there is increasing evidence from the CDC that artificial nails are more likely than natural nails to harbor pathogens that can lead to nosocomial infections, artificial nails and nail extenders may not be worn in clinical areas.
6. Masks and protective eyewear or face-shields must be worn during procedures that are likely to generate droplets of blood or other body fluids to protect exposure of mucous membranes of the mouth, nose, and eyes.
7. Gowns or aprons should be worn during procedures that are likely to generate splashes of blood or other body fluids. Contaminated gowns are to be discarded per hospital policy.
8. Disposable articles contaminated with blood, blood products, wound drainage or body secretions/excretions should be disposed of per hospital policy.
9. All nursing students and faculty should take precautions to prevent injuries caused by needles, scalpels, and other sharp instruments or devices during procedures; when cleansing used instruments; during disposal of used needles; when handling sharp instruments after procedures.
10. To prevent needle-stick injuries, needles should not be recapped, purposely bent or broken by hand, removed from disposable syringes, or otherwise manipulated by hand.
11. After they are used, disposable syringes and needles, scalpel blades, and other sharp items should activate safety devices and be placed in puncture-resistant containers for disposal.
12. Nursing students who have open lesions or weeping dermatitis may be required to utilize appropriate protective measures (such as double gloving) or, depending on the extent and location of lesions, refrain from all direct client care and from handling equipment until the condition resolves.

13. Although saliva has not been implicated in HIV transmission, minimize the need for emergency mouth-to-mouth resuscitation by making resuscitation bags, mouthpieces and ventilation devices available in client care areas where the need for resuscitation is predictable.

14. Although pregnancy is not known to create a greater risk of contracting HIV infection, healthcare providers who develop HIV infection during pregnancy may place the infant at risk of infection resulting from perinatal transmission. Additionally, several of the opportunistic diseases associated with HIV infection may be hazardous to the unborn fetus. For these reasons students and faculty who are pregnant should refrain from direct care of patients with known HIV infection.

STUDENT NEEDLESTICK/BLOOD & BODY FLUID EXPOSURE GUIDELINES

In order to establish the requirements for preventing potential exposure to blood-borne pathogens through compliance with guidelines from the Center for Disease Control (CDC), Federal Occupational Safety and Health Administration (OSHA), [29 CFR 1910.1030](#), (Appendix II-A) and the [California OSHA, 8 CCR 5193](#), the following procedure has been implemented.

Students who sustain exposure to blood or body fluids or come in contact with a needle stick or sharp object injury will report the incident, be assessed and treated. (Report must be completed).

Definitions

- Blood-borne Pathogens - Certain pathogenic microorganisms found in the blood of infected individuals that can be transmitted from the infected individual through blood and other body fluids to cause blood-borne diseases specifically Hepatitis B Virus (HBV), Hepatitis C (HCV), and HIV/AIDS.
- Exposure Incident - Contact with eye, mouth, or other mucous membrane, non-intact skin, or parenteral (needle) contact with blood or other potentially infectious materials that may occur in the performance of duties.
- Infectious Waste - Includes blood, blood products, contaminated sharps (needle, etc.), pathological waste, and microbiological waste.
- Standard Precautions - Handle all blood and body fluids as if they are infectious. Use personal protective equipment (PPE), such as gloves, gowns, and face protection, to prevent contact with blood and body fluids. Wash hands before contact and after glove removal.
- Engineering Controls - Use sharps with engineered safety features for venous access, venipunctures and parenteral injections. Pick up all contaminated glass and needles with forceps or another tool to avoid hand contact. Place puncture resistant sharps container in patient and procedure rooms.
- Work Practice Protocols - Always use and activate sharps safety devices. Do not pass contaminated sharps from one person to another. Assure you have a stable work surface and sharps container available. Assess client before procedure, obtain assistance for uncooperative, combative, or confused clients.

Procedure

Precautions to prevent needle sticks and body fluid exposure include:

1. Standard precautions must be followed at all times.
2. Engineering controls must be used at all times.
3. Work practice controls must be followed at all times.
4. Students are never to recap needles and must discard used needles in the sharps disposal container provided in the skills lab or clinical facility.
5. When breaking ampules, students must protect their fingers by using a gauze covering, or an alcohol wipe, or safety cover and should break the ampule in the opposite direction of their and other's faces.
6. Gloves are worn by students and faculty during any contact with body fluids.
7. All students and faculty will practice proper hand washing.
8. There shall be no drinking or eating in any practice area.
9. Exposure guidelines of the clinical agency must be followed.

After a needle stick and/or body fluid contamination exposure, the student will:

1. Identify the client by name and location.
2. Request the client to stay if client is an outpatient of the agency.
3. Request another nurse or student to stay with the client if possible.
4. Wash the exposed area as soon as possible.
5. Report the incident to the clinical instructor immediately for determination of possible blood-borne disease exposure.
6. If the clinical instructor cannot be found, the student should immediately inform the charge nurse.
7. Upon exposure, the student will notify the following persons in the following order: the clinical instructor, the Employee Health Nurse within the clinical facility (if the exposure occurs outside the CSUSB nursing laboratory), the Department Chair/Chief Nurse Administrator (CNA) of the CSUSB Nursing Department, the Program Director, the Compliance Coordinator, and the skills lab coordinator, as appropriate.
8. Any incident occurring in the Skills, or during on and off campus clinical times must be reported to the faculty, Compliance Coordinator, Department Chair/Chief Nurse Administrator, Program Director, and Skills lab coordinator (as appropriate) within 24 hours.
9. Incident report must be submitted to CNA or Program Director within 24 hours of the incident.
10. Follow-up care may include sero-screening, HIV testing, Hepatitis B vaccine administration and post-exposure immuno-prophylaxis (immune globulin). Costs for immediate and follow up care are the responsibility of the student.

Setting for Exposure:

CSUSB Nursing Laboratory

1. Students will complete the Student/Faculty Incident Report form.
2. Student will report to the Student Health Center, appropriate agency, or personal physician depending on the nature of exposure.

Clinical Site

1. Complete the appropriate form(s) and follow all procedures for that institution and the Student/Faculty Incident Report form. This might include reporting to the nearest emergency room department for examination and treatment before leaving the clinical site.

Resources

- [Environmental Health and Safety](#)
- California Healthcare Association's Publication: The California Guide to Preventing Sharps Injury

NURSING STUDENTS POST BLOOD EXPOSURE/NEEDLE STICK PROCEDURE

When students are exposed to potentially contaminated blood during a course or clinical experience, they should seek care immediately. Ideally the person should start Post Exposure Prophylaxis (PEP) within 2 hours of exposure, unless contra-indicated.

Per the Center for Disease Control (CDC):

- PEP means taking medicine to prevent HIV after a possible exposure. PEP should be used only in emergency situations and **must** be started within 72 hours after a recent possible exposure to HIV to be effective.
- The sooner you start PEP, the better.
- If you are prescribed PEP, you will need to take it daily for 28 days. PEP is safe but may cause side effects like nausea in some people.
- In almost all cases, these side effects can be treated and are not life threatening.

Per CDC, standard precautions dictate that health care workers must assume that blood and other body fluids from all patients are potentially infectious.

Steps

The student will:

1. Wash the affected area with soap and water.
2. Notify your clinical instructor or the faculty supervising you at the site of the event.
3. In a clinical setting, follow the institution's protocol for treatment.
4. If the facility or field site does not have a protocol, go to an emergency room doctor, or an urgent care provider about PEP if you think you recently have been exposed to HIV or other blood-borne pathogen. It is important that you are seen that day to start treatment.
5. Complete and submit DON Incident or Near Miss Policy report and applicable clinical site incident report.

Paying for PEP

- If your insurance does not cover PEP, your health care provider can apply for free PEP medicines through the medication assistance programs run by the manufacturers.
- These requests for assistance can be handled urgently in many cases to avoid delay in getting medicine.
- Examples of enrollment applications can be found on the [CDC website](#).

Reference

DeHaan, E. PEP to Prevent HIV Infection [Internet]. Baltimore (MD): John Hopkins University; August 2022. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK562734/>

Gloving (Latex Sensitivity) Policy

In the first term of the nursing program, latex-sensitive students need to present a letter from a physician documenting the latex sensitivity and the treatment that will be required in the event of an adverse reaction prior to engaging in any clinical or laboratory practicum. The student must keep the emergency medications with them at all times when involved with school-related functions or school-related activities throughout the entire nursing program.

Latex-sensitive students will use only non-latex supplies. Latex-free gloves must be provided by the student during the on-campus laboratory practicum. During clinical, students may use hospital latex-free gloves supplied by the hospital.

All students with evidence of latex sensitivity will be responsible for obtaining and wearing a medical alert bracelet, carrying non-latex gloves and emergency medical instructions, including emergency medications if applicable.

Latex sensitive students will need to be evaluated by faculty on a case-by-case basis to ensure student health safety.

HAND HYGIENE POLICY

1. Improved adherence to hand hygiene (i.e., hand washing or use of alcohol-based hand rubs) has been shown to terminate outbreaks in health care facilities, to reduce transmission of antimicrobial resistant organisms (e.g. methicillin resistant staphylococcus aureus) and reduce overall infection rates.
2. In addition to traditional hand washing with soap and water, the Center for Disease Control (CDC) is recommending the use of alcohol-based hand rubs by health care personnel for patient care because they address some of the obstacles that health care professionals face when taking care of patients.
3. Hand washing with soap and water remains a sensible strategy for hand hygiene in non-health care settings and is recommended by CDC and other experts.
4. When health care personnel's hands are visibly soiled, they should wash with soap and water.
5. The use of gloves does not eliminate the need for hand hygiene. Likewise, the use of hand hygiene does not eliminate the need for gloves. Gloves reduce hand contamination 70-90%, prevent cross contamination, and protect patients and health care personnel from infection. Hand rubs should be used before and after each patient just as gloves should be changed after each patient.
6. When using an alcohol-based hand rub, apply product to the palm of one hand and rub hands together, covering all surfaces of hands and fingers, until hands are dry. Note that the volume needed to reduce the number of bacteria on hands varies by product.
7. Alcohol-based hand rubs significantly reduce the number of microorganisms on skin, are fast acting and cause less skin irritation.
8. Health care personnel may not wear artificial nails and must keep natural nails less than one term of an inch long.

Available at: <https://www.cdc.gov/Clean-Hands/About/Hand-Hygiene-for-Healthcare.html>

LOSS OF CLINICAL/LECTURE DUE TO PUBLIC EMERGENCY

The goal of all required clinical time is the meeting of clinical competencies as cited in the course description and/or syllabus. In cases of situations of publicly proclaimed (local, community, federal, CDC) emergencies affecting clinical/class time, the faculty will make every effort to assist students in obtaining the clinical/class time required to meet competencies.

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- The clinical time, during these times of emergencies can be made up by the following activities:
 1. Skills lab
 2. Small group activities
 3. Simulated lab time (that may exceed the generally allotted time)
 4. Special make up activities
 5. Research activity
 6. Scenarios with assessment and/or care planning activity
 7. Assessment of a movie containing course content topics

In cases of a campus closure due to a campus specific event, students and faculty are to report to off campus clinical as scheduled. For lecture time, during a campus closure, students are expected to check the CSUSB LMS or email for further instructions related to how class will be administered.

For clinical time, during a campus closure, students are expected to check with their clinical instructor/course, check the CSUSB LMS or email for further instructions related to how class will be administered, and attend clinical unless hospital/agency conditions prohibit it. Faculty will post information as soon as reasonably possible, depending on type of emergency, length of time and available resources.

NURSING CLINICAL - TEN MANDATORY ELEMENTS

Action	Rationale
Check the physician's prescription.	Many of the skills presented are interdependent functions of nursing and require a physician's order. The physician's order may give guidance or identify limitations for carrying out the skills.
Wash hands before and after the procedure. Assemble equipment.	Hand washing is the single most effective measure to decrease the transmission of microorganisms from one person to another. Assemble equipment before entering the client's room in order to perform the skill in an efficient and organized manner.

Identify the client by checking the arm band and bed tag, and by asking the client to state his or her name.	Prevents the error of performing the skill on the wrong client.
Introduce yourself to the client.	Identifies you to the client and helps to establish rapport with the client.
Provide for privacy needs and confidentiality.	Demonstrates respect for the individual. Demonstrates legal and ethical responsibility.
Explain the procedure to the client using developmentally appropriate language and technique. Be sensitive to cultural differences.	Prepares the client for the procedure, decreases client anxiety, and elicits client cooperation and assistance.
Use standard/universal precautions at all times.	Standard/universal precautions protect you from contact with blood or body fluids.
Use proper body mechanics at all times.	Protects the nurse and client from injury.
Refer to the textbook and skills checklist to accompany the textbook for the steps of the skills you are performing, maintaining safety considerations at all times.	Promotes safe/optimal care for the client.
If abnormal responses are noted, notify your instructor and the staff nurse assigned to the client. Document the skill and client response.	Abnormal responses may warrant further nursing or medical intervention or both. Documentation provides a way to communicate with other members of the healthcare team and provides a legal record of care given to the client.

WEAPONS ON CAMPUS

Weapons are not allowed anywhere on the grounds or buildings of any clinical or class site. This includes parking lots and personal vehicles. This is consistent with [University policy prohibiting weapons on CSUSB campus](#). This applies to all CSUSB nursing students, faculty, and staff when in clinical, class, and/or representing CSUSB.

TESTING LAB SECURITY POLICY

The Testing Lab is located in HP-246. This lab is used for administering online exams.

- There shall be **NO** drinking, eating, or smoking in the Testing Lab. Bottled water will be permitted, away from the computer areas.

The following Rules and Regulations shall be followed:

1. The Testing Lab is to have limited access and will only be available for courses administering online exams.
2. Before using a testing laptop, students must be assigned a laptop number by their faculty.
3. After using a testing laptop, students are responsible for properly storing the laptop in the laptop cart and ensuring the power adapter is connected.
4. Students must follow the CSUSB Acceptable Use Policy for Electronic Communications, the Campus Email Policy, and all other campus policies related to media use. Failure to do so may result in disciplinary action and/or removal from the nursing program.
 - a. Students may not download or install software or applications (including, and especially, internet chat, or instant messengers).
 - b. Since the testing lab is for academic purposes only, students who access sites that the campus considers lewd, obscene, or indecent, may be a violation of both, the University's student conduct policies, and its sexual harassment policies.
5. The lab is not to be used as a social area and noise is to be kept at a minimum in the lab.
6. Children, pets, or unauthorized personnel are not allowed in the lab at any time.
7. The laptops are for nursing students only.
8. Students must provide their own earphones if required for an assignment.
9. Students must report any misconduct occurring in the Testing Lab immediately to the faculty, Department Chair, or Information Technology Consultant at that campus. Failure to report misconduct can result in disciplinary action.
10. Documents and media saved on the testing laptops is automatically deleted at the end of each day. Because of this, if any files need to be saved, students must bring their own form of backing up their data.
11. If problems with any of the testing lab equipment occur, the student is to report their faculty or the department Information Technology Consultant (HP-232). Student users are not to fix the equipment themselves.
12. CSUSB and the DON are not responsible for property left in any of the labs. Please check with the office staff in HP-215 or with University Police for items lost.
 - a. When done using a laptop, please shut down the laptop, push in your chair, and clear the testing area.

Recognition and Ceremonies

Image: Palm Desert Pinning Ceremony



COMMENCEMENT CEREMONIES

Participation in commencement activities is voluntary. CSUSB has two commencement exercises, one in December and one in June. The Palm Desert Campus holds one commencement exercise in June. For information on commencement registration, please visit the commencement [website](#).

ACADEMIC REGALIA

Caps, tassels, gowns, and hoods are available for purchase at the Coyote Bookstore to students who have registered and paid the commencement fee. Caps and gowns are available until the last week before commencement.

Honors for Graduation

To be considered for University Honors for graduation, an undergraduate student must have completed a minimum of 45 units of work at CSUSB in courses for which letter grades (A, B, C, and D) were received. University Honors for commencement are based on the student's units and GPA through the end of the term prior to commencement (i.e., fall/winter for spring commencement and spring/summer for fall commencement).

- Summa Cum Laude: an overall cumulative undergraduate GPA of 3.9 or above, and a GPA of 3.9 or above in all work attempted at this university.
- Magna Cum Laude: an overall cumulative undergraduate GPA of 3.75 or above and a GPA of 3.75 or above in all work attempted at this university.
- Cum Laude: an overall cumulative undergraduate GPA of 3.5 or above and a GPA of 3.5 or above in all work attempted at this university.

In determining eligibility for graduation with University Honors with a second bachelor's degree, all baccalaureate-level coursework completed past high school will be used in the GPA calculation.

DEPARTMENT OF NURSING HONORS

Department of Nursing Honors are awarded based on recommendation by the faculty of the Department of Nursing. The following criteria are considered:

1. A clear demonstration of professionalism in all aspects of their educational experience.
 - a. Demonstrates and models behaviors that display the mission, vision, and values of the Department of Nursing.
 - b. Demonstrates and models behaviors that elevate the practice of professional nursing.
 - c. Demonstrates respect to peers, faculty, staff, patients, and facility staff.
 - d. Abides by CSUSB and Department of Nursing policies and guidelines.
 - e. Engages in appropriate interpersonal communication and conflict resolution strategies, while respecting the dignity of others and the chain of command.
 - f. Behavior reflects positively on CSUSB and the nursing program.
2. Integrity in academic performance.
 - a. Demonstrates responsibility in maintaining quality and timeliness of all work submitted.
 - b. Abides by CSUSB Student Conduct Code.
 - i. No incident of cheating.
 - ii. No incident of falsifying documents.
 - c. No evidence of HIPAA violations.
 - d. No evidence of inappropriate discussion of others (i.e., slander)
 - e. No evidence of inappropriate use of social media.
3. No substantiated violation of the standards and guidelines of the university, college, department, and the profession of nursing as determined by the Chair.
4. Minimum GPA of 3.6 on all nursing courses taken at CSUSB.

DEPARTMENT OF NURSING OUTSTANDING ACADEMIC ACHIEVEMENT AWARD

The recipient of this award is selected by the Department of Nursing faculty. One award is given to a member of each graduating cohort who consistently demonstrated outstanding academic performance in all nursing theory and clinical courses. The student with the highest nursing GPA who is also eligible for departmental honors award and who did not repeat, withdraw from, and receive an incomplete in nursing courses (e.g., W or I) will be selected for this award. In the event of a tie, more than one award may be given.

DEPARTMENT OF NURSING OUTSTANDING STUDENT LEADERSHIP AWARD

Awarded to one student in each graduating cohort. Faculty will invite students with a GPA in the top 10% of their cohort to submit an application for the leadership award. The application must include a personal statement describing their leadership activities. Students are encouraged to describe leadership among peers, in the clinical setting, the nursing program, community, or the profession.

HONOR CORDS

Honor cords are purchased through the Bookstore during Grad Days during the graduating term.

RECOGNITION AND PINNING

The CSUSB nursing faculty invite their nursing students to join them in the sisterhood and brotherhood of the honored and most trusted profession, nursing, at the end of program recognition and pinning ceremony. This CSUSB pin is awarded to recognize completers of the CSUSB nursing programs, Pre-licensure BSN, RN to BSN, and MSN graduates, entering new roles in the profession of nursing. These graduates recite the International Pledge for Nurses and are presented with a pin representing nursing and CSUSB.

A special and solemn ceremony, it is rich with symbolism. The significance of the ceremony and pin are traced back to the Crusades of the twelfth century when knights were given a Maltese cross as recognition of their vow to serve the injured and infirm. Modern nursing ceremonies are traced back to Florence Nightingale who presented medals of excellence to her graduates. Pinning ceremonies of today recognize the importance of professionalism, knowledge, caring and compassion of nurses who are devoted to the welfare and well-being of society.

Representatives of the Pre-licensure BSN, RN to BSN, and MSN classes are encouraged to participate in the planning of this ceremony. Faculty invite and thank nursing faculty, students, and staff who volunteer to help plan the ceremony and assist with the event's activities.

Responsibilities for Recognition and Pinning Ceremony

- Department Chair
 - Confirm budget amount and source
 - Approve overall program
- Admission, Progression, and Recognition (APR) Committee
 - Set Date & Time
 - Set Location
 - Select processional and recessional music
 - Review and approve speeches, videos, and music selections
- Faculty
 - Pre-licensure BSN (PL-BSN) Faculty Advisor to graduating cohort
 - Assist students with pin ordering (paid by students) no later than seven (7) weeks prior to ceremony.
 - RN-BSN Coordinator
 - Discuss event and attendance with students.
 - Help students plan photos, videos, and other participatory activities (if students choose to create).
 - Assist students with pin ordering (paid by students) no later than seven (7) weeks prior to ceremony.
 - MSN Coordinator
 - Discuss event and attendance with students.
 - Help students plan photos, videos, and other participatory activities (if students choose to create).
 - Gather and submit (to staff) master's project title information for pinning program.
 - Assist students with pin ordering (paid by students) no later than seven (7) weeks prior to ceremony.
 - Arrange and supervise rehearsal with staff assistance.
- Staff
 - Attend planning meetings.
 - Reserve location.
 - Notify graduating students and program coordinators of date of event.
 - Send Save the Date to special guests and University officials.
 - Create graduate picture slideshow.
 - Assist with elections of participants.
 - Hire photographer for ceremony.
 - Prepare program with current speakers, titles, etc.
 - Prepare graduate name cards with phonetic spelling.
 - Order printing of program with tickets.
 - Confirm assistance of non-graduating student organization members before and after event.
 - Ensure all materials (pins, award certificates, candle lights, programs, tablecloths, graduate name cards, etc.) are present at ceremony and returned to Department after the ceremony.
 - Guide assisting students with set up, ushering, and clean up.
 - Confirm AV is available and functioning.

- Arrange platform and reserved seating including special guests and University officials.
- Survey graduating cohort during week four (4) of graduating term for the following:
 - Student Speaker
 - Two Faculty Pinners (Full-time Serialized, or Tenured/Tenure Track Faculty)
- Student Responsibilities of Graduating Class
 - Graduating students participate in survey provided by Department to elect Student Speaker from all programs. Each speaker allotted two minutes each.
 - PL-BSN Cohort participates in survey provided by Department to elect two faculty members to assist with Pinning based on a list of full-time faculty provided by the Department.
 - Cohorts plan video.
 - Submit videos/photos to APR committee for review no later than four weeks before the ceremony.
 - Journey through Nursing Video - 3-4 minutes max
 - Submit graduate photo picture and verbiage to staff for Graduate Picture Video (as directed).
 - Follow Department Dress Code Policy
- Student Nurse Association (SNA) Representatives
 - Solicit students volunteers to usher, take tickets at door, hand out programs, take down/clean up.
- Platform Party on Stage
 - Department Chair- Master of Ceremonies, including Welcome and Closing Remarks
 - Dignitaries- Remarks
 - Program Director/Assistant Program Director- Reading of Awards
 - Program Director/Assistant Program Director- Reading of Names of Pinning Recipients
 - Faculty Pinners
 - Pre-licensure- two full-time faculty elected by students
 - RN to BSN- Program Coordinator
 - MSN- Program Coordinator
 - Nurse Pledge- Awarded to full-time faculty member with the longest tenure (years teaching) at CSUSB
 - Assist with Candle Lighting- current faculty member elected by all graduating students

DRESSING CODE FOR NURSING CEREMONIES

The purpose for the dress code is to ensure that all student participants in a ceremonial event are professionally and uniformly attired.

1. Attire - Solid colors only (all black or all dark blue). No visible underwear.
2. Hem of the skirt or dress must be no higher than the top of kneecap. Hem of the slacks should reach below the ankle.
3. The garment must be opaque with sleeves and a neckline that does not reveal cleavage.
4. All clothing must be clean and pressed.
5. Hosiery must be non-textured, non-patterned, non-mesh, in a skin tone.
6. A collared shirt and necktie or turtleneck are required if not wearing a skirt or dress.
7. Shoes - Black or Navy. Shoe color should be the same color as slacks/skirt/dress. Heels are not to exceed three (3) inches. Platform shoes and flip flops are not acceptable.
8. Accessories, such as jewelry, must be minimal and professional. One small stud in each ear is allowed. No other visible body piercings are allowed. All body piercings must be covered or removed.
9. All students must wear their white lab coats for Recognition and Pinning.
10. All students will bring and don their white coat at the Dedication to the Profession ceremony.

Students who are not professionally dressed in accordance with these guidelines, may not be allowed to participate in the ceremony. Requests for exceptions to the dress code standard for medical or cultural/religious accommodations will be considered on an individual basis.

Student Activities



STTI, INTERNATIONAL NURSING HONOR SOCIETY

RHO BETA is the CSUSB chapter of the *Sigma Theta Tau International* (STTI), which was established at CSUSB DON in 1994. In the spring of 2000, the society became the 408th Chapter of Sigma Theta Tau International- The Honor Society of Nursing. The purposes of Sigma Theta Tau International are to recognize the development of leadership qualities, foster high professional standards, encourage creative work, and strengthen the commitment to the ideals and purposes of the profession.

Membership

Membership is by invitation during the eligible student's junior and senior years. Criteria for membership are a CSUSB cumulative GPA of 3.5 or higher, demonstrated leadership, creativity, and overall ability in nursing. The eligibility committee will extend invitation to candidates in the spring term; the induction ceremony is held during the spring term. There is an annual fee for membership in a Sigma Theta Tau International Chapter, part of which is returned to Rho Beta to support local programs. All nursing students may attend program meetings of the Nursing Honor Society.

STTI officers may be students, alumni, and/or community members. Several academic events will be held each year (for continuing education credits); all students are encouraged to participate in these events.

STTI has over 120,000 active members and is the second largest nursing organization in the world. Members are active in more than 90 countries and territories, and the 423 chapters are located on 523 college and university campuses in the US and countries including Canada, Hong Kong, Pakistan, South Korea, Australia, the Netherlands, and Brazil. Membership is by invitation to baccalaureate and graduate nursing students who demonstrate excellence in scholarship, and nurse leaders exhibiting exceptional achievements in nursing. Sixty percent of members hold Master's and/or Doctoral degrees. More than sixty percent are clinicians, twenty-three percent are administrators or supervisors, and seventeen percent are educators or researchers. The overall vision of STTI is to create a global community of nurses who lead in using scholarship, knowledge, and technology to improve the health of the world's people. To learn more about STTI, consult their [website](#).

NURSING STUDENT ORGANIZATION

The students at the San Bernardino campus and Palm Desert Campus participate in a nursing student organization. The nursing student organization is recognized by the Associated Students, Inc. (ASI). All enrolled nursing majors are automatically members of this nursing organization. The purpose of the organization is threefold:

- 1. Professional Development
- 2. Student-Faculty Communication
- 3. Social Activities

The nursing student organization also provides services to the students such as campus-wide publicity and representation on standing faculty and ASI committees. This organization supports a student mentorship program for the DON and its generic BSN students.

Student organization apparel is available for purchase with funds going toward delegate representation at state and national conventions. Additional information is available about activities of this organization and ASI. Officers are elected each spring in a general election.

The current constitution/bylaws for this organization can be located on the [website](#).

STUDENT NURSES ASSOCIATION/NATIONAL STUDENT NURSES ASSOCIATION (SNA/NSNA) & CALIFORNIA STUDENT NURSES ASSOCIATION (CSNA)

With membership of approximately 50,000 nationwide, the National Student Nurses' Association mentors the professional development of future nurses and facilitates their entrance into the profession by providing educational resources, leadership opportunities, and career guidance. NSNA members have an opportunity to maximize their leadership potential and this enhance their career development. Self-governance opportunities are available at the school, state, and national levels. Information can be found at their [website](#).

The mission of NSNA is to:

- Bring together and mentor students preparing for initial licensure as registered nurses, as well as those enrolled in baccalaureate completion programs.
- Convey the standards and ethics of the nursing profession.
- Promote development of the skills that students will need as responsible and accountable members of the nursing profession.
- Advocate for high quality, evidence-based, affordable, and accessible health care.
- Advocate for and contribute to advances in nursing education.
- Develop nursing students who are prepared to lead the profession in the future.

Top ten reasons to join:

- Career planning opportunities
- Subscription to *Imprint*, the professional magazine for student nurses.
- Discounts on NSNA Annual Convention & Mid Year Career Planning Conference registration fees
- Discounts on student membership in select professional nursing organizations
- Leadership development and community outreach opportunities
- Earn school credit through NSNA Leadership U
- Awards program
- Scholarship opportunities
- Preparation for the NCLEX. Preparation for practice (NSNA members receive 25% discount on Lippincott NCLEX-RN PassPoint)

The current constitution/bylaws for this student organization can be located at their [website](#).

Coyote Student Nurses and Coyote Student Nurses of the Desert are also the local chapters of the National Student Nurses' Association and the California Student Nurses' Association (CSNA). Information can be found on the [CSNA website](#).

There is a fee which entitles the student many valuable benefits, discounts, and enables CSUSB to send delegates to the state and national conventions to represent our school. Membership information and applications are given to incoming sophomores.

While membership in NSNA is voluntary at this time, all CSN and CSND officers are required to join NSNA.

NSNA CODE OF ACADEMIC AND CLINICAL CONDUCT

Preamble

Students of nursing have a responsibility to actively promote the highest level of moral and ethical principles and to embody the academic theory and clinical skills needed to continuously provide evidence-based nursing care given the resources available. Grounded in excellence, altruism, and integrity, the clinical setting presents unique challenges and responsibilities while caring for people in a variety of health care environments.

The Code of Academic and Clinical Conduct is based on an agreement to uphold the trust that society has placed in us while practicing as nursing students. The statements of the Code provide guidance for nursing students in the personal development of an ethical foundation for nursing practice. These moral and ethical principles are not limited to the academic or clinical environment and have relevance for the holistic professional development of all students studying to become Registered Nurses.

Code of Academic and Clinical Conduct

As students who are involved in the clinical and academic environments, we believe that ethical principles, in adherence with the NSNA Core Values, are a necessary guide to professional development. Therefore, within these environments, we:

- 1. Advocate for the rights of all patients.
- 2. Diligently maintain patient confidentiality in all respects, regardless of method or medium of communication.
- 3. Take appropriate action to ensure the safety of patients, self, and others.
- 4. Provide care for the patient in a timely, compassionate, professional, and culturally sensitive and competent manner.
- 5. Are truthful, timely and accurate in all communications related to patient care.
- 6. Accept responsibility for our decisions and actions.
- 7. Promote excellence and leadership in nursing by encouraging lifelong learning, continuing education, and professional development.
- 8. Treat others with respect and promote an inclusive environment that values the diversity, rights, cultural practices and spiritual beliefs of all patients and fellow healthcare professionals.
- 9. Collaborate with academic faculty and clinical staff to ensure the highest quality of patient care and student education.
- 10. Use every opportunity to improve faculty and clinical staff understanding of the nursing student's learning needs.
- 11. Encourage mentorship among nursing students, faculty, clinical staff, and inter-professional peers.
- 12. Refrain from performing skills or procedures without adequate preparation, and seek supervision and assistance when necessary.
- 13. Refrain from any deliberate action or omission in academic or clinical setting that create unnecessary risk of injury to the patient, self, or others.
- 14. Assist the clinical nurse or Clinical RN/Preceptor in ensuring that adequate informed consent is obtained from patients for research participation, for certain treatments, or for invasive procedures.
- 15. Abstain from the use of any legal or illegal substances in academic and clinical settings that could impair judgment.
- 16. Strive to achieve and maintain an optimal level of personal health.
- 17. Support access to treatment and rehabilitation for students who are experiencing impairment related to substance abuse and mental or physical health issues.
- 18. Uphold school policies and regulations related to academic and clinical performance, reserving the right to challenge and critique rules and regulations as per school grievance policy.

Source: <https://www.dropbox.com/s/a229ong58d5jx4p/Code%20of%20Ethics.pdf?e=1&dl=0>

First adopted by the 2001 House of Delegates, Nashville, TN. Amended by the House of Delegates at the NSNA Annual Convention on April 7, 2017 in Dallas, TX.

Appendices



CSUSB Incident and Near Miss Report

A student/faculty incident report is completed when any event, such as a fall, being struck by a patient, medication error, IV error, student injury, faculty injury, and any other non-injury event that needs to be documented, occurs which may cause potential harm to a student, faculty member, or a client in the clinical setting, or during any course-related activity. The form should be completed as soon as the student and/or faculty member have knowledge of the event. The form is then immediately sent to the Department Chair. Refer to the policy.

1. Date of this report:
 - a. Date of Incident:
2. Name of person completing this report:
 - a. Names and titles of all individuals involved in incident:
3. Name of Student:
 - a. Cohort (graduation date):
 - b. Name of Faculty:
4. Academic program and campus in which student is enrolled in:
5. Time and date of student incident/injury/near miss:
6. Name of Setting (exact location of incident), (clinical/class/course-related experience, agency and/or unity or other site) and course number where this incident/injury/near miss occurred:
 - a. Agency phone number, if applicable:
7. If an incident occurred, was a clinical agency incident report completed?
8. Description of the incident/injury/near miss and circumstances surrounding the incident/injury/near miss by faculty/student (who, what, when, where, and how):
9. Describe treatment received
 - a. Date of treatment:
 - b. Treated at:
 - c. By whom:
 - d. if not treated, why not?
10. Medication related:
 - a. Diet related
 - b. Client physical injury related:
 - c. Procedure related
 - d. Other:

I attest that the information provided on this form, to the best of my knowledge, describes the cited incident or near miss.

Signature and Date: _____

This document must be transmitted to the Department Chair or designee, if unavailable as soon as possible, but no later than 24 hours following the incident or near miss. In the case of a serious incident, the reporting party must contact the Department Chair immediately or designee if they cannot be reached. It is understood that the Department Chair or designee will contact the appropriate university officials.

I have reviewed this report:

Signature of the Chair of DON

Date

The Department Chair will retain a copy of this report.

FOLLOW-UP ACTION REQUIRED

To be completed by the Department Chair

_____ Individual Interviewed

_____ Reported to Agency's
Risk Management

_____ Education/Training
Provided

_____ Reported to Dean of
CNS

_____ Other

_____ Reported to CSUSB
Risk Management

Abandonment of Patients



REGISTERED NURSING
PO Box 944210, Sacramento, CA 94244-2100
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ABANDONMENT OF PATIENTS

Inquiries have been received by the Board of Registered Nursing (BRN) regarding which actions by a nurse constitute patient abandonment and thus may lead to discipline against a nurse's license.

Generally for patient abandonment to occur, the nurse must:

- a) Have first **accepted** the patient assignment, thus establishing a nurse-patient relationship, and then
- b) **Severed** that nurse-patient relationship without giving reasonable notice to the appropriate person (e.g., supervisor, patient) so that arrangements can be made for continuation of nursing care by others.

A nurse-patient relationship **generally** begins when responsibility for nursing care of a patient is accepted by the nurse. Failure to notify the employing agency that the nurse will not appear to work an assigned shift is not considered patient abandonment by the BRN, nor is refusal to accept an assignment considered patient abandonment. Once the nurse has accepted responsibility for nursing care of a patient, severing of the nurse-patient relationship without reasonable notice may lead to discipline of a nurse's license.

RNs must exercise critical judgment regarding their individual ability to provide safe patient care when declining or accepting requests to work overtime. A fatigued and/or sleep deprived RN may have a diminished ability to provide safe, effective patient care. Refusal to work additional hours or shifts would not be considered patient abandonment by the BRN.

The RN who follows the above BRN advisory statement will not be considered to have abandoned the patient for purposes of Board disciplinary action. However, it should be noted that the BRN has no jurisdiction over employment and contract issues.

5PR-B-1 REAFFIRMED 8/1998 ABANDONMENT OF PATIENTS
REV. 1 (2008, 9/2011, 04/1/2011)

<https://www.rn.ca.gov/pdfs/regulations/npr-b-01.pdf>

Standards of Competent Performance



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BOARD OF
REGISTERED
NURSING

STANDARDS OF COMPETENT PERFORMANCE

Website:

<http://www.rn.ca.gov/regulations/title16.html#1443.5>

1443.5. STANDARDS OF COMPETENT PERFORMANCE

A registered nurse shall be considered to be competent when he/she consistently demonstrates the ability to transfer scientific knowledge from social, biological and physical sciences in applying the nursing process, as follows:

- (1) Formulates a nursing diagnosis through observation of the client's physical condition and behavior, and through interpretation of information obtained from the client and others, including the health team.
- (2) Formulates a care plan, in collaboration with the client, which ensures that direct and indirect nursing care services provide for the client's safety, comfort, hygiene, and protection, and for disease prevention and restorative measures.
- (3) Performs skills essential to the kind of nursing action to be taken, explains the health treatment to the client and family and teaches the client and family how to care for the client's health needs.
- (4) Delegates tasks to subordinates based on the legal scopes of practice of the subordinates and on the preparation and capability needed in the tasks to be delegated, and effectively supervises nursing care being given by subordinates.
- (5) Evaluates the effectiveness of the care plan through observation of the client's physical condition and behavior, signs and symptoms of illness, and reactions to treatment and through communication with the client and the health team members, and modifies the plan as needed.
- (6) Acts as the client's advocate, as circumstances require by initiating action to improve health care or to change decisions or activities which are against the interests or wishes of the client, and by giving the client the opportunity to make informed decisions about health care before it is provided.

THE CALIFORNIA STANDARDS OF COMPETENT PERFORMANCE

<https://www.rn.ca.gov/pdfs/regulations/npr-c-20.pdf>

BRN Impaired Policy



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IMPAIRED NURSING STUDENTS

GUIDELINES FOR SCHOOLS OF NURSING IN HANDLING NURSING STUDENTS IMPAIRED BY CHEMICAL DEPENDENCY OR MENTAL ILLNESS

BOARD STATEMENT:

The Board of Registered Nursing considers the student use of controlled substances, dangerous drugs or devices or alcoholic beverages to an extent or in a manner injurious to self or others to constitute unprofessional conduct. The conviction of a criminal offense involving the prescription, consumption or self-administration of the above substances is conclusive evidence thereof. (B&P 2762).

Nursing students showing signs of mental illness or chemical dependency should be directed to a health care provider for diagnosis and treatment of the illness. Chemical dependency and mental illness are diseases and should be treated as such. The Board has established an intervention program for impaired registered nurses as a voluntary alternative to traditional Board disciplinary actions. (B&P 2770)

Link to Intervention Program Brochure: <http://m.ca.gov/pdfs/intervention/intbrochure.pdf>

NURSING PROGRAMS ARE EXPECTED TO:

- Have a policy for students who are impaired by or demonstrate characteristics of chemical dependency or mental illness which directs the student to seek appropriate assistance through a health care provider and provide the nursing program with proof of treatment.
- Provide instructors with the authority and responsibility to take immediate corrective action with regard to the impaired student's conduct and performance in the clinical setting. This includes removing the impaired student from the patient care area until the student is deemed medically safe to return to patient care activities.
- Provide this information to incoming students in their nursing program handbooks along with factual material related to chemical dependency and mental illness among nursing students.
- Handle the matter confidentially.

STUDENTS ARE EXPECTED TO:

- Voluntarily seek diagnosis and treatment for chemical dependency or mental illness and provide evidence of treatment and fitness for practice to the nursing program.
- Show evidence of rehabilitation when submitting their application for licensure.

OTHER DEPARTMENT OF NURSING PATHWAYS

Licensed Vocational Nurses (LVN) 30-Unit Option (NOT A DEGREE OPTION)

Background

The LVN 30-Unit Option is a pathway for LVNs currently licensed in California to become eligible to take the NCLEX-RN examination to be licensed as a Registered Nurse in California.

The LVN 30-Unit Option is **NOT** a pathway to a Bachelor of Science in Nursing (BSN) degree. CSUSB does not offer an LVN to BSN program. LVNs who complete the 30-Unit Option will not earn any degree from CSUSB.

CSUSB is pleased to offer nursing courses meeting the BRN requirement for a 30-Unit Option for those LVNs for whom it would be a good career choice. Ultimately, the responsibility for qualifying to take the NCLEX-RN rests on the individual LVN completing the option.

CSUSB Department of Nursing Policy and Procedure for the LVN 30-Unit Option

1. To be admitted to the LVN 30-unit option at CSUSB, applicants must be currently licensed as a vocational nurse in California.
2. Interested California LVNs are required to obtain objective counseling from the Department of Nursing Chair or designee to clarify that the LVN 30-unit option does NOT lead to a degree.
 - a. LVNs who complete the 30-unit option may sit for the NCLEX-RN examination and if successful, may be licensed in the state of California with a “non-graduate” license. There may be no reciprocity for licensure in any other state.
 - b. LVN candidates, during the objective counseling session, will be asked to sign a statement acknowledging item two above. The student will be placed in their file in the Department of Nursing.
3. Applicants must apply for admission to the University with a Non-Degree Seeking (Transitory) Application; they will not enter as nursing majors.
4. Applicants are not required to complete University division general education requirements, prerequisite nursing core courses or additional preparatory courses in the major.
5. Applicants are required, prior to receiving permission to enroll in the courses in the 30-unit option, to take the exams associated with the following courses to identify areas where remediation might assist them in completing the courses required for the 30-unit LVN option:
 - a. NURS 3016 Health Assessment
 - b. NURS 3221 Nursing Care of Adults & Older Adults I
6. In compliance with California Code of Regulations Section 1429, a maximum of thirty semester units of nursing courses may be required for the 30-unit LVN option. At CSUSB, the following nursing courses are required:

Course Prefix and Number	Course Title	Units	Comments
BIOL 2230	Human Anatomy & Physiology I for Allied Health Majors	4	Equivalent course may be transferred in or may exercise Challenge option
BIOL 2240	Human Anatomy & Physiology II for Allied Health Majors	4	Equivalent course may be transferred in or may exercise Challenge option
BIOL 2200	Microbiology for Allied Health Majors	4	Equivalent course may be transferred in or may exercise Challenge option
NURS 3082	Pharmacology & Therapeutics for Nursing Practice	3	
NURS 4415	Psychiatric & Mental Health Nursing Practice	5	Includes clinical component
NURS 4833	Nursing Care of Adults & Older Adults II	7	Includes a clinical component
NURS 4840	Leadership & Management in Nursing	3	
	Total	30	

7. Applicants qualifying for admission to the required courses will be considered along with all other qualified students on a space available basis as the pre-licensure BSN program is impacted.

8. Admitted LVNs are responsible for meeting all health, background, insurance, and other compliance requirements for courses that include clinical experiences.

Once the LVN successfully completes all required courses in the 30-unit option, the Department of Nursing Chair or designee will complete all required California Board of Nursing documents.

Approved by FO 01.15.2019; Effective Fall 2020

More Information

All information about the nursing pathways available at the Department of Nursing website. Refer to your program coordinators for any additional questions you may have.

Contact us :



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