

# ***GRADUATE INFORMATION GUIDE***

## **(GIG)**

### **2025-2026**



**A Guide for Students in**  
**MASTER OF SCIENCE IN NURSING PROGRAM OPTION**  
**DOCTOR OF NURSING PRACTICE PROGRAM OPTION**

**ARKANSAS STATE UNIVERSITY**  
**SCHOOL OF NURSING**  
**COLLEGE OF NURSING AND HEALTH PROFESSIONS**

## **Required Signature Forms**

The following attestation forms must be signed verifying that you have read and understand the stated policies or procedures. After signing each form, submit to the appropriate School of Nursing office to be placed in your permanent student file.

- ☐ Verification of Reading Graduate Information Guide (GIG)
- ☐ Verification of Receiving the Arkansas State University Handbook
- ☐ Student Confidentiality Contract
- ☐ College Code of Honor
- ☐ Permission to Provide/or Post Non-directory
- ☐ Permission to write letters of recommendation
- ☐ Disabilities Statement
- ☐ Student Criminal Background Checks
- ☐ Criminal Background Check for Initial Licensure-Nurse Practice Act 17-87-312
- ☐ Waiver of Release of Medical Information Substance Abuse Policy and Procedures
- ☐ Substance Abuse Policy and Procedures
- ☐ Substance Abuse Compliance Contract
- ☐ Hepatitis B Vaccine Declination (if applicable)
- ☐ Release and license to use image, name and voice

**VERIFICATION OF RECEIVING Arkansas State University Handbook  
SIGNATURE PAGE**

This is to verify that I have been informed of the Arkansas State University Student Handbook.

[Student Handbook \(astate.edu\)](http://astate.edu)

I understand that I am responsible for the information contained in the University Student Handbook and that it is my responsibility to review the University Handbook each academic year for any changes.

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Student's name (please print)

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Student's signature

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Date

**VERIFICATION OF RECEIVING GRADUATE INFORMATION GUIDE (GIG)**  
**SIGNATURE PAGE**

This is to verify that I have been informed of the Arkansas State University, College of Nursing and Health Profession, Graduate Information Guide (GIG) located on the CNHP School of Nursing website. I understand that I am responsible for the information contained in the *G/G* and that it is my responsibility to review the *G/G* each semester for any changes of additions and to keep the *G/G* up to date by inserting all new pages or attachments given to me by faculty of the nursing programs. <https://www.astate.edu/college/conhp/departments/nursing/word-files/GIG.pdf>

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Student's name (please print)

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Student's signature

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Date

## STUDENT CONFIDENTIALITY CONTRACT

The confidentiality of patients admitted to contracted clinical agencies of the School of Nursing at Arkansas State University is protect by state and federal laws as well as treatment center policy and ethical consideration. Any student who breaches confidentiality is subject to immediate termination from the clinical course. Such disclosure is also subject to applicable laws and regulations. All information regarding patients is considered confidential. This includes the following:

- A. The fact that the individual is a patient at a contracted clinical agency.
- B. The patient's name, address, and employer, etc.
- C. The nature of the patient's illness or reason for admission to the treatment center.

Students are not allowed to discuss patients with individuals in the community and are not allowed to discuss patients in patient/public areas.

I understand the information presented to me regarding patient confidentiality and acknowledge that I will assume legal responsibility for any breech I may make. I also understand that if I breach confidentiality in any way I will be immediately terminated from my clinical course at Arkansas State University.

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Student's name (please print)

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Student's signature

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Date

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**

## COLLEGE CODE OF HONOR

Each student admitted to a professional program in the College of Nursing and health Professions is charged with the responsibility of honorable conduct. A student is assumed honorable until his/her actions prove otherwise. An honor offense is defined as an intentional act of lying, cheating, or stealing. Formal procedures exist for violations of the Honor Code.

As a student in a health program, it is fundamental that you act in an honorable and virtuous way so that a community of trust is established among members of the college and your clients. Honor is a practiced ideal that will positively impact your relationship with fellow students, faculty, administrators, patients, and other members of the community.

All students in this college are bound by the Honor Code and all are needed to make it work. The atmosphere of trust and integrity that is created by an honor system enables the student to know his/her word will be taken as true, to compete fairly in the classroom and to protect what is rightfully his/hers. The system functions best when all members of the college not only take responsibility for their own actions but hold their peers to the same standards.

As a student admitted to a health professions program, you must agree to live by and support the basic principles of honesty - no lying, cheating, or stealing; be accountable for your actions; and share information about honor offenses. If you are not prepared to accept these responsibilities, you should select another career choice.

I understand that, as an admitted student in any of the programs in the college, I have accepted the pledge of honesty and will be expected to meet the standards as set forward.

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Student's name (please print)

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Student's signature

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Date

ARKANSAS STATE UNIVERSITY  
OFFICE OF THE REGISTRAR

**PERMISSION TO PROVIDE/OR POST NON-DIRECTORY INFORMATION  
TO STUDENTS VIA E-MAIL**

I give permission for faculty of the School of Nursing to use E-mail to provide or exchange non-directory information such as assignments and other course related information with me during my enrollment in the nursing program. I understand that there is no guarantee of confidentiality on the Internet and it is possible for a third party to gain access to this information.

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Student's name (please print)

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Student's signature

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Email address

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Student ID Number

---

Date

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**

ARKANSAS STATE UNIVERSITY  
OFFICE OF THE REGISTRAR

**PERMISSION TO WRITE LETTER(S) OF RECOMMENDATION TO INCLUDE NON-DIRECTORY INFORMATION**

I give permission for \_\_\_\_\_  
(Name of instructor)

to write a letter of recommendation to the following:

1. Name or Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_
2. Name or Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_
3. Name or Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_

I grant permission for the inclusion non-directory information such as my grades, GPA, class rank, and/or student identification/social security number to be included as needed.

Other comments or information:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Student's name (please print)

\_\_\_\_\_  
Student's signature

\_\_\_\_\_  
Date

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**



## DISABILITIES STATEMENT

Students with Disabilities: Access and Accommodations Services (A&AS) is responsible for the coordination and provision of support services to students with disabilities. We strive to ensure access for students with disabilities and to comply with ADA, ADAAA amendments act of 2008, Section 504 and Section 508 of Rehabilitation Act. Any A-State student with a disability may utilize services through A&AS. More information is available at:

<https://www.astate.edu/a/disability/> by calling 870-972- 3964. Any student in this program who has a disability that may prevent them from fully participating in this program without reasonable accommodation should contact Access and Accommodation Services as soon as possible so necessary accommodations can be made.

I, \_\_\_\_\_, have read the statement above and understand that I must register with Access and Accommodation Services in order to receive reasonable accommodations.

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Student's name (please print)

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Student's signature

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Date

*Make sure you have provided all required signatures.*

## STUDENT CRIMINAL BACKGROUND CHECKS

Student name (print): \_\_\_\_\_

I understand that criminal background checks may occur as part of my professional education at ASTATE. Evidence of a previous charge or conviction of a felony/misdemeanor on my record may affect my progress in this program. While the faculty cannot realistically determine whether this will have any future impact on my ability to work in my profession, I do understand that the following issues could arise during my time as a student or as a graduate of the program.

1. Certain rotation sites could deny me access for rotation.
2. Hospitals or other health care institutions could refuse to allow me access for a clinical experience.
3. The above two issues could make it impossible for me to complete the clinical portion of my education and therefore not graduate.
4. Upon graduation, a state licensing agency could refuse to grant me a license.
5. As a licensed professional, certain health care institutions could refuse to grant me privileges.
6. There could be other, unforeseen, impacts of this incident on my ability to practice as a professional.

\_\_\_\_\_  
Student's name (please print)

\_\_\_\_\_  
Student's signature

\_\_\_\_\_  
Date

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**

**CRIMINAL BACKGROUND CHECK FOR INITIAL LICENSURE  
NURSE PRACTICE ACT §17-87-312 & ACA 17- 3-102**

This is to verify I read the Nurse Practice Act §17-87-312 Criminal background checks & ACA 17-3-102. I understand a first-time applicant for any license issued by the Arkansas State Board of Nursing will have a state and national criminal background check. I further understand that the identification of any offenses identified in this section of the Nurse Practice Act may prohibit me from obtaining a license to practice as a Licensed Practical Nurse, Registered Nurse or Advanced Practice Nurse in the state of Arkansas. Furthermore, although an appeal may be possible there are offenses that permanently disqualify an applicant from a license issued by the Arkansas State Board of Nursing.

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Student's name (please print)

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Student's signature

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Date

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**

**WAIVER OF RELEASE OF MEDICAL INFORMATION SUBSTANCE ABUSE  
POLICY AND PROCEDURES**

I, \_\_\_\_\_, am a professional health student at Arkansas State University and have previously received, read and understand the College of Nursing and Health Professions' *Substance Abuse Policy & Procedures*.

I hereby consent to having a sample of my body fluid collected on this \_\_\_\_\_ of 20\_\_\_\_ according to the terms set forth in the policy for the purpose of testing for identified substances at my own expense.

I understand that a positive test result will require a subsequent confirmation test. If that result remains positive, it will affect my status in the professional program. I understand that if I am taking any medications, which would adversely affect the results of the test, that I should disclose those immediately. Written medical documentation from my physician will be required by me for verification of those medication/s taken.

I authorize the release of test results related to the screening or testing of my blood/urine specimen to the Dean, College of Nursing and Health Professions at Arkansas State University, and to myself. I understand that my body fluid specimen will be sent to \_\_\_\_\_ for actual testing.

I hereby release Arkansas State University, its Board of Trustees, officers, employees, and agents from legal responsibility or liability arising from such a test, including but not limited to, the testing procedure, analysis, the accuracy of the analysis, or the disclosure of the results.

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Student's name (please print)

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Student's signature

Date

Time

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Witness' signature

Date

Time

## SUBSTANCE ABUSE COMPLIANCE CONTRACT

I, \_\_\_\_\_, , have read the Board of Trustee-approved Substance Abuse Policy & Procedures of the Arkansas State University College of Nursing and Health Professions located on the website <https://www.astate.edu/college/conhp/departments/nursing/index.dot> and agree, as a student in the professional health program, to comply with all aspects of the policy as written, including testing for substances and appropriate release of that information. Furthermore, I agree to abide by the provisions for dismissal and to follow the conditions of readmission as outlined.

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Student's name (please print)

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Student's signature

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Date

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**

## HEPATITIS B VACCINE DECLINATION

I understand that due to my occupational exposure to blood or other potentially infectious materials I may be at risk of acquiring the Hepatitis B virus (HBV) infection.

Risk of exposure is often highest during the professional training period. Therefore, the School of Nursing requires the Hepatitis B vaccine series for all nursing students. The cost of the vaccine is the responsibility of the student.

If you decline the Hepatitis B vaccinations for health or personal reasons, you must sign this form and submit it to the School of Nursing Office. If you are declining for health reasons include a note from your healthcare provider.

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Student's name (please print)

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Student's signature

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Date

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**

**ARKANSAS STATE UNIVERSITY**  
**RELEASE AND LICENSE TO USE IMAGE, NAME, AND VOICE**

I, the undersigned student, hereby grant Arkansas State University permission to use my image, name, and voice contained or displayed in any educational session which is recorded by sound, video, or other media. I understand that by participating in educational sessions which are recorded, my image, name, or voice may be captured and reproduced when the recording of the educational session is rebroadcast.

By signing this Release and License to use Image, Name, and Voice, I hereby assign, transfer, and convey all my rights, titles, and interests, including all copyrights and other intellectual property rights, contained in the recording of the educational sessions in which I participate to Arkansas State University. I further consent to the editing and reproduction of the educational session or sessions by Arkansas State University without any additional consent and without any payment for the use of my image, name, or voice.

I understand that the use of my image, name and voice will be primarily for the purposes of education or promotion of Arkansas State University. I hereby waive any right that I may have to inspect or approve the final audio, video, or media product that may contain my image, name, or voice. I understand and agree that Arkansas State University is and shall be the exclusive owner of all rights, titles, and interests, including copyrights, in any recorded educational session containing my image, name, or voice.

I certify that I am of legal age and have full authority to execute this Release and License to use Image, Name, and Voice. If I am not of age, my parent or legal guardian hereby consents on my behalf.

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Student's name (please print)

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Student's signature

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Address

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Phone Number

*\*\*\*To be signed and returned to the School of Nursing for placement in Student's File\*\*\**

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## **GRADUATE INFORMATION**

The Graduate Information Guide (GIG) is to advise the graduate nursing student (MSN and DNP) of policies, procedures and other information unique to the graduate nursing program.

For general information, students are referred to the A-State *Graduate Bulletin* and the A-State *Student Handbook*. The GIG is a supplement to and not a substitute for, the Arkansas State University Graduate Bulletin. While every effort is made to keep this document current, students are encouraged to direct any questions about the program and its requirements to their advisor, the Graduate Program Director, or the Nursing Department Chairperson at Post Office Box 910, College of Nursing and Health Professions, State University, AR 72467, (870) 972-3074. The Office of Admissions and Records can be reached at (870) 972-3024 or by writing to Post Office Box 1630, State University, AR 72467.

## **INTRODUCTION**

### **MSN SPECIALIZATION**

The majors offered at the MSN level include the following options:

- Adult Gerontology Acute Care Nurse Practitioner (AGACNP)
- Family Nurse Practitioner (FNP)
- Nurse Educator (NE) and Graduate Certificate
- Nurse Administrator (NADM) and Graduate Certificate
- Post Master Certificate (PMC) – FNP/AGACNP/PMHNP
- Psychiatric Mental Health Nurse Practitioner (PMHNP)

### **DNP SPECIALIZATION**

The options offered at the DNP level include the following:

- Nurse Anesthesia
- Post Master (General Practice, Leadership, Education)

## MISSION AND PHILOSOPHY

### **SCHOOL OF NURSING MISSION STATEMENT**

The mission of the School of Nursing is to educate, enhance and enrich students for evolving professional nursing practice.

### **THE CORE VALUES**

The School of Nursing values the following as fundamentals:

- **Integrity:** Purposeful decision to consistently demonstrate truth and honesty.
- **Excellence:** Highest quality of nursing education, practice, service, and research.
- **Access and Engagement:** Respect for varied dimensions of individuality among populations. We embrace diversity in all of its dimensions realizing that mutual respect for individuality and the inclusion of all are vital for both personal and institutional success.
- **Service:** Professional experience in response to the needs of society.
- **Learning:** Acquisition of knowledge and skills in critical thinking, practical reasoning, and decision making.
- **Student Centered:** Development of essential skills for lifelong learning, leadership,

#### **School of Nursing Philosophy for Nursing Education**

Central to our philosophy for nursing education are four widely accepted metaparadigms of the nursing profession: person, environment, health, and nursing. Each may be defined in many ways. The works of Virginia Henderson (1972), Callista Roy (1991), Betty Neuman (1993), and Madeleine Leininger (1991) among others drive our understanding of these concepts.

A **person** may be defined as an individual, family, group, or community (Leininger, 1991) comprised of biological, psychological, sociological, cultural, and spiritual constituents (Henderson, 1972; Neuman, 1993). Each person has innate worth, and though each is unique, all possess characteristics of shared basic human needs. We believe that a person's individual experiences, genetics, culture and existence are dependent on perception of and reaction to change. Inherent in this process is the capacity to make decisions, consider alternatives, and predict and accept possible outcomes.

**Environment** may be defined as internal, external, and created (Henderson, 1972; Neuman, 1993) conditions, circumstances, influences, events, situations, or experiences (Leininger, 1991; Roy, 1991) that surround the person or are within the person and affect development, behavior, and resources. The environment affects the ability of the person to pursue and achieve a high quality of life. Society and culture drive the need for order, meaning, and affiliations with other humans. These, along with physical and biological forces stimulate a need for adaptation and, potentially, interactions with others in order to survive, develop, grow, and mature.

We understand **health** to be a continuum of wholeness and integrity defined by culture, values, and practices (Leininger, 1991; Neuman, 1993). Often expressed in terms of wellness and illness or absence of disease or injury, health is based largely upon the

person's ability to function independently in their environment (Henderson, 1972; The Nurse of the Future: Nursing Core Competencies, 2016). The ability of a person to achieve an optimal level of wellness depends on motivation, knowledge, ability to cope, and developmental status. The primary responsibility for one's health rests on the individual and/or those upon whom the individual is dependent.

We believe each person has the right to receive quality healthcare with a goal of promotion, maintenance, or restoration of optimal health. Nurses are advocates, integral in assisting persons to gain access to and secure maximum benefit from use of the healthcare system. Complexity of healthcare systems and client needs require nurses to advocate for clients and collaborate with other healthcare professionals to provide optimal healthcare.

**Nursing** is both an art and science and can be defined as activities aimed to assist, support, and promote adaptation of individuals and groups (Leininger, 1991; Roy, 1991) in performance of activities (Henderson, 1972) by assessing behaviors and factors that alter the ability to adapt (Roy, 1991). Nursing is an altruistic discipline evolved from the study and application of its own interventions as well as application of knowledge from other disciplines. Nursing is focused on provision of care across the health continuum using systematic processes, and practice is refined based on societal needs. Thus, nursing enhances the environment and contributes to health, quality of life, and dying with dignity (Roy, 1991).

**Nursing education** must prepare professional nurses for traditional and evolving roles. The faculty recognizes the obligation of the nursing curriculum to include leadership, strategies that promote change, professionalism and service. A wide variety of types of nurses are needed to fulfill the needs of our communities. These types include, but are not limited to, registered nurses (RN), RNs certified in their specialty, Nurse Practitioners, Nurse Educators, Nurse Administrators, Nurse Leaders, and Nurse Anesthetists. Therefore, nursing education must be provided at various levels. To acquire the knowledge and judgement necessary for practice, nursing education focuses on critical thinking, decision-making, analysis, inquiry, and research. The faculty also believes that learning is a life-long process, often conducted independently of formal educational settings. Formal educational settings provide opportunities for teacher-student interaction in setting goals, selecting and evaluating learning experiences, and appraising learners' progress. All levels of nursing education share certain rights, duties, and characteristics, such as the scientific basis of nursing care. Accordingly, we actively support the endeavors of the profession to assist nurses in pursuing professional education from beginning to advanced levels.

The school of nursing provides education at four levels: the Associate of Applied Science in Nursing (AASN); the Bachelor of Science in Nursing (BSN); the Master of Science in Nursing (MSN); and the Doctor of Nursing Practice (DNP).

The purpose of the AASN is to prepare graduates capable of applying the nursing process to provision of direct nursing care for clients with common, well-defined problems. Therefore, the associate curriculum is grounded in the liberal arts and includes professional values, core competencies, core knowledge, and role development. An associate degree graduate is prepared to function as a member of the profession and a manager of care in acute and community-based settings.

The nurse prepared with a BSN is a professional who has acquired a broad, yet well-delineated knowledge base for practice. We believe that the role of a baccalaureate graduate is multifaceted and developed through extensive study in the areas of liberal education, professional values, core competencies, core knowledge, and role development. These prepare the baccalaureate graduate to function as a provider of direct and indirect care to individuals, families, groups, communities and populations. A graduate of the baccalaureate program is a member of the profession and a designer, manager, and coordinator of care.

Master's level (MSN) education prepares nurses who have already achieved their baccalaureate degree for advanced nursing practice. Preparation for advanced practice emphasizes strategies to intervene in multidimensional situations. The knowledge base is expanded in scope and depth through scientific, theoretical and research components of nursing. Various theories inherent in advanced practice roles and strategies are analyzed and explored to synthesize the interdependence of theory, practice, and scientific inquiry in nursing. This synthesis of knowledge and experience provides the basis for creating, testing, predicting, and utilizing varied and complex interventions for problems of healthcare and healthcare delivery. A graduate of the master's program is a leader in the profession and is prepared as an independent coordinator of care.

The DNP prepares master's level nurses with advanced leadership skills, increased knowledge of health policy, and increased clinical skills and expertise with which to provide care, especially in rural and underserved areas. They are prepared to initiate and to lead implementation of changes required by the evolving healthcare system. They are prepared to analyze and expand boundaries in order to become transformational leaders driving innovation and excellence in healthcare for their communities, region, nation, and the world.

The DNP in Nurse Anesthesia prepares baccalaureate nurses with critical care experience and a working knowledge of pathophysiology, pharmacology, and anatomy/physiology to become Certified Registered Nurse Anesthetists (CRNA). They are educated in the roles of advanced leadership, health policy, clinical skills, and expertise to provide care in the full scope of practice in anesthesia care throughout the lifespan. They are prepared to initiate and to lead implementation of changes required by the evolving healthcare system. They are prepared to analyze and expand boundaries in order to become transformational leaders driving innovation and excellence in healthcare for their communities, region, nation, and the world.

Revised 11/2024

## **SCHOOL OF NURSING ORGANIZING FRAMEWORK**

The organizing framework of the nursing department is derived from the philosophy and has four major components. The four components are role, process, values and knowledge. These components are taught at each level of education and provide a construct for development of objectives and outcomes. The framework model clearly shows how each of the components increases in complexity at the three levels of education.

### **ROLE**

The first major component is role. The faculty believe provider of care, manager of care and member of the profession (NLN) are key elements of this component. To clearly explain how these roles develop, each will be examined at all three levels.

At the associate degree level, emphasis is placed on providing and managing direct care to individuals with common well-defined problems. The associate degree graduate functions as a team member using nursing diagnoses and established protocols for individuals in acute care and community-based settings. Additionally, the graduate participates as a member of the profession in appropriate specialty and politically focused nursing organizations.

The baccalaureate degree nurse provides direct and indirect nursing care to individuals, families, groups and populations. The baccalaureate graduate has the ability to individualize nursing diagnoses and protocols to enhance the design and coordination of preventative, complex and restorative care. As a member of professional organizations, the graduate has the capacity to assume leadership and advocacy roles.

The master's graduate can function independently in the provision for direct and indirect care. Practice settings for the master's prepared graduate are multi-dimensional. Inherent is the ability to design, facilitate and coordinate care for individuals in a variety of health care settings. Graduates have the skills necessary to lead effect policy and mentor as members of specialty and politically focused nursing organizations.

The Post Masters Doctor of Nursing Practice graduate functions independently in the provision of direct and indirect, systems-focused care. The DNP graduate is active in evaluating existing health care systems and initiating changes to meet the needs of individuals, families, groups, and populations. Practice settings for the DNP prepared graduate are multi-dimensional and are not limited to existing or prescribed health care settings. Graduates have the skills to initiate change, lead and serve as mentors for other health care team members at the local, regional, state, national and world levels.

## **KNOWLEDGE**

The second major component is knowledge. The general education curriculum provides a foundation of liberal arts and sciences for the associate and baccalaureate students. These courses help provide the basic psychosocial, spiritual, humanistic, and legal components which assist students in developing an appreciation of each person's interaction with the environment. The knowledge gained enhances the nurse's ability to think critically, reason logically, and communicate effectively.

The associate degree core focuses on liberal arts and sciences, which include courses in English, college mathematics, basic biological science, history, and psychology. Content for the associate degree student provides basic nursing knowledge that is applied to common well-defined problems.

The baccalaureate student's general education core is expanded to provide a more in-depth science basis and global view of society. These courses include physical sciences, sociology, world civilization and humanities. Pathophysiology and statistics are incorporated into the nursing curriculum as the student progresses into complex nursing theory and application.

The master's program builds on the baccalaureate curriculum. Core graduate courses include theory, research, role, and health policy. These courses prepare the master's graduate to integrate the other components of role, process, and values. The key support courses for all options include advanced pathophysiology, advanced pharmacology, and advanced health assessment/physical diagnosis. Content in specialty courses reinforces concepts in the core courses as well as preparing the graduate for advanced nursing.

The Post Masters Doctor of Nursing Practice curricula builds on traditional master's programs with education in evidenced based practice, advanced clinical, organizational, economic, and leadership skills to design and implement programs of care delivery. Translation of research into practice will significantly impact health care outcomes and have the potential to transform health care delivery.

### **VALUES**

Faculty defines the third component, values, as the system of beliefs that guide behaviors, attitudes and moral judgment. Personal values reflect cultural and social influences, relationships and individual needs. Professional values guide nurses' behavior to act in a manner consistent with nursing responsibilities and standards of practice. We believe professional values can be formed through reasoning, observation and experience. The associate graduate possesses an awareness of personal values and how these values may influence care delivery.

Additionally, the associate graduate incorporates professional values in assisting individuals with the process of value clarification that may impact health care decisions. The baccalaureate graduate has a global perspective and is able to help individuals clarify or re-prioritize personal values, minimize conflict and achieve consistency between values and behaviors related to health. The masters' prepared graduate applies professional values when designing health care systems in response to societal need. The master's graduate is able to engage in activities that influence policies and service delivery to diverse populations in a variety of settings. The Doctor graduate is prepared as the nursing terminal degree that encompasses all professional role expectations in nursing. Personal values are applied when evaluating and designing health care systems, as well as leading the change of health care systems in response to research translation, population health, and needed policy development.

The profession of nursing utilizes a systematic process that incorporates the other three components, role, knowledge and values to evaluate the needs of individuals, groups and/or communities. The process involves assessment, planning, implementation, and evaluation on a continual basis. All nurses are prepared to use this process but as one acquires additional knowledge, the nurse begins to use the components of the process in unique and creative

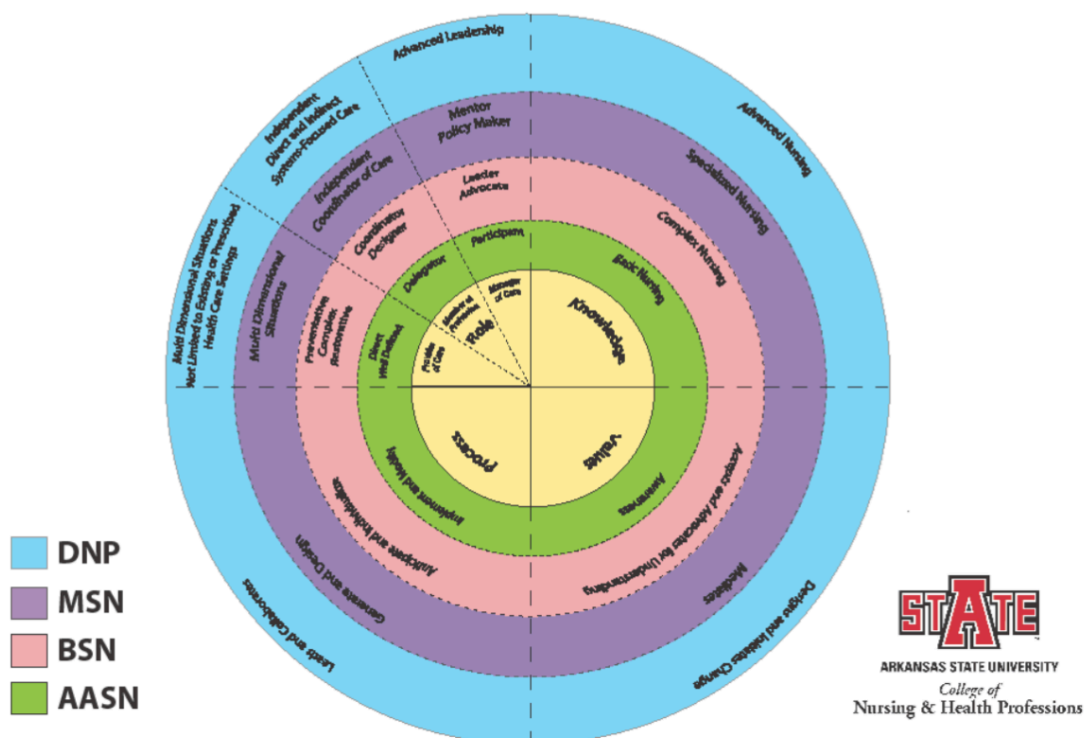
ways. As one moves through the educational program, elements such as communicating, educating, supporting, coaching and monitoring are incorporated into the process. Additionally, problem solving, planning, inquiry, and appraisal are used to derive and evaluate the interventions developed.

The associate degree graduate uses a systematic process in nursing care to implement and modify known nursing interventions. The baccalaureate prepared graduate has the capability of anticipating, individualizing, implementing, and evaluating various interventions according to unique situations and cultural responses. The master's graduate generates and designs nursing interventions. The master's graduate recognizes interdependence of theory, practice and scientific inquiry when creating, predicting, and evaluating interventions that are complex and varied. The Doctor graduate leads and collaborates change for improved healthcare systems and designs systems for improved population health based on research translation. At all levels relevant research literature is utilized in the application of the nursing process.

## Arkansas State University

### College of Nursing and Health Professions

#### School of Nursing Organizing Framework



## ADMISSION

To establish unconditional admission at the graduate degree level, applicants must have a required GPA and an approved criminal background check. All courses attempted, including any repeated courses, are considered in the computation of the grade point average. Please refer to each program for program specific admission requirements.

***\*ADMISSION TO THE GRADUATE ADMISSION'S OFFICE AND MEETING ELIGIBILITY REQUIREMENTS FOR GRADUATE PROGRAM OPTIONS DOES NOT GUARANTEE ADMISSION TO ALL MAJORS.***

***\*\*ADMISSION DECISIONS TO THE SCHOOL OF NURSING ARE NON-GRIEVABLE AND ARE BASED ON POSTED ADMISSION CRITERIA.***

## POLICY AND PROCEDURE

Admission Requirements are found in the Graduate Bulletin: Students seeking admission into the Master of Science in Nursing programs, or the Doctor of Nursing Practice must meet the admission requirements of the Graduate School and the specific MSN or DNP program requirements. Visit A-State Graduate Admissions for admission requirements.

### **Traditional Graduate Programs (DNP NA option)**

Arkansas State University Graduate Admissions  
P.O. Box 1570  
State University, AR 72467  
[gradadmissions@astate.edu](mailto:gradadmissions@astate.edu) (870) 972-2031

### **Online Graduate Programs (FNP, AGACNP, PMHNP, Nurse Administrator, Nurse Educator, DNP PM)**

Arkansas State University Online Services  
P.O. Box 2520,  
State University, AR 72467  
[astateonline@astate.edu](mailto:astateonline@astate.edu) (870) 972-2920

Admission requirements may be found on the of Nursing website:  
<https://www.astate.edu/college/conhp/departments/nursing/index.dot>

### **CLINICAL AGENCY DISMISSAL POLICY**

Students dismissed or removed from clinical agencies at the request of the preceptor or contracting agency will be placed on probation for no less than one (1) month. Faculty will make every attempt to locate another suitable clinical practice site. Faculty will work with students to produce a plan of action for students to correct the behavior that led to dismissal. By the end of



the probationary period, students must demonstrate improvement or correction of the behavior that led to dismissal. If the student fails to improve or demonstrate correction of the behavior that led to removal, dismissal from the program can result.

*\*IF THE STUDENT IS REMOVED FROM A CLINICAL AGENCY A SECOND TIME, THEY WILL FAIL THE COURSE.*

### **GENERAL DISMISSAL POLICY**

A student may be asked to leave the nursing program regardless of academic grade if any of the following conditions exist:

1. Demonstrated lack of aptitude for advanced practice in nursing.
2. Failure to exhibit behavior of:
  - a. Integrity
  - b. Dependability and accountability
  - c. Concern for human and societal needs. (see Honor Code)
3. Clinical nursing performance that jeopardizes safety of patients.
4. Physical or emotional condition of a nature that affects, or is affected by, one's performance in nursing.
5. Failure to conform to the legal and ethical standards of the nursing profession.
6. Having excessive absences, or inadequate clinical contact hours obtained throughout clinical rotation (see attendance policy).

### **ENGLISH PROFICIENCY REQUIREMENTS**

The School of Nursing requires a high level of proficiency in English so that all students will be able to fully meet academic and clinical objectives as well as meet criteria for professional licensure. All foreign-born students and nurses must take one of the following tests:

1. Test of English as a Foreign Language (TOEFL) with a score of 83 on the preferred internet-based test (iBT), 570 on the paper-based test, or 213 on the computer-based test.
2. International English Language Testing System (IELTS) with a score of at least 6.5 and a spoken band score of 7.
3. Pearson Test of English Academic (PTE) with a score of 56.

The TOEFL is available at the ASU Testing Center. When taking the exam off campus, the report code for ASU is 6011.

### **Who does this apply to?**

The term foreign born refers to people residing in the United States who were not U.S. citizens at birth. The foreign-born population includes naturalized citizens, lawful permanent immigrants, refugees and asylees, legal non-immigrants (including those on student, work, or other temporary visas), and persons residing in the country without authorization. In contrast, the term native born refers to people residing in the United States who were.

U.S. citizens in one of three categories: 1) born in one of the 50 states or the District of Columbia; 2) born in United States Insular areas such as Puerto Rico or Guam; 3) born abroad to at least one U. S. citizen parent.

### **Exemption**

You may be exempt for the English proficiency testing if you are foreign born but attended school in the United States since kindergarten. For the exemption you must provide official school records showing continuous enrollment in U. S. schools since kindergarten.

### **English as a Second Language**

Students who do not meet the required English language proficiency may enroll in ASU's English as a Second Language (ESL) program in the International Center for English. Potential nursing students enrolled in the ESL program must maintain an average of 85 or higher in levels 0 through 4. In the final or 5th level of the ESL program an average of 90 or higher must be maintained. On completion of the ESL program, the potential nursing student must take the internet-based Test of English as a Foreign Language (TOEFL). Upon successfully meeting the proficiency requirement, potential students are eligible to apply to the School of Nursing.

For questions or equivalencies with other tests of English language proficiency please contact the School of Nursing at 870-972-3074.

### **STUDENT CONFIDENTIALITY CONTRACT**

The confidentiality of patients admitted to contracted clinical agencies of the School of Nursing at Arkansas State University is protected by state and federal laws as well as treatment center policy and ethical consideration. Any student who breaches confidentiality is subject to immediate termination from the clinical rotation. Such disclosure is also subject to applicable laws and regulations. All information regarding patients is considered confidential. This includes the following:

- A. The fact that the individual is a patient at a contracted clinical agency.
- B. The patient's name, address, employer, etc.
- C. The nature of the patient's illness or reason for admission to the treatment center.

Students are not allowed to discuss patients with individuals in the community and are not allowed to discuss patients in patient/public areas within the treatment center. This includes any pictures made with electronic devices of patients or patient documents. Prior to the start of the clinical rotation, each student will receive a briefing regarding confidentiality from the clinical instructor and must comply with HIPAA law.

### **CPR CERTIFICATION POLICY**

All students are required to show proof of professional level CPR certification (adult, children, and infants) before the first day of clinical courses. It is the student's responsibility to provide the

graduate advisor/course faculty and/or MSN/DNP Office with a photocopy of the current certification.

### **LICENSURE AND COMPACT STATES POLICY**

All students are required to provide a copy of a current license to practice. A copy of a current unencumbered state R.N. License must be in the student's files. An R.N. license in the state of practice or a compact state license is required of all students enrolled in clinical courses.

### **CRIMINAL BACKGROUND CHECKS AND DRUG SCREENS**

Arkansas law requires that applicants for licensure, including advanced practice licensure, submit to criminal background checks. Verified Credentials is the resource that students are required to submit. Payment for Verified Credentials is the student's responsibility (prior to admission to program). Each Graduate program may utilize different companies for preclinical background checks and or drug screens as well as random drug screens throughout the program. See individual Graduate program policies for background checks and drug screens. Students graduating and planning on applying for advanced practice licensure should submit applications four (4) to six (6) months in advance of graduation to allow time for processing.

### **DRESS CODE POLICY**

The School of Nursing expects students to reflect professionalism and maintain high standards of appearance and grooming in the clinical setting.

1. All students are required to dress professionally. A white lab coat will be worn which is freshly laundered and ironed.
2. A nametag will be worn identifying the student as an A-State student. Name tags can be ordered through the A-State bookstore. A-State ID badges are to be worn as required by the clinical facilities.
3. Hair must be neat; clean; away from face; men are to be clean shaven, or beards closely trimmed.
4. Fingernails must be short and clean. Clear or light colored, non-gel nail polish is acceptable. No artificial nails permitted.
5. Wedding rings, engagement rings and watches are the only jewelry appropriate for the clinical setting. If ears are pierced, one pair of posts or small loop earrings is allowed. No facial or tongue jewelry is allowed.
6. Any visible tattoo must be covered and not visible to patients or providers.
7. Personal hygiene must always be maintained. No cologne, perfume or aftershave should be worn in the clinical setting.
8. Chewing gum is not allowed in clinical areas.
9. If a student's level of personal hygiene or style of appearance constitutes an unprofessional image or interferes with the ability to provide safe nursing care, the student may be requested, at the discretion of the clinical preceptor, to leave the clinical area and correct the identified deficiency. The student will receive no credit for the time missed correcting such deficiencies.

### **DRUG TESTING POLICY**

In the event an institution requests drug testing, students will be responsible for the cost. Immediate compliance is expected and required, and any delayed days of clinical attendance will be a violation, subject to dismissal from the program.

### **IMMUNIZATIONS POLICY**

In addition to the university requirement for measles\rubella, nursing graduate students are required to have a photocopy of immunizations on file with the graduate advisor before the first clinical course. These immunizations are Hepatitis B virus (HBV) or documented history of Hepatitis infection or antibody positive titer and a tetanus booster within the past 10 years. TB testing: PPD skin test or T-SPOT is required upon admission. A chest x-ray is required if PPD or T- SPOT is positive. Additional screening and/or testing may be required depending upon clinical guidelines. Annual influenza immunizations are required by many sites.

Students must adhere to the policies of the assigned clinical site in regard to the requirement of the influenza vaccination. (See appendix I for COVID statement)

### **PROFESSIONAL LIABILITY INSURANCE POLICY**

All graduate students must have professional liability insurance for advanced nursing practice (MSN & DNP) prior to the first clinical nursing course. Coverage must be for a minimum of \$1,000,000/\$3,000,000. A copy of the policy page containing the student's name, policy limits and effective dates should be filed with the School of Nursing office. Malpractice Insurance Policy must state program option (Ex: FNP Student; AGACNHP Student; DNP Student, CRNA Student)

### **ARKANSAS STATE UNIVERSITY ACADEMIC INTEGRITY POLICY**

Students should read carefully the University Student Handbook sections on "academic responsibilities of the student, the academic rights of the student," and "academic misconduct."

These sections will assist you in being more informed as to the student's role and options.

See Arkansas State University Student Handbook "Academic Rights and Responsibilities."

Arkansas State University enthusiastically promotes academic integrity and professional ethics among all members of the A-State academic community. Violations of this policy are considered as serious misconduct and may result in disciplinary action and severe penalties.

### **COLLEGE CODE OF HONOR POLICY**

Each student admitted to a professional program in the College of Nursing and Health Professions is charged with the responsibility of honorable conduct. A student is assumed

honorable until his/her actions prove otherwise. An honor offense is defined as an intentional act of lying, cheating, or stealing. Formal procedures exist for violations of the Honor Code. Lying is a false statement (written or oral) made with the deliberate intent to deceive; something intended to or serving to convey a false impression.

Cheating is to practice fraud or deceit; academic fraud is a form of cheating and includes such things as plagiarism (including Internet resources), false citations, false data, and submission of the same work to fulfill academic requirements in multiple classes.

Stealing is to take the property of others without permission or right; to take ideas, credits, or words without right or acknowledgement; to accept credit for another's work.

As a student in a health program, it is fundamental that you act in an honorable and virtuous way so that a community of trust is established among members of the college and your clients. Honor is a practiced ideal that will positively impact your relationship with fellow students, faculty, administrators, patients and other members of the community.

All students in The College of Nursing and Health Professions are bound by the Honor Code and all are needed to make it work. The atmosphere of trust and integrity that is created by an honor system enables the student to know his/her word will be taken as true, to compete fairly in the classroom and to protect what is rightfully his/hers. The system functions best when all members of the college not only take responsibility for their own actions but hold their peers to the same standards.

As a student admitted to a health professions program, you must agree to live by and support the basic principles of honesty - no lying, cheating or stealing; be accountable for your actions; and share information about honor offenses. If you are not prepared to accept these responsibilities, you should select another career choice.

I have read the explanation of the College Code of Honor and I understand that, as an admitted student in any of the programs in the college, I have accepted the pledge of honor and will be expected to meet the standards as set forward. The form provided with this statement must be signed and submitted to the MSN/DNP Office to be admitted or remain in the academic programs of the College of Nursing and Health Professions.

### **ADVISEMENT AND REGISTRATION POLICY**

Advising is mandatory in the College of Nursing and Health Professions. The advisor places a hold on registration each term until students have been advised after which the advisor will clear the student for registration. Students should meet with an assigned advisor to plan a program of study.

Each student is assigned an advisor who will work with the student in planning for transition through the program. **ADVISEES SHOULD CONSULT THEIR ADVISOR PRIOR TO**

**REGISTRATION FOR CLASSES.** Additional meetings may be held if deemed necessary by advisee, advisor or both. Meeting may be face-to-face, virtual, phone, email, or equivalent correspondence.

At the time scheduled for pre-registration for the University as a whole, students should follow the registration format as outlined in the semester schedule of classes. Advisors will post hours when they will be available for student advisement.

Students are responsible for their own education. Each student is given a curriculum plan (located in the A-State Graduate Bulletin) which clearly outlines the requirements of the program, semester by semester. Additional pertinent information is provided in the University Student Handbook. It is the responsibility of the student to know and to follow the requirements, policies and procedures contained in this handbook. As new policies and procedures are adopted by the faculty, students will be provided this information. Notice will be provided via courses enrolled, on Program List-Serv, or other. See CNHP and SON website for new information.

#### **AMERICAN WITH DISABILITIES (ADA) POLICY**

Student with Disability: Access and Accommodation Services is responsible for the coordination and provision of support services to students with disabilities. We strive to ensure access for students with disabilities and to comply with ADA, ADAAA amendments act of 2008, Section 504 and Section 508 of Rehabilitation Act. Any A-State student with a disability may utilize services through DS. More information is available at: <https://www.astate.edu/disability> or by calling 870-972- 3964. Any student in this program who has a disability that may prevent him/her from fully participating in this program should contact Access and Accommodation Services as soon as possible so necessary accommodations to facilitate your educational opportunities.

Faculty members are required by law to provide "reasonable accommodation" to students with disabilities, so as not to discriminate on the basis of that disability. Student responsibility primarily rests with informing faculty of their need for accommodation and in providing **authorized documentation** through designated administrative channels. It is the student's responsibility to register with the Disabilities Office provided on campus.

#### **APA FORMAT POLICY**

APA style manual will be used for all Graduate courses. A current APA Manual is required.

#### **ATTENDANCE POLICY**

Regular class and clinical attendance is expected of all students in accord with the policy set forth in both the current academic year Graduate Bulletin and Student Handbook of the University. Students have the responsibility for making arrangements satisfactory to the faculty

member regarding all absences. Such arrangements should be made prior to the absence. Make up policy is course specific.

Students are expected to be present and on time for each clinical learning experience. If it is necessary to be absent for adequate reasons, the primary clinical faculty, the clinical area, and clinical preceptor should be notified no later than one hour before the clinical experience is scheduled.

Absences and tardiness interfere with meeting course objectives and attaining clinical competence. Consequently, absences and tardiness will be reflected in the evaluation of the student's ability to meet objectives and may be cause for the student's record to be reviewed by the Admissions, Progressions, and Credits Committee. In the event of the inability to complete required course work, the student may contract with the course instructor to receive a grade of incomplete.

### **CELL PHONES AND ELECTRONIC DEVICES POLICY**

Cell phones and other electronic devices (includes telephone accessories) may not be visible or audible in the classroom. If your phone rings during class, you will be asked to leave and not return. Family emergency calls can be routed through the School of Nursing office. Any use of cell phones or other Personal Digital Assistants (PDAs) that could be used as a mechanism for dishonorable conduct in the classroom (cheating, plagiarism, or other) will not be tolerated and the student may be dismissed from the class and program.

Cell phones are not allowed in the clinical setting for personal use, which includes calls and texting. Use of any PDAs to store/enter any type of patient information is a violation of the Healthcare Information Portability Accessibility Act of 1996 (HIPAA). PDAs' /cell phones may be used as a student resource, essentially as a textbook or calculator ONLY with the approval of the instructor. Taking of photographs in the clinical settings is strictly prohibited.

Violation of any of these policies may lead to a grade of "F" and/or dismissal from the program. Students violating the policy will be referred to the Program Chair. Students are expected to conduct themselves in a manner which promotes a collegiate learning environment. Behaviors and attitudes, which disrupt the learning environment will not be tolerated.

### **COMPLAINT PROCEDURE POLICY**

**Purpose:** The purpose of this procedure is to provide a mechanism for resolving written complaints lodged against the nursing program or department.

**Procedure:** All written complaints lodged against the nursing program or department will be resolved through a process listed in the procedure. A written complaint lodged against the program or department by a person(s) directly affected by nursing education or practice such as nursing students, clinical preceptors, hospital personnel, patients, employers of Arkansas State

University nursing graduates, or institutions such as health care or higher education systems shall be reviewed and resolved in the following manner:

1. Student complaints lodged against the program regarding grading, disciplinary action, probation, or continuation in the program shall follow the student grievance procedure found in the Arkansas State University Student Handbook
2. Complaints about health care personnel shall be brought to the attention of the department chair, program director, or coordinator. The nursing education administrator will investigate, collect information, propose solutions, and notify the appropriate health care administration and the student of the findings
3. Complaints regarding curriculum and instructional design will be reviewed by the appropriate program curriculum committee
4. Complaints lodged against the program involving litigation or potential litigation will be referred to the Office of Academic Affairs.
5. All other complaints will be investigated by the Program Chair.

**Record:** The written complaint and a written report of action taken will be filed in the School of Nursing's office. *Approved 8/16/02*

### **STUDENT RIGHTS AND GRIEVANCE**

Students should read carefully the University Student Handbook sections on "Student Rights" and "Grievance Procedure." These sections will assist you in being more informed as to the student's role and options. See *Arkansas State University Student Handbook "Academic Rights and Responsibilities"*.

### **COMPUTER USAGE POLICY**

All Arkansas State University computing facilities, equipment, software and reference manuals are for class use only. *No use of a commercial nature or use for personal gain or profit will be allowed.*

Copying of microcomputer software or related reference manuals for commercial or personal use is a violation of federal copyright laws and will not be allowed. Exceptions to this are those software programs provided by IT services with limited availability to all students enrolled.

Using microcomputers for anything other than educational purposes, such as playing games, will not be allowed.

Using microcomputers and printers to print banners, posters, term papers, resumes, greeting cards, etc. will not be allowed unless it is for an A-State computer or word processing class assignment. A-State is a Microsoft campus. See website for free downloads:

<http://www.astate.edu/a/its/software-downloads/index.dot>



### **CURRENT MAILING AND E-MAIL ADDRESS POLICY**

All graduate (MSN/DNP) students are required to have their current home address and telephone numbers on file in the Graduate office. All graduate students that are currently enrolled in classes **ARE REQUIRED** to have their own A-State E-Mail account. Due to program and Internet changes within the A-State system, instructors are not able to communicate through NON-ASTATE e-mail accounts. The student is responsible for checking the A-State E-Mail account. It is the student's responsibility to keep their account active and memory available to accept email/communications daily. Arkansas State University has facilities for students to have their own e-mail accounts.

### **INSTITUTIONAL REVIEW BOARD (IRB) POLICY**

Under federal regulation, all institutions receiving funds from any of 16 federal agencies, including USDA, NASA, NSF, EPA, Department of Education, and NIH, are required to establish institutional review boards to monitor all funded research involving humans. **Human research** is defined as any systematic activity involving the collection and/or analysis of data on human subjects for the purpose of advancing generalizable knowledge, unless this activity is specifically exempted by current federal regulations. It is the policy of this university to apply the regulations to all research and research related activities, funded or not, which involve humans. Copies of the Arkansas State University Institutional Review Board Information Packet are available in the Office of Research and Technology Transfer and available electronically on their website at

<https://www.astate.edu/a/ortt/research-compliance/cayuse-irb/>

### **PARKING SERVICES**

All students, faculty and staff who park a vehicle on the ASTATE campus are required to register the vehicle and display a sticker. Students can register their vehicle at Parking Services, at 2301 E Johnson, Suite D, Jonesboro, Arkansas. A fee is charged to your account at the Finance Office. For additional information call Parking Services at 870-972- 2945. All distant sites adhere to the parking policies for their campuses.

### **SMOKING POLICY**

Effective August 1, 2010 Arkansas State University became a Smoke Free Campus in response to Arkansas state law, The Arkansas Clean Air On Campus Act of 2009. Further, the School of Nursing prohibits all tobacco products including smoked and smokeless on campuses and in classrooms, computer labs and clinical sites. Please see the University policy regarding vaping and E-cigarettes.

While in the clinical setting, student will comply with the organization's specific policy. Effective October 1, 2005 Arkansas State law prohibits smoking on any grounds owned by the hospital including, but not limited to, buildings in and on which medical facilities operate together with all

property owned by a medical facility that is contiguous to the buildings which medical services are provided.

Any student that smokes on hospital grounds will be subject to that facility's policy or procedure actions [removal from premises or fined] and will not be allowed to return to the clinical site. This may result in removal from the course.

### **SOCIAL MEDIA POLICY**

Social media can be a way to share life experiences and opinions with others. Use of social media presents risks and carries with it certain responsibilities.

Social media includes all means of communicating or posting information or content of any sort via the Internet or other electronic communication method. Social media includes both your personal or someone else's personal web log/blog, journal, website, or chat room, and group interchanges such as Facebook, Twitter, Instagram, Snap Chat, or You Tube and social media anonymous sites. These applications are subject to having content transmitted to others, with or without consent from the original author. Additionally, per the Health Insurance Portability and Accountability Act of 1996 (HIPPA) regulations (<https://www.hhs.gov/hipaa/for-professionals/privacy/special-topics/de-identification/index.html>), no information, pictures, videos or descriptions of clients/families can be posted on social media sites.

You are solely responsible for what you post online. Inappropriate postings specific to patients, classmates or faculty that include discriminatory remarks, harassment or threats, or violations of professional codes of conduct are subject to disciplinary action. Your actions could adversely affect your standing in your health professions program which could include program dismissal. You should be aware that future employers may view potential candidate's websites. Students are advised to review their site (s) for any unprofessional images or language which could adversely affect successful employment upon graduation. Please make responsible decisions about your use of social media.

*Revised 8-12-19*

### **STUDENT CODE OF ETHICS**

Students in the graduate program at Arkansas State are held to the ANA Code of Ethics (See Appendix C) for American Nurses Association Code of Ethics.

### **STUDENT IDENTIFICATION TAGS**

Students enrolled in the graduate nursing program must obtain a student ID for DNP-CRNA privileges, admission to selected sporting events and for clinical identification. Student ID photos may be obtained during the first week of each semester and by special arrangement. Students are required to wear an A-State name tag during clinical experiences. You may order name tags at [astatebookstore.com](http://astatebookstore.com). Name tag orders may take several weeks to process.

## **TUITION AND FINANCIAL AID POLICY**

- A. Graduate Assistantships –A-State has a limited number of assistantships. Available to students in the nursing program. The student must have applied for admission to the graduate school to be eligible for a graduate assistantship position. Assistantships are available to qualified students in fall, spring, and summer sessions. Applications are through the program director, or the Graduate School.
- B. Scholarships – MSN students are eligible for one scholarship(s) offered by the College of Nursing and Health Professions. Notification about scholarships is done through the MSN student listserv and announcements to classes. Scholarship applications are usually filed in Spring Semester of each year.
- C. State Scholarship/Loan Funds – A scholarship/loan fund for students residing in Arkansas who, after graduation, practice in a rural area as a NP or teach in an Arkansas school of nursing as a nurse educator. Loan forgiveness is based on fulfilling work obligations as a rural NP or nurse educator. Information and applications are available from the Program Director.

## **SUBSTANCE ABUSE POLICY**

[COLLEGE OF NURSING AND HEALTH PROFESSIONS]

The College of Nursing and Health Professions recognizes its responsibility to provide a healthy environment within which students may learn and prepare themselves to become members of a health occupation. Within each profession there are codes and standards for conduct by which all members of the profession are expected to function. Thus, when engaged in educational activities whether on campus or in the clinical setting, health professionals are expected to be free from the abusive influence of chemical substances/drugs\*\*. When students are under the influence of drugs and alcohol, they present a threat to patients, other students and the employees and visitors of clinical facilities. **It is the responsibility of the student to report any medication/s taken which would adversely affect his/her ability to perform safely in class or clinic. Written documentation will be required for verification of medications taken and will be placed in the student's file.** As a condition of admittance and retention in any professional program in the Arkansas State University College of Nursing and Health Professions all students must sign a SUBSTANCE ABUSE COMPLIANCE CONTRACT agreeing to adhere to the *Substance Abuse Policy & Procedures* when conducting any activity associated with their educational program. As the contract notes, it is inclusive of testing for substances and appropriate release of the information.

\*\*The generic meaning of the term “drug” is broadly defined as any chemical substance which affects living systems. For the purposes of this policy, substance and/or drug abuse are used interchangeably and defined as socially unacceptable use of drugs or other chemical substances for non-therapeutic purposes. The substance alcohol (ethanol), by its properties and actions, is a drug and is used as such in this policy. Drugs prescribed by a physician licensed to practice medicine and surgery, as long as the drug is taken in accordance with the provider's instructions and do not impair the student's ability to perform his/her duties, are exempt from

this policy. However, drugs that do have the ability to impair a student's ability to perform his/her duties safely are prohibited and are subject to this policy.

Reference: Reiss, B. & Melick M. (1987). *Pharmacological Aspects of Nursing Care* (2nd Ed.). Albany, NY: Delmar Publishers, pp. 2, 627, 631-633.

## PROCEDURES

1. *If a faculty member or supervisor observes a student demonstrating behavioral changes giving probably cause to believe the student is under the influence of drugs or alcohol while performing course activities*, the student will immediately be asked to submit to a body fluid testing for substances at a lab designated by the College of Nursing and Health Professions who have identified procedures for collection (see attached). The cost of the test will be borne by the student. Refusal to submit for testing warrants immediate program dismissal. At the time of the specimen is released to the testing lab, the student will sign a release statement requesting that the test results be sent to the Dean's Office, College of Nursing and Health Professions, and to the student. If the results are negative, no further action will be taken and the student will only be allowed to make up work missed. If the results are positive (and substantiated by a second or confirmation test), the student will be dismissed from the professional program. Laboratory results will be disclosed to individuals whose duties necessitate review of the test results and confidentiality will be adhered to as stringently as possible.
2. *This policy applies only to a student exhibiting behavior creating probably cause to believe drug or alcohol abuse is present. A student may be removed from the clinical environment or educational program for any prohibited behaviors as set out in the university or program handbooks, rules and regulations, whether or not related to substance abuse.*
3. Readmission of the student to the program is contingent upon the following conditions:
  - a. Formal application for readmission to the program
  - b. Meeting specific program admission criteria as noted in the Undergraduate/Graduate Bulletin
  - c. Clinical space availability
  - d. Documentation that a prescribed treatment program has been completed by the student related to the drug/alcohol condition. The documentation is to be submitted to the Dean's Office, College of Nursing and Health Professions by the designated treatment facility.
  - e. Follow-up program as suggested by the treatment facility which may include, but is not limited to, one or more relapse prevention procedures. The follow-up program will be individual, specific, and written as part of a contractual agreement with the student.
4. Arkansas State University may be required by state or national regulatory boards to submit information regarding a student's substance abuse history when he/she applies to take the examination for licensure. There is no guarantee that these boards will allow individuals with a substance abuse history to take the examination. Each case is judged individually by each board.

5. Students will be required to abide by individual institutional policies relating to substance abuse in clinical agencies to which they are assigned.

### **BEHAVIORAL CHANGES ASSOCIATED WITH SUBSTANCE ABUSE**

The College of Nursing and Health Professions has developed the following list of behaviors that are not all inclusive but, when observed, can be used as indices to identify an individual who at the moment of observation could be under the influence of a "drug" (see the Substance Abuse Policy for definition of the term "drug" and for the mechanisms to operationalize the policy). The College of Nursing and Health Professions is guided by behavioral descriptors that are stated in the latest edition of Diagnostic & Statistical Manual of Mental Disorders.

\*Observation of any of these behaviors will result in dismissal from the learning environment (clinical or classroom) and mandatory drug testing.

#### Attention Deficit/Cognitive Impairment

- Ataxia
- Tremors, especially of the hands
- Slowed response time in a familiar skill
- Diminished from the usual in coordination/dexterity

#### Social Impairment

- Inappropriate verbal remarks (subjects/words/expletives)
- Inappropriate behaviors or those beyond the societal norm such as:
  - Angry outbursts/unrestrained agitation
  - Crying that cannot be explained
  - Euphoria
  - Paranoia
  - Hallucinations
- Behaviors that are markedly changed from that individual such as:
  - Introversion
  - Extroversion
  - Sullen/irritable
  - Giddy
  - Defensiveness

#### Somatic Manifestations/Discomforts

- Odor of alcohol on breath
- Nausea/vomiting/thirst
- Frequent trips to the bathroom/complain of urinary frequency or diarrhea
- Hiccoughs
- Reddened sclera (bloodshot eyes)
- Pupil changes/drooping eyelids
- Complain of blurred vision or inability to focus

#### Speech/Communication Impairment

- Slurred (thick tongue)
- Rapid/choppy communication pattern
- Incoherent speech

## **BEHAVIORAL PATTERNS ASSOCIATED WITH SUBSTANCE ABUSE**

The following is a list of behavioral patterns that may surface when drugs have been abused. While these patterns have many causes, thorough assessment and detailed documentation is needed over a period of time to determine if there is any relationship to drug abuse. Patterns of behavior to observe and validate are:

- Repeated tardiness
- Frequent absenteeism
- Numerous and chronic somatic complaints (colds/GI problems/lack of sleep/weight loss/sluggishness/low energy)
- Untidy personal appearance or deterioration in quality of grooming
- Lack of attention to hygiene (hair, nails, skin, oral)
- Multiple crises in personal life
- Avoidance/lack of eye contact
- Isolation/lack of peer support
- Repeated excuses for below standard performance
- Forgetfulness with appointments/assignments
- Slowed response time in familiar activities
- Behavior shifts/mood swings
- Lack of trust and suspicious of the motives of others
- Needle tracks on body surface
- Behaviors surrounding the administration of narcotics:
  - Frequent need to waste “unused” medications
  - Recording the administration of larger doses than ordered
  - Unauthorized possession of the narcotic key
  - Unsupervised entry into narcotic cabinet
  - Volunteering to be in situations to gain greater access to narcotics
  - Taking frequent breaks/numerous occasions when whereabouts unknown

## **CRITERIA FOR URINE DRUG SCREENS**

NOTICE: PROVIDE LAB WITH THIS CRITERIA ANY DRUG SCREENS SUBMITTED TO ARKANSAS STATE UNIVERSITY, COLLEGE OF NURSING AND HEALTH PROFESSIONS SHALL HAVE MET THE FOLLOWING CRITERIA:

1. Specimen collection is witnessed
2. BASIC 10-PANEL \* DRUG SCREEN INCLUDING ALCOHOL, MEPEERIDINE AND DRUG OF CHOICE (SEE #7).
3. Laboratory must be CLIA<sup>1</sup> approved.
4. Confirmation of positive results is done by GCMS<sup>2</sup>. If specimen must be sent to another laboratory for confirmation, the chain of custody is maintained.
5. Report, in addition to results, will include:
  - a. Chain of custody
  - b. Drug history
  - c. List of drugs screened
  - d. Confirmation of method used
  - e. Specific gravity

6. The laboratory will retain negative specimens for a minimum of two (2) weeks and positive specimens for a minimum of one (1) year.

\*10-Panel Includes:

Amphetamines	Benzodiazepines
Cannabinoids	Cocaine
Opiates	PCP
Barbiturates	Methadone
Methaqualone	Propoxyphene

7. THE DRUG SCREEN SHALL TEST FOR THE FOLLOWING:

Amphetamines	Methaqualone
Barbiturates	Phencyclidine
Benzodiazepines	Propoxyphene
Cannabinoids	Alcohol
Cocaine	Meperidine
Opiates	Drug of Choice
Methadone	

**DRUG SCREENS WHICH DO NOT TEST FOR THE ABOVE WILL BE CONSIDERED NON-COMPLIANT WITH THE ORDER.**

<sup>1</sup>Clinical Laboratory Improvement Act: Set of Federal Regulations which clinical labs must meet for certification.

<sup>2</sup>Gas Chromatography Mass Spectrometry

Adopted from Arkansas State Board of Nursing, January 1997

Reviewed by Handbook Committee 6/2018

Any student that smokes on hospital grounds will be subject to that facility's policy or procedure actions [removal from premises or fined] and will not be allowed to return to the clinical site. This may result in removal from the course.

### **HEALTH CLEARANCE FOR CLINICAL PARTICIPATION**

A new Provider Statement/Ability to Return to Clinical form should be submitted each time the student returns to clinical after having lost time from work or clinical from any incapacitation. This is to be completed by the medical provider of record.

## **GRADUATION**

It is the student's responsibility to be certain that all graduation requirements are met. Graduation requirements should be checked prior to the last day to add a class in the semester before the semester of graduation. Students are advised to meet with their advisor for this purpose.

## **COMPLETION OPTIONS**

### **COMPREHENSIVE EXAMS**

Students in the Nurse Educator, Nurse Administration, and DNP Post Master's options will be required to satisfactorily complete a capstone/project in lieu of a comprehensive exam.

Candidates for FNP, ACGNP, CRNA graduate degrees are required to take a comprehensive examination over course work. This examination is given during the last enrollment period of the degree program. The comprehensive exam shall be written, and students may be required to use a computer for the examination. In addition to the written exam, an oral exam may be required by the faculty. The exam will incorporate nursing science, theory, issues, role, research, and clinical physiology/pathophysiology. A student who fails a comprehensive exam is required to retake the examination in the next regularly scheduled time period. A student who incurs two failures in a comprehensive examination will no longer be eligible to receive a master's degree.

### **FINAL SEMESTER REQUIREMENTS**

The following criteria must be met during the final semester.

1. The student's registration will include a Graduation Fee.  
<https://www.astate.edu/a/registrar/students/graduation/>
2. The student must submit an "Intent to Graduate" form with the Graduate School via School of Nursing.
3. The student must successfully complete a comprehensive exam or capstone project according to the requirements listed above.

### **GRADING SYSTEM POLICY** (see Graduate Bulletin)

Grading Scale:

GRADE	Range
A	90-100%
B	80-89.99
C	75-79.99
F	<74.99

Each course within the nursing programs has a descriptive course syllabus with information concerning content and determination of course grade. It is the student's responsibility to be familiar with and meet the requirements of each course.



## **HEALTH REGULATIONS**

A completed health form, verification of a Tetanus Booster within the last ten years, proof of measles/rubella immunity as mandated by Arkansas law, and negative chest x-ray or PPD skin test, and a current influenza immunization as required for admission and entry into the clinical arena. Students entering a nursing program shall have on file prior to entry into clinical courses, a Hepatitis B virus (HBV) immunization record to include either a documented history of HBV infection, antibody status positive titer showing previous antigen response to HBV or documentation of the first (in a series of three) HBV immunization. The series must be completed within seven months (second immunization one month after first, followed by third immunization six months after second).

Every student must present the following evidence to the School of Nursing: PPD skin test for tuberculosis or negative chest x-ray for active disease. No clinical experience will be allowed until these requirements are completed and the importance of more extensive physical examinations on a yearly basis cannot be over-emphasized.

### **Hepatitis-B Vaccine**

In keeping with the American Hospital Association Advisory Committee on Infections within Hospitals, the College of Nursing and Health Professions provides the following information to advise its students as to the risk associated with their chosen occupation.

Certain groups of healthcare workers are at risk of contracting Hepatitis-B through exposure to blood or accidental inoculation. A new inactivated hepatitis-B vaccine has been developed to prevent hepatitis-B virus (HBV) infection, a potentially fatal disease, in health care personnel. Studies on the safety and efficacy of the vaccine have shown it to be without serious side effects. For Hepatitis B Risk Categories for Health Care Personnel and FAQs about Hepatitis B see Appendix A.

### **HIV/HBV GUIDELINES FOR ON-CAMPUS LABORATORY AND CLINICAL SETTINGS**

In accordance with sections 503 and 504 of the Rehabilitation Act of 1973, schools must provide equal treatment to persons who have contracted the HIV/HBV virus. Furthermore, schools may not discriminate against any individual based on the perception that he/she is infected.

### **TRANSMISSION INFORMATION**

All CNHP students and faculty will employ Standard Precautions while in the clinical setting. CNHP students will receive instruction and annual evaluation regarding transmission of blood-borne pathogens and the use of Standard Precautions. The Infection Control Committee will coordinate instruction on Standard Precautions for faculty on an annual basis. It will be the responsibility of faculty members to document annual instruction through the Infection Control Committee.

## **POLICY**

Students, faculty, and staff with HIV/HBV, or any significant blood borne pathogen, should be allowed equal access, as long as their medical condition permits, to university facilities or campus activities, including participation in clinical experiences or other academic and social activities offered by the university.

All confidential medical information is protected by statute and any unauthorized disclosure may create legal liability. The duty of the health care providers to protect this confidentiality is superseded by the necessity to protect others in very specific circumstances.

An infected student/faculty who is symptomatic may be excluded from providing direct client care, determined on a CASE-BY-CASE basis by the Infection Control Committee. In addition, should an individual sero-convert and express concern regarding clinical practice, the committee will convene to review the case.

## **EXPOSURE (Laboratory and Clinical Settings)**

Students and faculty in the College of Nursing and Health Professions may be exposed to blood borne pathogens such as HIV and HBV. In the clinical and classroom laboratory settings, students/faculty are expected to utilize Standard Precautions, hand washing and protective clothing/gear to prevent contact with blood and other potentially infectious materials.

Exposure incident means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious material that results from one's duties as a CNHP student or faculty member. An exposure incident involving a student/faculty member in the CNHP, while in a clinical facility or campus laboratory is treated in a similar manner to any type of accident occurring within the agency.

## **ON-CAMPUS LABORATORY OR CLINICAL SETTING: BLOODBORNE PATHOGEN POST EXPOSURE PROTOCOL**

Should a student or faculty member be exposed to blood borne pathogen in an on- campus laboratory or clinical setting, the following post-exposure protocol is recommended:

1. The student will notify the faculty member supervising the learning experience. If the exposed individual is a faculty member, he/she will notify the chairperson of the specific program in the CNHP.
2. As soon as possible following the exposure, the college incident form will be completed by the faculty member/student.
3. The exposed individual will be referred to the Student Health Center for evaluation if the event occurs during operating hours. If the exposure occurs when the Health Center is closed, the faculty member will determine the individual's primary care options and refer the person to those resources.
4. It is suggested that the post-exposure protocol be managed by the individual's primary care provider at the individual's expense.

5. If there is a delay in reporting an exposure incident, it is recommended that the same protocol be followed.

#### **OFF-CAMPUS LABORATORY OR CLINICAL SETTING: BLOODBORNE PATHOGEN POST EXPOSURE PROTOCOL**

If a student/faculty member is exposed to blood or other potentially infectious materials in the off-campus setting, this Blood Borne Pathogen protocol is to be followed.

1. The student will notify the clinical faculty. If the exposed individual is a faculty member, s/he will notify the chairperson of the specific program at the CNHP.
2. The student, clinical faculty or chairperson will notify the supervisor of the area where the exposure occurred. Thereafter, post-exposure protocols for the clinical institution will be followed.
3. The infection control staff member/epidemiologist of the clinical facility will be notified of the exposure immediately by the student or if possible by the clinical faculty member. If a faculty member has been exposed, this individual will notify the infection control staff/epidemiologist.
4. As soon as possible following a report of an exposure incident the clinical faculty and infection control staff/epidemiologist should provide the student with counseling about an immediate confidential medical evaluation and follow-up at the student's expense. In the case of a faculty member's exposure, the individual is expected to communicate directly with the clinical facility (infection control staff/epidemiologist). The medical evaluation and follow-up should include, at a minimum, the following requirements
  - a. Documentation of the route(s) of exposure and the circumstances under which the exposure incident occurred.
  - b. Identification and documentation of the source individual unless the clinical facility staff establishes that the identification is infeasible or prohibited by state or local law.
5. The source individual's blood shall be tested as soon as possible after consent is obtained in order to determine HBV and HIV infectivity. If consent is not obtained, the clinical facility shall establish that the source individual's consent cannot be obtained. When the source individual's consent is not required by law, the source individual's blood shall be tested and the results documented.
6. When the source individual is already known to be infected with HIV or HBV, testing for the source individual's HIV or HBV status need not be repeated.
7. Results of the source individual's testing shall be made available to the exposed individual who should also be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
  - a. The exposed student/faculty member's blood should be tested as soon as possible.
  - b. It is suggested that the post-exposure protocol be managed by the student/faculty member's personal healthcare provider.

## **INFECTION CONTROL GUIDELINES AND PROCEDURES (9/2014)**

### **INTRODUCTION**

The policies herein are of a general nature and deal with HIV-related infections as well as other blood borne pathogens. They apply to all students/faculty/staff in the College of Nursing and Health Professions (CNHP). Due to differences in the various programs, individual CNHP programs may have specific rules and/or guidelines that are modifications of those in the general policy; however, the specific policies of the various programs will be consistent in their intent with the guidelines noted herein. This policy shall be reviewed annually and modified as necessary based on the current information from the CDC and other resources.

### **ADMISSIONS**

The HIV/HBV (Human Immunodeficiency Virus/Hepatitis B Virus) or any significant blood borne pathogen status of an applicant should not enter into the application process. Applicants applying for healthcare programs should, however, be informed that certain diseases may necessitate either a modification of their program, or in the extreme may necessitate their dismissal from a program if they cannot perform procedures and/or tasks that are considered essential to their educational experience.

### **RETENTION**

If it is determined that a student is sero-positive for HIV/HBV, or any other significant blood borne pathogen, or is clinically manifesting symptoms of a related disease process, that student should receive counseling about personal health care concerns and about interaction with others, especially clients. The student should be counseled by a designated faculty member in his/her respective program. The function of the designated faculty member is to counsel the student as to whether the program of education should be modified, another educational program considered, or in the extreme, whether the student should be dismissed from a program because of the inability to perform procedures and/or tasks crucial to the educational program. When considering the possibility of modifying clinical experiences or whether to dismiss, the designated faculty member will request that the Infection Control Committee convene to consider the specific student situation.

### **INFECTION CONTROL COMMITTEE**

The Infection Control Committee will be comprised of at least one representative from each of the programs in the College of Nursing and Health Professions. The dean will be charged with appointing faculty to serve on this committee after consultation with chairs or directors of the various programs. Once the committee is established, a chair shall be elected by the members. In addition, a community member who is an expert in infectious disease will be designated as a consultant to the committee.

The committee shall function to consider the specific student/faculty situations outlined in the HIV/HBV Guidelines. In addition, this committee will function to review the HIV/HBV Guidelines on an annual basis. The committee will coordinate annual instruction on Standard Precautions for the faculty. This committee will also serve the programs by making recommendations for infection control policy that may impact both the student and faculty populations. Information regarding such policy will be included in the various programs' Student Handbook and the CNHP Faculty/Staff Handbook.

When the Infection Control Committee convenes to consider specific student/faculty situations, a timely response is in order. Individuals will be provided a letter outlining the committee recommendations within a one-week period after convening. During this time period, the student/faculty person shall not engage in direct client contact. Should an individual wish to appeal the decision of the committee, the established University Grievance process should be followed (See A- State Student/Faculty Handbooks).

### **LATEX ALLERGY**

The student must notify the faculty member supervising the learning experience immediately upon awareness of a known or suspected latex allergy. Latex allergy exposure treatment and medical prophylaxis is the student's responsibility and must be provided at the student's expense.

### **STANDARD UNIVERSAL PRECAUTIONS**

All College of Nursing and Health Professions students and faculty will employ Standard Precautions while in the clinical setting. College of Nursing and Health Professions students will receive instruction and annual evaluation regarding transmission of blood borne pathogens and the use of Standard Precautions. Protocols for Standard Precautions (previously referred to as Universal Precautions) can be found in the OSHA Blood borne Pathogens Standard document located in Appendix B.

## **STUDENT SERVICES**

### **AUDIOVISUAL AND CLINICAL LEARNING CENTER**

The AV lab is located on the third floor of the College of Nursing and Health Professions Jonesboro campus. The AV lab is open Monday through Friday with hours posted at the beginning of each semester.

The Clinical Learning Center is located in Room 325 in the Reynolds Health Science Building and is equipped with mannequins, equipment and supplies which may be used to practice procedures and skills. The CLC is available for schedule Monday through Friday.

### **COMPUTER USAGE**

All Arkansas State University computing facilities, equipment, software and reference manuals are for class use only. No use of a commercial nature, or use for personal gain or profit will be allowed. Copying of computer software or related reference manuals for commercial or personal use is a violation of federal copyright laws and will not be allowed. Playing games on the computers will not be allowed.

Using computers and printers to print banners, posters, term papers, resumes, greeting cards, etc. will not be allowed unless it is for an A-State computer or word processing class assignment. A-State is a Microsoft campus. Microsoft software products are ONLY available at <http://www.astate.edu/a/its/software-downloads/>

### **STUDENT HEALTH CENTER (NYIT Medical Clinic)**

The Student Health Center has an array of medical services from treating minor illnesses and injuries to providing physical exams, immunizations, female exams (including pap smears), health education, and pre/post-test HIV Counseling (includes blood draw). Call for an appointment, 870-972-2054 or see the website: <https://www.astate.edu/a/student-health-center/>

Clinic Hours of business are:  
Monday-Friday from 8:00 am to 5:00 pm

### **COUNSELING CENTER**

The Counseling Center provides personal, career and academic counseling to A-State students. While the Center staff works with students who may be experiencing a crisis, the goal is to help students deal with their concerns before they develop into more serious problems. Counseling Center services are performed by psychologist and counselors, counseling interns and counseling practicum students. All full-time staff members are licensed mental health practitioners and services are always performed by those whose skills and training are

appropriate to the task. Call 870-972-2318 or see website: <https://www.astate.edu/a/counseling-services/>

### **LIBRARY SERVICES**

All A-State students have access to the Dean B. Ellis Library- ASTATE/Jonesboro. Students must have a current student ID in order to utilize many of the services provided by the library. The library handbook, available at the library, offers a description of the resources and hours of operation. The website for the library (<https://www.astate.edu/library>) has information online. The library can be contacted at (870) 972-3077. Online services are available at the Dean B. Ellis Library (Jonesboro). Several databases are available via remote access (your home computer, for example) if you are enrolled in a web course or a Jonesboro section of a course. Selected full-text articles may be available. Databases that have some full-text articles include *Academic Search Premier*, *UPtoDATE*, *CINAHL*, *Ovid*, *Lexis-Nexis* (medical section), *Electric Library*, and the *Health and Wellness Reference Center* (formerly Health Trac). *Medline Plus* also has some full text articles. [If *Medline Plus* materials are not full text, you may order (without cost) from Interlibrary Loan Services.] Materials not found online are available at A-State-J Library, and some branch campus libraries as well as a number of other area libraries. Students may use inter-library loan (usually without cost; you can limit what you are willing to spend) for materials not in the AState Library collection.

### **STUDENT ORGANIZATIONS**

#### **GRADUATE STUDENT ADVISORY COUNCIL**

Students in all graduate programs at A-State have an organization of their own. This organization, which works with the Graduate School and Graduate Dean is The Graduate Student Advisory Council. A student from one of the graduate programs represents the College of Nursing and Health Professions.

### **SIGMA THETA TAU**

Sigma Theta Tau is the international honor society of nursing with the A-State chapter, Eta Theta. The purpose of this society is: 1) to recognize superior achievement and scholarship; 2) to recognize the development of leadership qualities; 3) to foster high professional standards; 4) to encourage (creative work; and 5) to strengthen commitment to the ideals and purposes of the profession.

#### **Membership Criteria:**

Graduate students must have a cumulative grade point average (GPA) of at least 3.5 and have completed at least ¼ of the program of study.

## **ADULT GERONTOLOGY ACUTE CARE NURSE PRACTITIONER (AGACNP)**

### **AGACNP OPTION MISSION**

The mission of the graduate nursing program is to prepare nurses who can provide and support advanced nursing practice, integrate nursing and related theories, utilize and participate in research, engage in collaborative relationships, provide leadership in the nursing arena, and demonstrate an understanding of the political, economic, social, professional, educational, legal and ethical realities which have an impact on nursing and health care.

### **AGACNP OPTION PROGRAM PURPOSE**

The purpose of the Acute Care Option is:

1. To prepare nurses who possess theoretical knowledge, leadership, collaborative, and advanced practice skills necessary to enhance the nursing profession and improve health care.
2. To prepare advanced clinicians whose research knowledge enables them to evaluate and utilize research findings in practice and participate in scientific investigation.
3. To provide a basis for professional growth and a foundation for doctoral study in nursing.

Graduate nursing education builds on a foundation of undergraduate nursing education and provides an opportunity for professional nurses to develop a specialty practice that is congruent with an expanding theoretical and empirical knowledge base. The graduate program in nursing is designed to assist professional nurses to prepare for advanced clinical and functional roles that demand increased accountability, expertise, and leadership. The master's program facilitates the use of the research process through the course of study and prepares the graduate to be a critical thinker and a self-directed professional who collaborates with consumers and other health care providers.

### **AGACNP OPTION PROGRAM OUTCOMES**

The program objectives emphasize study in the areas of theory, research, role, practice, and health policy. Upon completion of study for the Master of Science in nursing, the student is expected to be able to:

#### **MSN End-of-Program SLOs**

- I. Interpret theories and concepts from nursing, the arts, humanities, sciences, and evidence-based practice to guide clinical and professional judgment in nursing practice.
- II. Support person-centered care while respecting diversity and the unique determinants of individuals and populations.
- III. Incorporate leadership and collaborative roles in the planning, provision, and management of services to influence policy for individuals, families, and populations.



- IV. Develop authentic leadership within complex health systems for the improvement of safe, cost-effective, quality health care for diverse populations.
- V. Model professionalism in nursing practice through accountability to ethical and legal standards.
- VI. Evaluate critical inquiry to advance the discipline and profession of nursing.
- VII. Incorporate information systems and technology to evaluate programs of care, outcomes of care, and care systems.

### **ROLE SPECIFIC AGACNP CORE COMPETENCIES:**

[https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/files/np\\_competencies\\_2.pdf](https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/files/np_competencies_2.pdf)

### **ADULT GERONTOLOGY ACUTE CARE NURSE PRACTITIONER (AGACNP)**

Program prepares nurses with the complex practice skills and theoretical knowledge necessary for roles in advanced nursing and leadership in the contemporary health care system. Graduate study in nursing is the basis for professional growth in advanced practice roles and the foundation for doctoral study in nursing.

<b>Core Courses:</b>	<b>Sem. Hrs.</b>
NURS 6103 Research Design and Methodology	3
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6402 Professional Role Development in Advanced Nursing	2
Sub-total	<b>11</b>
<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 621V AGACNP Seminar 1	1.5
NURS 622V AGACNP Seminar 2	1.5
NURS 623V AGACNP Seminar 3	1.5
NURS 624V AGACNP Seminar 4	1.5
NURS 625V AGACNP Seminar 5	1.5
NURS 626V AGACNP Seminar 6	1.5
NURS 6612 AGACNP Practicum 1	2
NURS 6622 AGACNP Practicum 2	2
NURS 6632 AGACNP Practicum 3	2
NURS 6642 AGACNP Practicum 4	2
NURS 6652 AGACNP Practicum 5	2
NURS 666V AGACNP Practicum 6	2.5
Sub-total	<b>21.5</b>
<b>Total Required Hours:</b>	<b>41.5</b>

**ADULT GERONTOLOGY ACUTE CARE NURSE PRACTITIONER (AGACNP)**  
**BEGINNING SPRING 2026**

<b>Core Courses:</b>	<b>Sem. Hrs.</b>
NURS 6103 Research Design and Methodology	3
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6402 Professional Role Development in Advanced Nursing	2
Sub-total	<b>11</b>
<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6213 AGACNP Seminar I	3
NURS 6214 AGACNP Practicum I	4
NURS 6363 AGACNP Seminar II	3
NURS 6364 AGACNP Practicum II	4
NURS 6483 AGACNP Seminar III	3
NURS 648V AGACNP Practicum III	4.5
Sub-total	<b>21.5</b>
<b>Total Required Hours:</b>	<b>41.5</b>

### **GRADUATE CERTIFICATE IN AGACNP OPTION**

Graduate Certificate in Adult Gerontology Acute Care Nurse Practitioner is available to RNs who have recent clinical experience and have completed a MSN with advanced preparation in another specialty area from an accredited institution. Graduates of a MSN program with a AGACNP option that did not include the required certification eligibility requirements from the American Nurses Credentialing Center (ANCC) and/or the American Association of Critical-Care Nurses (AACN) (Advanced Physiology/ Pathophysiology; Advanced Health Assessment, including diagnostics and disease management; Advanced Pharmacology; and/or minimum of 500 faculty supervised clinical hours) are also eligible to apply. A request for a curriculum "Gap Analysis" to determine an individual Plan of Study will be requested from the Program Coordinator prior to admission.

<b>Requirements:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 621V AGACNP Seminar 1	1.5
NURS 622V AGACNP Seminar 2	1.5
NURS 623V AGACNP Seminar 3	1.5
NURS 624V AGACNP Seminar 4	1.5
NURS 625V AGACNP Seminar 5	1.5
NURS 626V AGACNP Seminar 6	1.5
NURS 6612 AGACNP Practicum 1	2
NURS 6622 AGACNP Practicum 2	2
NURS 6632 AGACNP Practicum 3	2
NURS 6642 AGACNP Practicum 4	2
NURS 6652 AGACNP Practicum 5	2
NURS 666V AGACNP Practicum 6	2.5
<b>Sub-total</b>	<b>21.5</b>
<b>Total Required Hours</b>	<b>21.5-30.5</b>

**GRADUATE CERTIFICATE IN AGACNP OPTION**  
**BEGINNING SPRING 2026**

<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6213 AGACNP Seminar I	3
NURS 6214 AGACNP Practicum I	4
NURS 6363 AGACNP Seminar II	3
NURS 6364 AGACNP Practicum II	4
NURS 6483 AGACNP Seminar III	3
NURS 648V AGACNP Practicum III	4.5
<b>Sub-total</b>	<b>21.5</b>
<b>Total Required Hours</b>	<b>21.5-30.5</b>

**ADDITIONAL LIABILITY INSURANCE POLICY FOR THE ACUTE CARE OPTION**

Students in the AGACNP option must have a current liability policy as a “AGACNP Student” before enrolling in AGACNP clinical courses.

**ADMISSION FOR AGACNP OPTION**

Students are offered admission to their selected MSN Program Option only. Should the student desire to change specialty focus, the student should notify their advisor and complete a change of option/major form for Graduate Admissions. A revised goal statement and admission to the new specialty must be accepted by the MSN Program Admissions, Progressions and Credits Committee. Approval of the MSN faculty of the School of Nursing is required for admission.

All applicants for any AGACNP must first be accepted for Graduate School.

All applicants for the AGACNP program apply to: Arkansas State University Online Services (870) 972-2920; P. O. Box 2520, State University, AR 72467. [astateonline@astate.edu](mailto:astateonline@astate.edu)

**AGACNP OPTION ADMISSION REQUIREMENTS**

Prerequisites for all AGACNP:

1. Computer Competency. Students enrolled in the MSN and DNP programs are required to possess specific computer competencies. These include the use of electronic mail, use of the World Wide Web, uploading and downloading of files, and access to server capability to support academic programs.

TRANSFER CREDITS TO MEET MSN PROGRAM REQUIREMENTS ARE NOT ACCEPTED.  
Post Masters Certificates may be excluded. (Effective JAN 1, 2014)

### **UNCONDITIONAL ADMISSION FOR THE AGACNP OPTION**

To establish unconditional admission at the master's degree level, applicants must have a required GPA and an approved criminal background check. All courses attempted, including any repeated courses, are considered in the computation of the grade point average.

*\*ADMISSION TO THE GRADUATE ADMISSION'S OFFICE AND MEETING ELIGIBILITY REQUIREMENTS FOR MSN PROGRAM OPTIONS DOES NOT GUARANTEE ADMISSION TO ALL MAJORS.*

*\*\*ADMISSION DECISIONS TO THE SCHOOL OF NURSING ARE NON-GRIEVABLE and are based on posted ADMISSION CRITERIA.*

### **ADMISSION PROCEDURES FOR THE AGACNP OPTION**

*STUDENTS (with the exception of DNP NA students) WHO ARE NOT ENGAGED IN CONTINUOUS STUDY ARE PLACED ON INACTIVE STATUS.*

1. Students not enrolled in Acute Care Program courses for three sequential semesters, not including summer session, will be moved to inactive status. The Graduate Admissions office will be notified by the School of Nursing Office about the status of the student.
2. Students with an inactive status designation in the Acute Care Program must petition the MSN, Progressions, and Credits Committee for reinstatement (The petition should be directed to the MSN Program Director. The Program Director will consult with the program faculty represented by the Admissions, Progressions, and Credits Committee, student's advisor and the Graduate Admissions Office about reinstatement of the student. A revised program of study will be filed. [Students should note that Graduate School policy states, "The time limit allowed for completion of the master's degree is six years . . ." Please refer to current edition of the A- STATE *Graduate Bulletin* for additional information.] (Policy approved April 12, 1999 by MSN Faculty, Admission, Progressions, and Credits Committee.)

### **STATUS OF NURSE LICENSURE**

AGACNP Students must hold a current, unencumbered license to practice as a Registered Nurse. The unencumbered RN and/or APRN license must be active in the state where clinical practice is scheduled, according to the state approval map at the School of Nursing website. The individual may reapply for admission upon successful completion of the licensing examination. Evidence will be requested throughout the program, and the student is responsible for maintaining the unencumbered license throughout the program. If the license status should change at any time, the student is responsible for notifying the faculty advisor and dismissal from the program may be necessary.

### **RETENTION/PROGRESSION**

Students must maintain a GPA of 3.0, according to Graduate school requirements. All MSN students are required to earn a minimum grade of "B" in all courses. Progression in specialty courses requires a grade of "B" or better in all completed specialty courses to date. All policies as represented in the A-State Graduate Bulletin and Graduate School Policies remain in effect, including requisites and co-requisites identified for each course.

### **DISMISSAL**

Students will be dismissed from the program if:

1. The student receives a final grade lower than a "B" twice in the same graduate-level nursing course
2. The student receives a final grade lower than a "B" in any graduate-level nursing courses in two separate parts of the term (POT) in the same program.
3. Please see the Graduate Information Guide for general dismissal policies and program option-specific related policies.

### **READMISSION FOR THE MSN PROGRAM**

If students in other program options are not allowed to continue in a program because of the above stipulations, readmission will be considered only after the student submits a formal application for readmission to the appropriate program.

1. Students are not eligible for readmission if:
  - a. The cumulative grade point average is lower than 3.0.
  - b. The student has received a final grade lower than "B" twice in the same course, or has received a grade lower than "B" in professional courses in two separate semesters in the same program. [In Nursing, withdrawal from a nursing course to avoid a failing grade is considered the same as receiving a grade lower than "B."]
2. Procedures for application for readmission:
  - a. All applications for readmission must include a current and complete official transcript.
  - b. Reapplication is not a guarantee of readmission. Readmission is a competitive process dependent on the applicant pool at the time and space availability.
3. Adherence to the AGACNP Option application deadline is mandatory to be considered for readmission. See A-State AGACNP websites for the deadline for submitting applications for admission.

### **CLINICAL ROTATION POLICIES FOR THE AGACNP OPTION**

Prior to beginning any clinical activities, students must have on file in the clinical tracking system the following documentation:

1. Active license to practice as a registered nurse in the state where clinical practice is scheduled

2. Professional liability insurance as an “AGACNP Student” (minimum \$1,000,000/\$3,000,000)
3. Current TB skin test, TSPOT, or evidence of negative finding from chest x-ray
4. CPR certification (professional level)
5. Verified Credentials (background check)
6. Evidence of Hepatitis B immunization, or current Hepatitis B titer, or signed declination statement
7. MMR
8. Tetanus within the last 10 years.
9. Influenza vaccine
10. Health clearance form

Students will be asked to recommend a short-list of potential preceptors to the clinical coordinator upon acceptance to the AGACNP Option. The Clinical Coordinator will assure each clinical site meets the university’s criteria as a clinical affiliate facility and will arrange any necessary clinical contracts. Students may not begin their clinical rotation until they receive written acceptance of the clinical site and confirmation of an Arkansas State University contract with the precepting facility from the assigned Clinical Instructor in writing. All students are required to dress professionally. A white lab coat will be worn which is freshly laundered and ironed. A name-tag will be worn identifying the student as an A-State AGACNP student. Name tags can be ordered.

Clinical preceptor packets will be distributed during the first two weeks of the semester. A link is provided to all clinical preceptors for access to the online Preceptor Manual by the assigned clinical faculty.

A clinical log of all clinical practicum hours will be maintained through an electronic format throughout the clinical rotations. These logs will be reviewed throughout the course of the semester during clinical site visits, at semester end, upon completion of program, or at faculty member’s request. Every effort should be made to obtain a preceptor initial or signature to verify clinical time at the completion of each day’s clinical experience.

### **REVIEW COURSE & STANDARDIZED EXAMS**

AGACNP students will be required to attend an ANCC or similar approved Review Course as part of their program of study at the student’s expense during the last year of course work. Standardized predictor exams will be administered throughout the program of study at the student’s expense. A national normed exam will be given at or near the last semester of the program at the student’s expense. Failure of the above nationally normed exam requires formalized remediation and/or independent study at the student’s own expense and must be completed prior to graduation. This formalized remediation must be completed as assigned. Failure to complete remediation may result in student failure to progress in the program. The faculty will assist with formal remediation.

## **FAMILY NURSE PRACTITIONER (FNP)**

### **FAMILY NURSE PRACTITIONER OPTION MISSION**

The mission of the graduate nursing program is to prepare nurses who can provide and support advanced nursing practice, integrate nursing and related theories, utilize and participate in research, engage in collaborative relationships, provide leadership in the nursing arena, and demonstrate an understanding of the political, economic, social, professional, educational, legal and ethical realities which have an impact on nursing and health care.

### **FAMILY NURSE PRACTITIONER OPTION PROGRAM PURPOSE**

The purposes of the FNP Option:

1. To prepare nurses who possess theoretical knowledge, leadership, collaborative, and advanced practice skills necessary to enhance the nursing profession and improve health care.
2. To prepare advanced clinicians whose research knowledge enables them to evaluate and utilize research findings in practice and participate in scientific investigation.
3. To provide a basis for professional growth and a foundation for doctoral study in nursing.

Graduate nursing education builds on a foundation of undergraduate nursing education and provides an opportunity for professional nurses to develop a specialty practice that is congruent with an expanding theoretical and empirical knowledge base. The graduate program in nursing is designed to assist professional nurses to prepare for advanced clinical and functional roles that demand increased accountability, expertise, and leadership. The master's program facilitates the use of the research process through the course of study and prepares the graduate to be a critical thinker and a self-directed professional who collaborates with consumers and other health care providers.

### **FAMILY NURSE PRACTITIONER OPTION PROGRAM OUTCOMES**

The program objectives emphasize study in the areas of theory, research, role, practice, and health policy. Upon completion of study for the Master of Science in nursing, the student is expected to be able to:

#### **MSN End of Program SLOs**

- I. Interpret theories and concepts from nursing, the arts, humanities, sciences, and evidence-based practice to guide clinical and professional judgment in nursing practice.
- II. Support person-centered care while respecting diversity and the unique determinants of individuals and populations.
- III. Incorporate leadership and collaborative roles in the planning, provision, and management of services to influence policy for individuals, families, and populations.
- IV. Develop authentic leadership within complex health systems for the improvement of safe, cost-effective, quality health care for diverse populations.



- V. Model professionalism in nursing practice through accountability to ethical and legal standards
- VI. Evaluate critical inquiry to advance the discipline and profession of nursing.
- VII. Incorporate information systems and technology to evaluate programs of care, outcomes of care, and care systems.

### **ROLES SPECIFIC NURSE PRACTITIONER COMPETENCIES**

[https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/np\\_competencies\\_%26\\_ntf\\_standards/nonpf\\_np\\_role\\_core\\_competenc.pdf](https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/np_competencies_%26_ntf_standards/nonpf_np_role_core_competenc.pdf)

### **FAMILY NURSE PRACTITIONER OPTION (FNP)**

The Family Nurse Practitioner (FNP) Concentration prepares nurses with the complex practice skills and theoretical knowledge necessary for roles in advanced nursing and leadership in the contemporary health care system. Graduate study in nursing is the basis for professional growth in advanced practice roles and the foundation for doctoral study in nursing.

<b>Core Courses:</b>	<b>Sem. Hrs.</b>
NURS 6103 Research Design and Methodology	3
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6402 Professional Role Development in Advanced Nursing	2
Sub-total	<b>11</b>
<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
NURS 689V Thesis Option	0-6
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 611V FNP Women's Health	1.5
NURS 612V FNP Pediatrics	1.5
NURS 613V FNP Systems I	1.5
NURS 614V FNP Systems II	1.5
NURS 615V FNP Systems III	1.5
NURS 616V FNP Seminar	1.5
NURS 6212 FNP Clinical Practicum 1	2
NURS 6222 FNP Clinical Practicum 2	2
NURS 6232 FNP Clinical Practicum 3	2
NURS 6242 FNP Clinical Practicum 4	2
NURS 6252 FNP Clinical Practicum 5	2
NURS 656V FNP Clinical Practicum 6	2.5
Sub-total	<b>21.5</b>
<b>Total Required Hours:</b>	<b>41.5</b>

**FAMILY NURSE PRACTITIONER OPTION (FNP)**  
**BEGINNING FALL 2025**

<b>Core Courses:</b>	<b>Sem. Hrs.</b>
NURS 6103 Research Design and Methodology	3
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6402 Professional Role Development in Advanced Nursing	2
Sub-total	<b>11</b>
<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6513 FNP Clinical Management I	3
NURS 6514 FNP Clinical Management I Practicum	4
NURS 6613 FNP Clinical Management II	3
NURS 6614 FNP Clinical Management II Practicum	4
NURS 6753 FNP Synthesis Seminar	3
NURS 6814 FNP Clinical Management III Practicum	4
Sub-total	<b>21.5</b>
<b>Total Required Hours:</b>	<b>41.5</b>

### **GRADUATE CERTIFICATE IN FAMILY NURSE PRACTITIONER OPTION**

Family Nurse Practitioner Certificate is available to RNs who have recent clinical experience and have completed a MSN with advanced preparation in another specialty area from an accredited institution. Graduates of a MSN program with a FNP option that did not include the required certification eligibility requirements from the American Nurses Credentialing Center (ANCC) and/or the American Academy of Nurse Practitioners (Advanced Physiology/Pathophysiology; Advanced Health Assessment, including diagnostics and disease management; Advanced Pharmacology; and/or minimum of 500 faculty supervised clinical hours) are also eligible to apply. A request for a curriculum "Gap Analysis" to determine an individual Plan of Study will be requested from the Program Coordinator prior to admission.

<b>Requirements:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
NURS 689V Thesis Option	0-6
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 611V FNP Women's Health	1.5
NURS 612V FNP Pediatrics	1.5
NURS 613V FNP Systems I	1.5
NURS 614V FNP Systems II	1.5
NURS 615V FNP Systems III	1.5
NURS 616V FNP Seminar	1.5
NURS 6212 FNP Clinical Practicum 1	2
NURS 6222 FNP Clinical Practicum 2	2
NURS 6232 FNP Clinical Practicum 3	2
NURS 6242 FNP Clinical Practicum 4	2
NURS 6252 FNP Clinical Practicum 5	2
NURS 656V FNP Clinical Practicum 6	2.5
Sub-total	<b>21.5</b>
<b>Total Required Hours</b>	<b>21.5-30.5</b>

**GRADUATE CERTIFICATE IN FAMILY NURSE PRACTITIONER OPTION**  
**BEGINNING SUMMER 2026**

<b>Required Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6513 FNP Clinical Management I	3
NURS 6514 FNP Clinical Management I Practicum	4
NURS 6613 FNP Clinical Management II	3
NURS 6614 FNP Clinical Management II Practicum	4
NURS 6753 FNP Synthesis Seminar	3
NURS 6814 FNP Clinical Management III Practicum	4
Sub-total	<b>21</b>
<b>Total Required Hours:</b>	<b>21-30</b>

**ADDITIONAL LIABILITY INSURANCE POLICY**

Students in the FNP option must have a current liability policy as a “FNP Student” before enrolling in FNP clinical courses.

Students are offered admission to their selected MSN Program Option only. Should the student desire to change specialty focus, the student should notify his/her advisor and complete a change of option/major form for Graduate Admissions. A revised goal statement and admission to the new specialty must be accepted by the MSN Program Admissions, Progressions and Credits Committee. Approval of the MSN faculty of the School of Nursing is required for admission.

**FNP ADMISSION REQUIREMENTS**

**PREREQUISITES FOR THE FAMILY NURSE PRACTITIONER OPTION**

1. Computer Competency. Students enrolled in the MSN and DNP programs are required to possess specific computer competencies. These include the use of electronic mail, use of the World Wide Web, uploading and downloading of files, and access to server capability to support academic programs.

TRANSFER CREDITS TO MEET MSN PROGRAM REQUIREMENTS ARE NOT ACCEPTED. Post Masters Certificates may be excluded. (Effective JAN 1, 2014)

**UNCONDITIONAL ADMISSION FOR THE FAMILY NURSE PRACTITIONER OPTION**

To establish unconditional admission at the master's degree level, applicants must have a required GPA and an approved criminal background check. All courses attempted, including any repeated courses, are considered in the computation of the grade point average.

**\*ADMISSION TO THE GRADUATE ADMISSION'S OFFICE AND MEETING ELIGIBILITY REQUIREMENTS FOR MSN PROGRAM OPTIONS DOES NOT GUARANTEE ADMISSION TO ALL MAJORS.**

**\*\*ADMISSION DECISIONS TO THE SCHOOL OF NURSING ARE NON-GRIEVABLE and are based on posted ADMISSION CRITERIA.**

## **ADMISSION PROCEDURES**

### **APPLYING TO THE GRADUATE ADMISSIONS FOR THE FAMILY NURSE PRACTITIONER OPTION**

All applicants for the FNP program apply to:  
Arkansas State University Online Services  
P. O. Box 2520  
State University, AR 72467  
(870)972- 2920; [astateonline@astate.edu](mailto:astateonline@astate.edu)

Admission requirements may be found on the School of Nursing website  
<http://www.astate.edu/college/conhp/departments/nursing/degrees/>

### **APPLYING TO THE SCHOOL OF NURSING FAMILY NURSE PRACTITIONER OPTION**

#### **INACTIVE STATUS FOR FNP**

*STUDENTS (with the exception of DNP NA students) WHO ARE NOT ENGAGED IN CONTINUOUS STUDY ARE PLACED ON INACTIVE STATUS.*

1. Students not enrolled in FNP Program courses for three sequential semesters, not including summer session, will be moved to inactive status. The Graduate Admissions office will be notified by the School of Nursing Office about the status of the student.
2. Students with an inactive status designation in the FNP Program must petition the MSN, Progressions, and Credits Committee for reinstatement. The petition should be directed to the MSN Program Director. The Program Director will consult with the program faculty represented by the Admissions, Progressions, and Credits Committee, student's advisor and the Graduate Admissions Office about reinstatement of the student. A revised program of study will be filed. [Students should note that Graduate School policy states, "The time limit allowed for completion of the master's degree is six years . . ." Please refer to the current edition of the A-STATE *Graduate Bulletin* for additional information.] (Policy approved April 12, 1999 by MSN Faculty, Admission, Progressions, and Credits Committee.)

### **STATUS OF NURSE LICENSURE**

FNP Students must hold a current, unencumbered license to practice as a Registered Nurse. The unencumbered RN and/or APRN license must be active in the state where clinical practice is scheduled. Evidence will be requested throughout the program and the student is responsible for maintaining the unencumbered license throughout the program. If the license status should change at any time, the student is responsible for notifying the faculty advisor and dismissal from the program may be necessary.

### **RETENTION TO THE FNP PROGRAM**

Students must maintain a GPA of 3.0, according to Graduate school requirements. All MSN students are required to earn a minimum grade of "B" in all courses. Progression in specialty courses requires a grade of "B" or better in all completed specialty courses to date. All policies as represented in the A-State Graduate Bulletin and Graduate School Policies remain in effect, including requisites and co-requisites identified for each course.

### **DISMISSAL**

Students will be dismissed from the program if:

1. The student receives a final grade lower than a "B" twice in the same graduate-level nursing course
2. The student receives a final grade lower than a "B" in any graduate-level nursing courses in two separate parts of the term (POT) in the same program.
3. Please see the Graduate Information Guide for general dismissal policies and program option-specific related policies.

### **READMISSION TO THE MSN PROGRAM**

If students in other program options are not allowed to continue in a program because of the above stipulations, readmission will be considered only after the student submits a formal application for readmission to the appropriate program.

1. Students are not eligible for readmission if:
  - a. The cumulative grade point average is lower than 3.0.
  - b. The student has received a final grade lower than "B" twice in the same course, or has received a grade lower than "B" in professional courses in two separate semesters in the same program. [In Nursing, withdrawal from a nursing course to avoid a failing grade is considered the same as receiving a grade lower than "B."]
2. Procedures for application for readmission:
  - a. All applications for readmission must include a current and complete official transcript.
  - b. Reapplication is not a guarantee of readmission. Readmission is a competitive process dependent on the applicant pool at the time and space availability.

3. Adherence to the FNP Option application deadline are mandatory to be considered for readmission. See A-State FNP websites for the deadline for submitting applications for admission.

### **FNP CLINICAL ROTATION: POLICIES/PROCEDURES FOR THE FAMILY NURSE PRACTITIONER OPTION**

Prior to beginning any clinical activities, students must have on file in the clinical tracking system the following documentation:

1. Active license to practice as a registered nurse in the state where clinical practice is scheduled
2. Professional liability insurance as an "FNP Student" (minimum \$1,000,000/\$3,000,000)
3. Current TB skin test, TSPOT, or evidence of negative finding from chest x-ray
4. CPR certification (professional level)
5. Verified Credentials (background check)
6. Evidence of Hepatitis B immunization, current Hepatitis B Titer or signed declination statement
7. MMR
8. Tetanus
9. Influenza vaccine
10. Health clearance form

Students will be asked to recommend a short-list of potential preceptors to the clinical coordinator upon acceptance to the FNP Program. The Clinical Coordinator will assure each clinical site meets the university's criteria as a clinical affiliate facility and will arrange any necessary clinical contracts. Students may not begin their clinical rotation until they receive written acceptance of the clinical site and confirmation of an Arkansas State University contract with the precepting facility from the assigned Clinical Instructor in writing.

All students are required to dress professionally. A white lab coat will be worn which is freshly laundered and ironed. A name-tag will be worn identifying the student as an A-State FNP student. Name tags can be ordered.

Clinical preceptor packets will be distributed during the first two weeks of the semester. A link is provided to all clinical preceptors for access to the online Preceptor Manual by the assigned clinical faculty.

A clinical log of all clinical practicum hours will be maintained through an electronic format throughout the clinical rotations. These logs will be reviewed throughout the course of the semester during clinical site visits, at semester end, upon completion of program, or at faculty member's request. Every effort should be made to obtain a preceptor initial or signature to verify clinical time at the completion of each day's clinical experience.

### **CURRENT CONTRACT WITH CLINICAL FACILITY**

When sites for student clinical experiences are identified, unless a special form is required, the chair or program director submits a request for preparation/ execution of the *Clinical Affiliation Agreement* to the dean's office. If special forms are required by the agency, the chair or program director should obtain and prepare these and submit them to the dean for review. Signed copies are maintained by the Dean and the VCRAA. \*\*\**Before sending students to a clinical site, chairs/program directors/clinical coordinators should be sure the College has a current and valid clinical agreement and note what special stipulations are required by the facility.*

### **REVIEW COURSE & STANDARDIZED EXAMS**

FNP students will be required to attend an ANCC or similar approved Review Course as part of their program of study at the student's expense during the last year of course work.

Standardized predictor exams will be administered throughout the program of study at the student's expense. A national normed exam will be given at or near the last semester of the program at the student's expense. Failure of the above nationally normed exam requires formalized remediation and/or independent study at the student's own expense and must be completed prior to graduation. This formalized remediation must be completed as assigned. Failure to complete remediation may result in student failure to progress in the program. The faculty will assist with formal remediation.



## **NURSE ADMINISTRATION OPTION**

### **NURSE ADMINISTRATION OPTION MISSION**

The mission of the graduate nursing program is to prepare nurses who can provide and support advanced nursing practice, integrate nursing and related theories, utilize and participate in research, engage in collaborative relationships, provide leadership in the nursing arena, and demonstrate an understanding of the political, economic, social, professional, educational, legal and ethical realities which have an impact on nursing and health care.

### **NURSE ADMINISTRATION OPTION PROGRAM PURPOSE**

1. To prepare nurses who possess theoretical knowledge, leadership, collaborative, and advanced practice skills necessary to enhance the nursing profession and improve health care.
2. To prepare advanced clinicians whose research knowledge enables them to evaluate and utilize research findings in practice and participate in scientific investigation.
3. To provide a basis for professional growth and a foundation for doctoral study in nursing.

Graduate nursing education builds on a foundation of undergraduate nursing education and provides an opportunity for professional nurses to develop a specialty practice that is congruent with an expanding theoretical and empirical knowledge base. The graduate program in nursing is designed to assist professional nurses to prepare for advanced clinical and functional roles that demand increased accountability, expertise, and leadership. The master's program facilitates the use of the research process through the course of study and prepares the graduate to be a critical thinker and a self-directed professional who collaborates with consumers and other health care providers.

### **PROGRAM OUTCOMES FOR THE NURSE ADMINISTRATION OPTION**

The program objectives emphasize study in the areas of theory, research, role, practice, and health policy. Upon completion of study for the Master of Science in nursing, the student is expected to be able to:

#### **Proposed MSN End-of-Program SLOs**

- I. Interpret theories and concepts from nursing, the arts, humanities, sciences, and evidence-based practice to guide clinical and professional judgment in nursing practice.
- II. Support person-centered care while respecting diversity and the unique determinants of individuals and populations.
- III. Incorporate leadership and collaborative roles in the planning, provision, and management of services to influence policy for individuals, families, and populations.
- IV. Develop authentic leadership within complex health systems for the improvement of safe, cost-effective, quality health care for diverse populations.

- V. Model professionalism in nursing practice through accountability to ethical and legal standards
- VI. Evaluate critical inquiry to advance the discipline and profession of nursing.
- VII. Incorporate information systems and technology to evaluate programs of care, outcomes of care, and care systems.

#### **ROLE SPECIFIC AONE COMPETENCIES**

- 1. Communication and Relationship Management
- 2. Knowledge of Health Care Environment
- 3. Leadership
- 4. Professionalism
- 5. Business Skills and Principles

#### **NURSE ADMINISTRATION OPTION**

The Nursing Administration option is available to MSN students. Students earning a degree and completing the Nurse Administrator option must be enrolled in a MSN option.

<b>Courses:</b>	<b>Sem. Hrs.</b>
NURS 6402 Professional Role Development in Advanced Nursing	2
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6003 Advanced Clinical Physiology	3
NURS 6103 Research Design and Methodology	3
NURS 6323 Healthcare Law and Quality Improvement	3
NURS 5113 Leadership in Health Professions	3
NURS 6353 Budgeting and Financial Management	3
NURS 6762 Applied Clinical Research and Role Seminar	2
NURS 6873 Practicum in Nursing Administration	3
<b>Total Required Hours</b>	<b>34</b>

### **GRADUATE CERTIFICATE IN NURSE ADMINISTRATION**

Graduate Certificate in Nurse Administration students seeking a certificate as a Nurse Administrator may complete the require 15-18 credit hours with concurrent enrollment within a Master of Science in Nursing program option or may complete after a Master of Science in Nursing degree is obtained. The Nurse Administrator Certificate will prepare nurses for Certification by American Nurses Credentialing Center (ANCC) and/or American Organization of Nurse Executives (AONE).

<b>Courses:</b>	<b>Sem. Hrs.</b>
NURS 5113 Leadership in Health Professions	3
NURS 6323 Healthcare Law and Quality Improvement	3
NURS 6353 Budgeting and Financial Management	3
NURS 6762 Applied Clinical Research and Role Seminar	2
NURS 6873 Practicum in Nursing Administration	3
<b>Total Required Hours</b>	<b>14</b>

Students are offered admission to their selected MSN Program Option only. Should the student desire to change specialty focus, the student should notify his/her advisor and complete a change of option/major form.

### **MSN ADMISSION REQUIREMENTS**

#### **PREREQUISITES FOR NURSE ADMINISTRATION OPTION**

1. Computer Competency. Students enrolled in the MSN Nurse Administration Option is required to possess specific computer competencies. These include the use of electronic mail, use of the World Wide Web, uploading and downloading of files, and access to server capability to support academic programs.

TRANSFER CREDITS TO MEET MSN PROGRAM REQUIREMENTS ARE NOT ACCEPTED. Post Masters Certificates may be excluded. (Effective JAN 1, 2014)

#### **UNCONDITIONAL ADMISSION FOR THE NURSE ADMINISTRATION OPTION**

To establish unconditional admission at the master's degree level, applicants must have a required GPA and an approved criminal background check. All courses attempted, including any repeated courses, are considered in the computation of the grade point average.

#### ***\*ADMISSION TO THE GRADUATE ADMISSION'S OFFICE AND MEETING ELIGIBILITY REQUIREMENTS***

***FOR MSN PROGRAM OPTIONS DOES NOT GUARANTEE ADMISSION TO ALL MAJORS.***

***\*\*ADMISSION DECISIONS TO THE SCHOOL OF NURSING ARE NON-GRIEVABLE and are based on posted ADMISSION CRITERIA.***

## **ADMISSION PROCEDURES FOR THE NURSE ADMINISTRATION OPTION**

### **APPLYING TO THE GRADUATE ADMISSIONS FOR THE NURSE ADMINISTRATION OPTION**

All applicants for the Nurse Administration program apply to:

Arkansas State University Online Services

P. O. Box 2520

State University, AR 72476

(870) 972-2920; [astateonline@astate.edu](mailto:astateonline@astate.edu).

*Admission requirements may be found on the School of Nursing website*

<http://www.astate.edu/college/conhp/departments/nursing/degrees/>

### **INACTIVE STATUS FOR THE NURSE ADMINISTRATION OPTION**

*STUDENTS (with the exception of MSN NA students) WHO ARE NOT ENGAGED IN CONTINUOUS STUDY ARE PLACED ON INACTIVE STATUS.*

1. Students not enrolled in FNP Program courses for three sequential semesters, not including summer session, will be moved to inactive status. The Graduate Admissions office will be notified by the School of Nursing Office about the status of the student.
2. Students with an inactive status designation in the FNP Program must petition the MSN, Progressions, and Credits Committee for reinstatement. The petition should be directed to the MSN Program Director. The Program Director will consult with the program faculty represented by the Admissions, Progressions, and Credits Committee, student's advisor and the Graduate Admissions Office about reinstatement of the student. A revised program of study will be filed. [Students should note that Graduate School policy states, "The time limit allowed for completion of the master's degree is six years . . ." Please refer to the current edition of the A-STATE *Graduate Bulletin* for additional information.] (Policy approved April 12, 1999 by MSN Faculty, Admission, Progressions, and Credits Committee.)

### **STATUS OF NURSE LICENSURE**

MSN Students must hold a current, unencumbered license to practice as a Registered Nurse. The unencumbered RN and/or APRN license must be active in the state where clinical practice is scheduled. Individuals admitted pending NCLEX-RN examination results are required to withdraw from the program at the end of the first semester if the examination is not passed. The individual may reapply for admission upon successful completion of the licensing examination. Evidence will be requested throughout the program and the student is responsible for maintaining the unencumbered license throughout the program. If the license status should change at any time, the student is responsible for notifying the faculty advisor and dismissal from the program may be necessary.

### **RETENTION/PROGRESSION TO THE NURSE ADMINISTRATION OPTION**

Students must maintain a GPA of 3.0, according to Graduate school requirements. All MSN students are required to earn a minimum grade of “B” in all courses. Progression in specialty courses requires a grade of “B” or better in all completed specialty courses to date. All policies as represented in the A-State Graduate Bulletin and Graduate School Policies remain in effect, including requisites and co-requisites identified for each course.

### **DISMISSAL**

Students will be dismissed from the program if:

1. The student receives a final grade lower than a “B” twice in the same graduate-level nursing course
2. The student receives a final grade lower than a “B” in any graduate-level nursing courses in two separate parts of the term (POT) in the same program.
3. Please see the Graduate Information Guide for general dismissal policies and program option-specific related policies.

### **READMISSION FOR THE MSN PROGRAM**

If students in other program options are not allowed to continue in a program because of the above stipulations, readmission will be considered only after the student submits a formal application for readmission to the appropriate program.

1. Students are not eligible for readmission if:
  - a. The cumulative grade point average is lower than 3.0.
  - b. The student has received a final grade lower than "B" twice in the same course, or has received a grade lower than "B" in professional courses in two separate semesters in the same program.
2. Procedures for application for readmission:
  - a. All applications for readmission must include a current and complete official transcript.
  - b. Reapplication is not a guarantee of readmission. Readmission is a competitive process dependent on the applicant pool at the time and space availability.

### **CLINICAL ROTATION: POLICIES/PROCEDURES FOR THE NURSE ADMINISTRATION OPTION**

Students will be asked to recommend a short-list of potential preceptors to the clinical coordinator upon acceptance to the program. The Faculty will assure each clinical site meets the university’s criteria as a clinical affiliate facility and will arrange any necessary clinical contracts. Students may not begin their clinical rotation until they receive written acceptance of the clinical site and confirmation of an Arkansas State University contract with the precepting facility from the assigned Clinical Coordinator in writing.

All students are required to dress professionally. A white lab coat will be worn which is freshly laundered and ironed. A name-tag will be worn identifying the student as student. name tags can be ordered.

Clinical preceptor packets will be distributed during the first two weeks of the semester. A link is provided to all clinical preceptors for access to the online Preceptor Manual by the assigned clinical faculty.

A clinical log of all clinical practicum hours will be maintained through an electronic format throughout the clinical rotations. These logs will be reviewed throughout the course of the semester during clinical site visits, at semester end, upon completion of program, or at faculty member's request.

### **CURRENT CONTRACT WITH CLINICAL FACILITY**

When sites for student clinical experiences are identified, unless a special form is required, the chair or program director submits a request for preparation/ execution of the *Clinical Affiliation Agreement* to the dean's office. If special forms are required by the agency, the chair or program director should obtain and prepare these and submit them to the dean for review. Signed copies are maintained by the Dean and the VCRAA.

*\*\*\*Before sending students to a clinical site, chairs/program directors/clinical coordinators should be sure the College has a current and valid clinical agreement and note what special stipulations are required by the facility.*

## **NURSE EDUCATOR OPTION**

### **NURSE EDUCATOR OPTION MISSION**

The mission of the graduate nursing program is to prepare nurses who can provide and support advanced nursing practice, integrate nursing and related theories, utilize and participate in research, engage in collaborative relationships, provide leadership in the nursing arena, and demonstrate an understanding of the political, economic, social, professional, educational, legal and ethical realities which have an impact on nursing and health care.

### **NURSE EDUCATOR OPTION PROGRAM PURPOSE**

1. To prepare students for nursing faculty, clinical instructor, and staff development positions.
2. To provide students with the foundation to teach nursing and healthcare professionals.
3. To provide a basis for professional growth and a foundation for doctoral study in nursing.

Graduate nursing education builds on a foundation of undergraduate nursing education and provides an opportunity for professional nurses to develop a specialty practice that is congruent with an expanding theoretical and empirical knowledge base. The graduate program in nursing is designed to assist professional nurses to prepare for advanced clinical and functional roles that demand increased accountability, expertise, and leadership. The master's program facilitates the use of the research process through the course of study and prepares the graduate to be a critical thinker and a self-directed professional who collaborates with consumers and other health care providers.

### **PROGRAM OUTCOMES FOR THE NURSE EDUCATOR OPTION**

The program objectives emphasize study in the areas of theory, research, role, practice, and health policy. Upon completion of study for the Master of Science in nursing, the student is expected to be able to:

#### **Role Specific Nurse Educator End-of-Program Outcomes (MSN Program Outcomes) Based on the NLN Core Competencies of Academic Nurse Educators:**

In addition to the MSN End-of-Program Outcomes, the graduate of the Nurse Educator Option (or post-master's certificate program), is prepared to:

Proposed MSN End-of-Program SLOs

- I. Interpret theories and concepts from nursing, the arts, humanities, sciences, and evidence-based practice to guide clinical and professional judgment in nursing practice.
- II. Support person-centered care while respecting diversity and the unique determinants of individuals and populations.
- III. Incorporate leadership and collaborative roles in the planning, provision, and management of services to influence policy for individuals, families, and populations.

- IV. Develop authentic leadership within complex health systems for the improvement of safe, cost-effective, quality health care for diverse populations.
- V. Model professionalism in nursing practice through accountability to ethical and legal standards
- VI. Evaluate critical inquiry to advance the discipline and profession of nursing.
- VII. Incorporate information systems and technology to evaluate programs of care, outcomes of care, and care systems.

### **NURSE EDUCATOR OPTION**

Minimum hours required for this option: 11 additional credit hours Courses in the Nurse Educator option are:

- NURS 6623: Curriculum Development in Health Professions
- NURS 6853: Teaching in Advanced Nursing Roles
- NURS 6713: Practicum in Nursing Education
- NURS 6043: Measurement and Evaluation in Health Sciences

Nurse Educator may also be taken as an informal graduate certificate without earning the MSN degree or a post graduate certificate.

<b>Courses:</b>	<b>Sem. Hrs.</b>
NURS 6402 Professional Role Development in Advanced Nursing	2
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6003 Advanced Clinical Physiology	3
NURS 6103 Research Design and Methodology	3
NURS 6053 Measurement and Evaluation in Health Sciences	3
NURS 6623 Curriculum Development in Health Professions	3
NURS 6853 Teaching in Advanced Nursing Roles	3
NURS 6713 Practicum in Nursing Education	3
<b>Total Required Hours</b>	<b>32</b>



### **GRADUATE CERTIFICATE IN NURSE EDUCATOR**

Students seeking a certificate as a Nurse Educator may complete the required 12 credit hours without being admitted to the Master of Science in Nursing program or may complete as a Post Graduate Certificate with completion of the MSN degree in another option. This Nurse Educator Certificate will prepare nurses for formal and informal teaching of nurses, patients, and students, in the healthcare or academic environment.

<b>Courses:</b>	<b>Sem. Hrs.</b>
NURS 6053 Measurement and Evaluation in Health Sciences	3
NURS 6623 Curriculum Development in Health Professions	3
NURS 6713 Practicum in Nursing Education	3
NURS 6853 Teaching in Advanced Nursing Roles	3
<b>Total Required Hours</b>	<b>12</b>

Students are offered admission to their selected MSN Program Option only. Should the student desire to change specialty focus, the student should notify his/her advisor and complete a change of option/major form for Graduate Admissions. A revised goal statement and admission to the new specialty must be accepted by the MSN Program Admissions, Progressions and Credits Committee. Approval of the MSN faculty of the School of Nursing is required for admission.

### **NURSE EDUCATOR OPTION ADMISSION REQUIREMENTS**

Prerequisites for the Nurse Educator option

1. Computer Competency. Students enrolled in the MSN program are required to possess specific computer competencies. These include the use of electronic mail, use of the World Wide Web, uploading and downloading of files, and access to server capability to support academic programs.

TRANSFER CREDITS TO MEET MSN PROGRAM REQUIREMENTS ARE NOT ACCEPTED. Post Masters Certificates may be excluded. (Effective JAN 1, 2014)

### **UNCONDITIONAL ADMISSION FOR THE NURSE EDUCATOR OPTION**

To establish unconditional admission at the master's degree level, applicants must have a required GPA and an approved criminal background check. All courses attempted, including any repeated courses, are considered in the computation of the grade point average.

***\*ADMISSION TO THE GRADUATE ADMISSION'S OFFICE AND MEETING ELIGIBILITY REQUIREMENTS FOR MSN PROGRAM OPTIONS DOES NOT GUARANTEE ADMISSION TO ALL MAJORS.***

***\*\*ADMISSION DECISIONS TO THE SCHOOL OF NURSING ARE NON-GRIEVABLE and are based on posted ADMISSION CRITERIA.***

## **ADMISSION PROCEDURES NURSE EDUCATOR OPTION**

### **APPLYING TO GRADUATE ADMISSIONS FOR THE NURSE EDUCATOR OPTION**

All applicants for the program apply to:  
Arkansas State University Online Services  
P. O. Box 2520  
State University, AR 72467  
(870) 972- 2920; [astateonline@astate.edu](mailto:astateonline@astate.edu).

*Admission requirements may be found on the School of Nursing website*  
<http://www.astate.edu/college/conhp/departments/nursing/degrees/>

### **INACTIVE STATUS FOR THE NURSE EDUCATOR OPTION**

*STUDENTS WHO ARE NOT ENGAGED IN CONTINUOUS STUDY ARE PLACED ON INACTIVE STATUS.*

1. Students not enrolled in Nurse Educator Option courses for three sequential semesters, not including summer session, will be moved to inactive status. The Graduate Admissions office will be notified by the School of Nursing Office about the status of the student.
2. Students with an inactive status designation in the Nurse Educator must petition the MSN, Progressions, and Credits Committee for reinstatement. The petition should be directed to the MSN Program Director. The Program Director will consult with the program faculty represented by the Admissions, Progressions, and Credits Committee, student's advisor and the Graduate Admissions Office about reinstatement of the student. A revised program of study will be filed. [Students should note that Graduate School policy states, "The time limit allowed for completion of the master's degree is six years . . ." Please refer to current edition of the A-STATE *Graduate Bulletin* for additional information.]

### **STATUS OF NURSE LICENSURE**

Nurse Educator Students must hold a current, unencumbered license to practice as a Registered Nurse. The unencumbered RN and/or APRN license must be active in the state where clinical practice is scheduled. Individuals admitted pending NCLEX-RN examination results are required to withdraw from the program at the end of the first semester if the examination is not passed. The individual may reapply for admission upon successful completion of the licensing examination. Evidence will be requested throughout the program and the student is responsible for maintaining the unencumbered license throughout the program. If the license status should change at any time, the student is responsible for notifying the faculty advisor and dismissal from the program may be necessary.

### **RETENTION FOR THE NURSE EDUCATOR OPTION**

Students must maintain a GPA of 3.0, according to Graduate school requirements. All MSN students are required to earn a minimum grade of “B” in all courses. Progression in specialty courses requires a grade of “B” or better in all completed specialty courses to date. All policies as represented in the A-State Graduate Bulletin and Graduate School Policies remain in effect, including requisites and co-requisites identified for each course.

### **DISMISSAL**

Students will be dismissed from the program if:

1. The student receives a final grade lower than a “B” twice in the same graduate-level nursing course
2. The student receives a final grade lower than a “B” in any graduate-level nursing courses in two separate parts of the term (POT) in the same program.
3. Please see the Graduate Information Guide for general dismissal policies and program option-specific related policies.

### **READMISSION FOR MSN**

If students in other program options are not allowed to continue in a program because of the above stipulations, readmission will be considered only after the student submits a formal application for readmission to the appropriate program.

1. Students are not eligible for readmission if:
  - a. The cumulative grade point average is lower than 3.0.
  - b. The student has received a final grade lower than "B" twice in the same course, or has received a grade lower than "B" in professional courses in two separate semesters in the same program.
2. Procedures for application for readmission:
  - a. A student must submit to the School of Nursing MSN Program a completed Nursing application packet by the deadline date for applications. See MSN website for applications.
  - b. All applications for readmission must include a current and complete official transcript.
  - c. Reapplication is not a guarantee of readmission. Readmission is a competitive process dependent on the applicant pool at the time and space availability.
3. Adherence to the Nurse Educator Options application deadlines are mandatory to be considered for readmission. See MSN Program website for the deadline for submitting applications for admission.

### **CLINICAL ROTATION: POLICIES/PROCEDURES FOR THE NURSE EDUCATOR OPTION**

Students will be asked to recommend a short-list of potential preceptors to the clinical coordinator upon acceptance to the program. The Faculty will assure each clinical site meets the university's criteria as a clinical affiliate facility and will arrange any necessary clinical contracts. Students may not begin their clinical rotation until they receive written acceptance of the clinical site and confirmation of an Arkansas State University contract with the precepting facility from the assigned Clinical Coordinator in writing.

All students are required to dress professionally. A white lab coat will be worn which is freshly laundered and ironed. A name-tag will be worn identifying the student as student. name tags can be ordered.

Clinical preceptor packets will be distributed during the first two weeks of the semester. A link is provided to all clinical preceptors for access to the online Preceptor Manual by the assigned clinical faculty.

A clinical log of all clinical practicum hours will be maintained through an electronic format throughout the clinical rotations. These logs will be reviewed throughout the course of the semester during clinical site visits, at semester end, upon completion of program, or at faculty member's request.

### **CURRENT CONTRACT WITH CLINICAL FACILITY**

When sites for student clinical experiences are identified, unless a special form is required, the chair or program director submits a request for preparation/ execution of the *Clinical Affiliation Agreement* to the dean's office. If special forms are required by the agency, the chair or program director should obtain and prepare these and submit them to the dean for review. Signed copies are maintained by the Dean and the VCRAA.

*\*\*\*Before sending students to a clinical site, chairs/program directors/clinical coordinators should be sure the College has a current and valid clinical agreement and note what special stipulations are required by the facility.*

## **PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER (PMHNP) OPTION**

### **PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER OPTION MISSION**

The mission of the graduate nursing program is to prepare nurses who can provide and support advanced nursing practice, integrate nursing and related theories, utilize and participate in research, engage in collaborative relationships, provide leadership in the nursing arena, and demonstrate an understanding of the political, economic, social, professional, educational, legal and ethical realities which have an impact on nursing and health care.

### **PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER OPTION PURPOSE**

The purposes of the PMHNP Option:

1. To prepare nurses who possess theoretical knowledge, leadership, collaborative, and advanced practice skills necessary to enhance the nursing profession and improve health care.
2. To prepare advanced clinicians whose research knowledge enables them to evaluate and utilize research findings in practice and participate in scientific investigation.
3. To provide a basis for professional growth and a foundation for doctoral study in nursing.

Graduate nursing education builds on a foundation of undergraduate nursing education and provides an opportunity for professional nurses to develop a specialty practice that is congruent with an expanding theoretical and empirical knowledge base. The graduate program in nursing is designed to assist professional nurses to prepare for advanced clinical and functional roles that demand increased accountability, expertise, and leadership. The master's program facilitates the use of the research process through the course of study and prepares the graduate to be a critical thinker and a self-directed professional who collaborates with consumers and other health care providers.

### **PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER OPTION OUTCOMES**

The program objectives emphasize study in the areas of theory, research, role, practice, and health policy. Upon completion of study for the Master of Science in nursing, the student is expected to be able to:

Proposed MSN End-of-Program SLOs:

- I. Interpret theories and concepts from nursing, the arts, humanities, sciences, and evidence-based practice to guide clinical and professional judgment in nursing practice.
- II. Support person-centered care while respecting diversity and the unique determinants of individuals and populations.
- III. Incorporate leadership and collaborative roles in the planning, provision, and management of services to influence policy for individuals, families, and populations.
- IV. Develop authentic leadership within complex health systems for the improvement of safe, cost-effective, quality health care for diverse populations.
- V. Model professionalism in nursing practice through accountability to ethical and legal standards

- VI. Evaluate critical inquiry to advance the discipline and profession of nursing.
- VII. Incorporate information systems and technology to evaluate programs of care, outcomes of care, and care systems.

### **ROLES SPECIFIC NURSE PRACTITIONER COMPETENCIES**

[https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/competencies/20220825\\_nonpf\\_np\\_role\\_core.pdf](https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/competencies/20220825_nonpf_np_role_core.pdf)

### **PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER OPTION (PMHNP)**

The Psychiatric Mental Health Nurse Practitioner (PMHNP) option prepares nurses with the complex practice skills and theoretical knowledge necessary for roles in advanced nursing and leadership in the contemporary health care system. Graduate study in nursing is the basis for professional growth in advanced practice roles and the foundation for doctoral study in nursing.

<b>Core Courses:</b>	<b>Sem. Hrs.</b>
NURS 6103 Research Design and Methodology	3
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6402 Professional Role Development in Advanced Nursing	2
Sub-total	<b>11</b>
<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
NURS 689V Thesis Option	0-6
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6063 Psychotherapy for Clinical Practice	3
NURS 6073 Advanced Psychopharmacology	3
NURS 631 Child Seminar 1	1.5
NURS 632 Adolescent Seminar 2	1.5
NURS 633 Adult Seminar 3	1.5
NURS 634 Older Adult Seminar 4	1.5
NURS 635 Trauma Seminar 5	1.5
NURS 636 Substance Abuse Seminar 6	1.5
NURS 6112 Clinical Practicum 1	2
NURS 6122 Clinical Practicum 2	2
NURS 6132 Clinical Practicum 3	2
NURS 6142 Clinical Practicum 4	2
NURS 6152 Clinical Practicum 5	2
NURS 6162 Clinical Practicum 6	2.5
Sub-total	<b>27.5</b>
<b>Total Required Hours:</b>	<b>47.5</b>

**PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER OPTION (PMHNP)**  
**BEGINNING SPRING 2026**

<b>Core Courses:</b>	<b>Sem. Hrs.</b>
NURS 6103 Research Design and Methodology	3
NURS 6203 Theory Development in Nursing	3
NURS 6303 Health Care Issues and Policy	3
NURS 6402 Professional Role Development in Advanced Nursing	2
Sub-total	<b>11</b>
<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
NURS 689V Thesis Option	0-6
Sub-total	<b>9-15</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6063 Psychotherapy for Clinical Practice	3
NURS 6073 Advanced Psychopharmacology	3
NURS 6033 PMHNP Seminar 1 Child/Adolescent	3
NURS 6034 PMHNP Practicum 1 Child/Adolescent (240 Clinical Hours)	4
NURS 6133 PMHNP Seminar 2 Adult	3
NURS 6134 PMHNP Practicum 2 Adult (240 Clinical Hours)	4
NURS 6433 PMHNP Seminar 3 Trauma/Substance Abuse	3
NURS 603V PMHNP Practicum 3 Trauma/Substance Abuse (270 Clinical Hours)	4.5
Sub-total	<b>27.5</b>
<b>Total Required Hours:</b>	<b>47.5</b>

**GRADUATE CERTIFICATE IN PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER**  
**OPTION**

Psychiatric Mental Health Nurse Practitioner Certificate is available to RNs who have recent clinical experience and have completed a MSN with advanced preparation in another specialty area from an accredited institution. Graduates of a MSN program with a PMHNP option that did not include the required certification eligibility requirements from the American Nurses Credentialing Center (ANCC) and/or the American Academy of Nurse Practitioners (Advanced Physiology/Pathophysiology; Advanced Health Assessment, including diagnostics and disease management; Advanced Pharmacology; and/or minimum of 500 faculty supervised clinical hours) are also eligible to apply. A request for a curriculum "Gap Analysis" to determine an individual Plan of Study will be requested from the Program Coordinator prior to admission.

<b>Requirements:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6063 Psychotherapy for Clinical Practice	3
NURS 6073 Advanced Psychopharmacology	3
NURS 631 Child Seminar 1	1.5
NURS 632 Adolescent Seminar 2	1.5
NURS 633 Adult Seminar 3	1.5
NURS 634 Older Adult Seminar 4	1.5
NURS 635 Trauma Seminar 5	1.5
NURS 636 Substance Abuse Seminar 6	1.5
NURS 6112 Clinical Practicum 1	2
NURS 6122 Clinical Practicum 2	2
NURS 6132 Clinical Practicum 3	2
NURS 6142 Clinical Practicum 4	2
NURS 6152 Clinical Practicum 5	2
NURS 6162 Clinical Practicum 6	2.5
Sub-total	<b>27.5</b>
<b>Total Required Hours:</b>	<b>36.5</b>



**GRADUATE CERTIFICATE IN PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER**  
**OPTION**  
**BEGINNING SPRING 2026**

<b>Support Courses:</b>	<b>Sem. Hrs.</b>
NURS 6003 Advanced Clinical Physiology	3
NURS 6013 Advanced Clinical Pharmacology	3
NURS 6023 Advanced Assessment and Diagnostic Evaluation	3
Sub-total	<b>9</b>
<b>Advanced Practice Courses:</b>	<b>Sem. Hrs.</b>
NURS 6063 Psychotherapy for Clinical Practice	3
NURS 6073 Advanced Psychopharmacology	3
NURS 6033 PMHNP Seminar 1 Child/Adolescent	3
NURS 6034 PMHNP Practicum 1 Child/Adolescent (240 Clinical Hours)	4
NURS 6133 PMHNP Seminar 2 Adult	3
NURS 6134 PMHNP Practicum 2 Adult (240 Clinical Hours)	4
NURS 6433 PMHNP Seminar 3 Trauma/Substance Abuse	3
NURS 603V PMHNP Practicum 3 Trauma/Substance Abuse (270 Clinical Hours)	4.5
Sub-total	<b>27.5</b>
<b>Total Required Hours:</b>	<b>36.5</b>

**ADDITIONAL LIABILITY INSURANCE POLICY**

Students in the PMHNP option must have a current liability policy as a “PMHNP Student” before enrolling in PMHNP clinical courses.

Students are offered admission to their selected MSN option only. Should the student desire to change options, the student should notify his/her advisor and complete a change of option/major form for Graduate Admissions. A revised goal statement and admission to the new option must be accepted by the MSN Program Admissions, Progressions and Credits Committee. Approval of the MSN faculty of the School of Nursing is required for admission. Students wanting to change MSN options must be in academic good standing and be approved by the MSN faculty.

**PMHNP ADMISSION REQUIREMENTS**

**PREREQUISITES FOR THE PSYCHIATRIC MENTAL HEALTH PRACTITIONER OPTION**

Computer Competency. Students enrolled in the MSN and DNP programs are required to possess specific computer competencies. These include the use of electronic mail, use of the World Wide Web, uploading and downloading of files, and access to server capability to support academic programs.

TRANSFER CREDITS TO MEET MSN PROGRAM REQUIREMENTS ARE NOT ACCEPTED.  
 Post Masters Certificates may be excluded. (Effective JAN 1, 2014)

## **UNCONDITIONAL ADMISSION FOR THE PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER OPTION**

To establish unconditional admission at the master's degree level, applicants must have a required GPA and an approved criminal background check. All courses attempted, including any repeated courses, are considered in the computation of the grade point average.

### ***\*ADMISSION TO THE GRADUATE ADMISSION'S OFFICE AND MEETING ELIGIBILITY REQUIREMENTS***

***FOR MSN OPTIONS DOES NOT GUARANTEE ADMISSION TO ALL MAJORS.***

***\*\*ADMISSION DECISIONS TO THE SCHOOL OF NURSING ARE NON-GRIEVABLE and are based on posted ADMISSION CRITERIA.***

## **ADMISSION PROCEDURES**

### **APPLYING TO THE GRADUATE ADMISSIONS FOR THE PSYCHIATRIC MENTAL HEALTHNURSE PRACTITIONER OPTION**

All applicants for the PMHNP program apply to:

Arkansas State University Online Services

P. O. Box 2520

State University, AR 72467

(870)972- 2920; [astateonline@astate.edu](mailto:astateonline@astate.edu)

*Admission requirements may be found on the School of Nursing website*

<http://www.astate.edu/college/conhp/departments/nursing/degrees/>

## **INACTIVE STATUS FOR PMHNP**

***STUDENTS (with the exception of DNP NA students) WHO ARE NOT ENGAGED IN CONTINUOUS STUDY ARE PLACED ON INACTIVE STATUS.***

1. Students not enrolled in PMHNP option courses for three sequential semesters, not including summer session, will be moved to inactive status. The Graduate Admissions office will be notified by the School of Nursing Office about the status of the student.
2. Students with an inactive status designation in the PMHNP option must petition the MSN, Progressions, and Credits Committee for reinstatement. The petition should be directed to the MSN Program Director. The Program Director will consult with the program faculty represented by the Admissions, Progressions, and Credits Committee, student's advisor, and the Graduate Admissions Office about reinstatement of the student. A revised program of study will be filed. [Students should note that Graduate School policy states, "The time limit allowed for completion of the master's degree is six years . . ." Please refer to the current edition of the *A-STATE Graduate Bulletin* for additional information.] (Policy approved April 12, 1999 by MSN Faculty, Admission, Progressions, and Credits Committee.)

### **STATUS OF NURSE LICENSURE**

PMHNP Students must hold a current, unencumbered license to practice as a Registered Nurse. The unencumbered RN and/or APRN license must be active in the state where clinical practice is scheduled. Evidence will be requested throughout the program and the student is responsible for maintaining the unencumbered license throughout the program. If the license status should change at any time, the student is responsible for notifying the faculty advisor and dismissal from the program may be necessary.

### **RETENTION/PROGRESSION TO THE PMHNP OPTION**

Students must maintain a GPA of 3.0, according to Graduate school requirements. All MSN students are required to earn a minimum grade of "B" in all courses. Progression in specialty courses requires a grade of "B" or better in all completed specialty courses to date. All policies as represented in the A-State Graduate Bulletin and Graduate School Policies remain in effect, including requisites and co-requisites identified for each course.

### **DISMISSAL**

Students will be dismissed from the MSN program if:

1. The student receives a final grade lower than a "B" twice in the same graduate-level nursing course
2. The student receives a final grade lower than a "B" in any graduate-level nursing courses in two separate parts of the term (POT) in the same program.
3. Please see the Graduate Information Guide for general dismissal policies and program option-specific related policies.

### **READMISSION TO THE MSN PROGRAM**

If students in other options are not allowed to continue in a program because of the above stipulations, readmission will be considered only after the student submits a formal application for readmission to the appropriate program.

1. Students are not eligible for readmission to any MSN option if:
  - a. The cumulative grade point average is lower than 3.0.
  - b. The student has received a final grade lower than "B" twice in the same course, or has received a grade lower than "B" in professional courses in two separate semesters in the same program. [In Nursing, withdrawal from a nursing course to avoid a failing grade is considered the same as receiving a grade lower than "B."]
2. Procedures for application for readmission:
  - a. All applications for readmission must include a current and complete official transcript.
  - b. Reapplication is not a guarantee of readmission. Readmission is a competitive process dependent on the applicant pool at the time and space availability.

3. Adherence to the PMHNP Option application deadline are mandatory to be considered for readmission. See A-State websites for the deadline for submitting applications for admission. <https://www.astate.edu/college/conhp/departments/nursing/degrees/>

### **PMHNP CLINICAL ROTATION: POLICIES/PROCEDURES FOR THE PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER OPTION**

Prior to beginning any clinical activities, students must have on file in the clinical tracking system the following documentation:

1. Active license to practice as a registered nurse in the state where clinical practice is scheduled
2. Professional liability insurance as an "PMHNP Student" (minimum \$1,000,000/\$3,000,000)
3. Current TB skin test, TSPOT, or evidence of negative finding from chest x-ray
4. CPR certification (professional level)
5. Verified Credentials (background check)
6. Evidence of Hepatitis B immunization, current Hepatitis B Titer or signed declination statement
7. MMR
8. Tetanus
9. Influenza vaccine
10. Health clearance form

Students will be asked to recommend a short-list of potential preceptors to the clinical coordinator upon acceptance to the PMHNP Program. The Clinical Coordinator will assure each clinical site meets the university's criteria as a clinical affiliate facility and will arrange any necessary clinical contracts.

Students may not begin their clinical rotation until they receive written acceptance of the clinical site and confirmation of an Arkansas State University contract with the precepting facility from the assigned Clinical Instructor in writing.

All students are required to dress professionally. A white lab coat will be worn which is freshly laundered and ironed (not for PMHNP students who will wear business casual). A name-tag will be worn identifying the student as an A-State PMHNP student. Name tags can be ordered. Clinical preceptor packets will be distributed during the first two weeks of the semester. A link is provided to all clinical preceptors for access to the online Preceptor Manual by the assigned clinical faculty.

A clinical log of all clinical practicum hours will be maintained through an electronic format throughout the clinical rotations. These logs will be reviewed throughout the course of the semester during clinical site visits, at semester end, upon completion of program, or at faculty member's request. Every effort should be made to obtain a preceptor initial or signature to verify clinical time at the completion of each day's clinical experience.

### **CURRENT CONTRACT WITH CLINICAL FACILITY**

When sites for student clinical experiences are identified, unless a special form is required, the chair or program director submits a request for preparation/ execution of the *Clinical Affiliation Agreement* to the dean's office. If special forms are required by the agency, the chair or program director should obtain and prepare these and submit them to the dean for review. Signed copies are maintained by the Dean and the VCRAA. \*\*\**Before sending students to a clinical site, chairs/program directors/clinical coordinators should be sure the College has a current and valid clinical agreement and note what special stipulations are required by the facility.*

### **REVIEW COURSE & STANDARDIZED EXAMS**

PMHNP students will be required to attend a Fitzgerald Review Course as part of their program of study at the student's expense during the last year of course work. Standardized predictor exams will be administered throughout the program of study at the student's expense. A national normed exam will be given at or near the last semester of the program at the student's expense. Failure of the above nationally normed exam requires formalized remediation and/or independent study at the student's own expense and must be completed prior to graduation. This formalized remediation must be completed as assigned. Failure to complete remediation may result in student failure to progress in the program. The faculty will assist with formal remediation.

## **NURSE ANESTHESIA DOCTOR OF NURSING OPTION**

### **DOCTOR OF NURSING IN NURSE ANESTHESIA OPTION MISSION**

The mission of the doctor of nursing program is to prepare nurses to practice at the most advanced level, to enhance their ability to evaluate health care systems and to improve both practice and health care delivery. The graduates receive preparation in health policy, leadership and advanced clinical experience.

### **DOCTOR OF NURSING IN NURSE ANESTHESIA OPTION PROGRAM PURPOSE**

The purpose of the Nurse Anesthesia DNP Program is to prepare graduate nurses to provide independent, safe, high quality, cost-effective, coordinated and comprehensive anesthesia clinical care based on evidence-based practice. The DNP curricula builds on traditional baccalaureate nursing programs with education in evidenced based practice, advanced clinical, organizational, economic, and leadership skills to design and implement programs of care delivery which significantly impact health care outcomes, having the potential to transform health care delivery. Graduates with this terminal practice degree will be prepared for roles in direct care or indirect, systems-focused care.

### **DOCTOR OF NURSING IN NURSE ANESTHESIA OPTION PROGRAM OUTCOME**

The DNP program outcomes (AACN's Essentials of Doctoral Education for Advanced Nursing Practice, 2021), constitute the foundation of the program and run throughout all courses.

Assessment includes DNP Essentials (AACN, Program and Course Learning Outcomes. Upon completion of study for the Doctor of nursing practice, the student learner/graduate is expected to be prepared in:

#### **The Essentials of Doctoral Education for Advanced Nursing Practice (AACN):**

1. Knowledge for Nursing Practice
2. Person-Centered Care
3. Population Health
4. Scholarship for Nursing Discipline
5. Quality and Safety
6. Interprofessional Partnerships
7. System-based Practice
8. Informatics and Healthcare Technologies
9. Professionalism
10. Personal, Professional, and Leadership Development

**DOCTOR OF NURSING IN NURSE ANESTHESIA PROGRAM LEARNING OUTCOMES  
(PRIOR TO SUMMER POT1 2024):**

1. Integrate theories and concepts from nursing and related disciplines in the implementation of the advanced clinician role.
2. Propose solutions for complex health care situations presented by clients/families using deliberative processes and knowledge from nursing and related disciplines.
3. Demonstrate clinical judgment in providing nursing care to clients/families in states of wellness or illness.
4. Analyze learning needs of clients and care providers in establishing educational programs to foster an environmental milieu conducive to achieving an optimal level of health.
5. Critique research in nursing and related disciplines as a basis for application to advanced nursing practice.
6. Initiate cooperative and collaborative relationships to foster and implement clinical research studies.
7. Synthesize knowledge of public policy issues in managing and delivering health care to clients.
8. Assume leadership and consultation roles in the planning and providing of services and in influencing public policy for the health care of clients.
9. Propose strategies that contribute to the advancement of nursing as a practice discipline and as a social force.

**DNP END-OF-PROGRAM SLOS (SUMMER POT1 2024 OR AFTER)**

1. Incorporate theories and concepts from nursing, the arts, humanities, sciences, and evidence-based practice to guide clinical and professional judgment in nursing practice. (Domain 1 AACN)
2. Enhance person-centered care while respecting diversity and the unique determinants of individuals and populations. (Domain 2,3 AACN)
3. Integrate leadership and collaborative roles in the planning, provision, and management of services to influence policy for individuals, families, and populations. (Domain 3,6 AACN)
4. Facilitate authentic leadership within complex health systems for the improvement of safe, cost-effective, quality health care for diverse populations. (Domain 5 AACN)
5. Model professionalism in nursing practice through accountability to ethical and legal standards. (Domain 9,10 AACN)
6. Cultivate critical inquiry to advance the discipline and profession of nursing. (Domain 4 AACN)
7. Revise programs of care, outcomes of care, and care systems through information systems and technology. (Domain 7,8 AACN)

**ROLE-SPECIFIC GRADUATE COMPETENCIES**

<https://www.coacrna.org/wp-content/uploads/2024/03/Standards-for-Accreditation-of-Nurse-Anesthesia-Programs-Practice-Doctorate-editorial-rev-February-2024-1.pdf>

## **DOCTOR OF NURSING IN NURSE ANESTHESIA OPTION PROGRAM OBJECTIVES**

Doctor nursing education builds on a foundation of undergraduate and master's nursing education and provides an opportunity for professional nurses to develop leadership skills, along with knowledge of health policy and improve clinical skills congruent with an expanding theoretical and empirical knowledge base. The Doctor program in nursing is designed to assist professional nurses to prepare for advanced clinical and functional roles that demand increased accountability, expertise, and leadership. The Doctor's program facilitates the use of the research process through the course of study and prepares the graduate to be a critical thinker and a self-directed professional who collaborates with consumers and other health care providers.

## **NURSE ANESTHESIA DOCTOR OF NURSING OPTION**

Didactic hour ratio = 1 credit: 30 hours; Clinical hour ratio = 1 credit: 60 hours; lab hour ratio = 1 credit = 4 hours/week (60 hours/semester).

Total clinical contact hours = 2760 Total lab contact hours = 120

Total Clinical/lab contact hours = 2880 contact hours (46 clinical course hours X 60 = 2760); 2 clinical lab hours (Orientation/Anatomy Lab) = 120 clinical lab contact hours

## **NURSE ANESTHESIA DOCTOR OF NURSING OPTION OLD CURRICULUM THROUGH SPRING 2027**

<b>Courses:</b>	<b>Sem. Hrs.</b>
NURS 8113 Theoretical Foundations for DNP	3
NURS 8403 Physical and Biophysical Sciences in Anesthesia Practice	3
NURS 8414 Advanced Clinical Anatomy for Anesthesia Practice	4
NURS 8123 Leadership, Policy and Healthcare System	3
Sub-total	<b>13</b>
NURS 8413 Advance Pharmacology I for Anesthesia Practice	3
NURS 8423 DNP Advance Physiology and Pathophysiology I	3
NURS 8434 Principle of DNP Anesthesia Practice I	4
NURS 8143 Healthcare Finance	3
NURS 8153 Informatics	3
Sub-total	<b>16</b>
NURS 8133 Epidemiology and Population Health	3
NURS 8213 Translational Research for DNP I	3
NURS 8424 Advance Pharmacology II for Anesthesia Practice	4
NURS 8433 DNP Advance Physiology and Pathophysiology II	3
NURS 8444 Principle of DNP Anesthesia Practice II	4
Sub-total	<b>17</b>



NURS 8163 Principle of Healthcare Ethics and Genetics	3
NURS 8454 Principles of DNP Anesthesia Practice III	4
NURS 8451 Orientation to DNP Anesthesia Clinical Practice*	1
NURS 6023 Advanced Assessment of Diagnostic Evaluation	3
Sub-total	<b>11</b>
NURS 8003 Principles of Curriculum: Design, Instruction & Evaluation	3
NURS 8508 DNP Anesthesia Practicum I*	8
NURS 8223 Translational Research for DNP II	3
Sub-total	<b>14</b>
NURS 861V DNP Anesthesia Practicum II*	10
NURS 8601 DNP Project Development	1
Sub-total	<b>11</b>
NURS 871V DNP Anesthesia Practicum III*	10
NURS 8702 DNP Project Implementation	2
Sub-total	<b>12</b>
NURS 8808 DNP Anesthesia Practicum IV*	8
NURS 8802 DNP Project Evaluation	2
Sub-total	<b>10</b>
NURS 891V DNP Anesthesia Practicum V*	10
Sub-total	<b>10</b>
<b>Total Hours:</b>	<b>114</b>

**NURSE ANESTHESIA DOCTOR OF NURSING OPTION NEW CURRICULUM**  
**STARTING SUMMER 2025**

<b>YEAR 1</b>			
<b>SUMMER</b>			
NURS	8013	DNP Basics of Anesthesia	3 (3-0) FTF
NURS	8403	Physical and Biophysical sciences in Anesthesia Practice	3 (3-0) FTF
NURS	8414	Advanced Clinical Anatomy for Anesthesia Practice	4 (3-1) FTF
NURS	8143	Healthcare Finance	3 (3-0) O
			<b>13 (12-1)</b>
<b>FALL</b>			
NURS	8464	Advance Pharmacology I for Anesthesia Practice	4 (4-0) FTF
NURS	8423	DNP Advance Physiology and Pathophysiology I	3 (3-0) FTF
NURS	8453	Principle of DNP Anesthesia Practice I	3 (3-0) FTF
NURS	8513	Leadership, Policy and Healthcare system	3 (3-0) O
NURS	8113	Theoretical Foundations for DNP	3 (3-0) O

			<b>16 (16-0)</b>
<b>SPRING</b>			
NURS	8033	Epidemiology and Population Health/Ethics & Genetics	3 (3-0) O
NURS	8213	Translational Research for DNP I	3 (3-0) O
NURS	8483	Advance Pharmacology II for Anesthesia Practice	3 (3-0) FTF
NURS	8433	DNP Advance Physiology and Pathophysiology II	3 (3-0) FTF
NURS	8463	Principle of DNP Anesthesia Practice II	3 (3-0) FTF
			<b>15 (15-0)</b>
<b>YEAR 2</b>			
<b>SUMMER</b>			
NURS	8023	DNP Regional Anesthesia	3 (3-0) FTF
NURS	8473	Principles of DNP Anesthesia Practice III	3 (3-0) FTF
NURS	8451	Orientation to DNP Anesthesia Clinical Practice*	1 (0-1) FTF
NURS	6023	Advanced Assessment of Diagnostic Evaluation	3 (3-0) FTF
			<b>10 (9-1)</b>
<b>FALL</b>			
NURS	8507	DNP Anesthesia Practicum I*	7 (0-7) C
NURS	8501	DNP Anesthesia Practicum I-B	1 (0-1) C
NURS	8223	Translational Research for DNP II	3 (3-0) O
NURS	8153	Informatics	3 (3-0) O
			<b>14 (6-8)</b>
<b>SPRING</b>			
NURS	8608	DNP Anesthesia Practicum II*	8 (0-8) C
NURS	8601	DNP Project Development	1 (1-0) O
NURS	8443	DNP Professional Aspects for the CRNA	3 (3-0) O
			<b>12 (4-8)</b>
<b>YEAR 3</b>			
<b>SUMMER</b>			
NURS	8708	DNP Anesthesia Practicum III*	8 (0-8) C
NURS	8702	DNP Project Implementation	2 (2-0) O
NURS	8012	DNP Senior Seminar I	2 (2-0) H
			<b>12 (4-8)</b>
<b>FALL</b>			
NURS	8807	DNP Anesthesia Practicum IV*	7 (0-7) C
NURS	8801	DNP Anesthesia Practicum IV-B	1 (0-1) C
NURS	8802	DNP Project Evaluation	2 (2-0) O
NURS	8022	DNP Senior Seminar II	2 (2-0) H
			<b>12 (4-8)</b>
<b>SPRING</b>			
NURS	8908	DNP Anesthesia Practicum V*	8 (0-8) C
NURS	8032	DNP Senior Seminar III	2 (2-0) H
			<b>10 (2-8)</b>
		<b>Total Credit Hours</b>	<b>114</b>

FTF = Face-To-Face

O = Online

C = Clinic

### **CREDIT HOUR BREAKDOWN**

Credit Hours

Didactic Hour Ratio = 1 credit: 15 hours

Clinical Hour Ratio = 1 credit: 60 hours;

Lab Hour Ratio = 1 credit = 4 hours/week (60 hours/semester).

Totals:

Total Clinical Contact Hours = 1 credit: 60 hours (2400 hours total for 5 clinical courses);

Total Lab Contact Hours = DNP Orientation (60) (+) Anatomy Lab (60) = 120 Clinical Lab Contact Hours

Total Clinical/Lab Contact Hours = 2520 contact hours

### **POLICIES AND PROCEDURES FOR THE DOCTOR OF NURSING IN NURSE ANESTHESIA OPTION**

Admission Requirements are found in the Graduate Bulletin: Students seeking admission into the Master of Science in Nursing programs or the Doctor of Nursing Practice must meet the admission requirements of the Graduate School and the specific MSN or DNP program requirements. Visit A-State Graduate Admissions for admission requirements.

### **APPLYING TO THE GRADUATE ADMISSIONS FOR THE DOCTOR OF NURSING IN NURSE ANESTHESIA OPTION**

All applicants for any DNP NA Option program must first be accepted to Graduate School.

1. Send official transcript of all graduate work (personal copies will not be accepted) to:  
DNP Nurse Anesthesia  
AState Admissions  
PO Box 60  
State University, AR 72467
2. Designated, non-refundable application fee (as applies)
3. Written documentation of measles, mumps and rubella (MMR) immunization
4. US citizens must be registered or exempt with Selective Service.

*For questions, contact the Graduate Admissions at 870-972-3029*

### **ADMISSION PROCEDURES FOR THE NA DNP OPTION** **ADMISSION CRITERIA**

In order to be considered for admission, applicants must meet the following criteria:

1. Successful admission to the Arkansas State University Graduate School

2. Bachelor of Science in Nursing (BSN) from an ACEN or CCNE accredited program of nursing from a regionally accredited college or university.
3. Current unrestricted/unencumbered (clear/active) license as a registered nurse in one of the states/compact states or one of the protectorates of the United States, with eligibility for Arkansas, Tennessee, Mississippi and Missouri R. N. license.
4. Proof of Liability Insurance and Health Insurance
5. An application demonstrating a cumulative grade point average of 3.25 on undergraduate course work or 3.25 on the last 60 hours of undergraduate work on a 4.0 scale will be reviewed, but not guaranteed for an interview. No transfer credits will be accepted.
6. All official transcripts
7. Graduate Record Examination (GRE) on application within 5 years of application demonstrating:
  - a. A combined verbal and quantitative score of 300 preferred.
  - b. An analytical writing section score.
8. A minimum of one (1) year full-time work experience, or its part-time equivalent, as a registered nurse in a critical care setting at the time of admission. Critical care experience must be within two (2) years of application. Critical care setting examples include but are not limited to: *Surgical Intensive Care, Medical Intensive Care, Neuro Intensive Care, Cardiothoracic or Cardiovascular Intensive Care, Burn/Trauma Intensive Care, Neonatal or Pediatric Intensive Care*. A-State Nurse Anesthesia Option does not accept *Emergency Room, Post-Anesthesia Care Unit, Operating Room or Obstetrical – Labor & Delivery Unit experience*.
9. Completion of an **approved** 3-credit hour **graduate** level descriptive and inferential statistics course with a grade of “B” or higher. ELFN 6773 is an A-State online course that is accepted but students may call for a list of other approved courses.
10. Three references, which should be written by current and/or former supervisors and/or faculty and completed on the program’s recommendation forms.
11. Current BLS, ACLS and PALS certifications on application.
12. Current TB Test, Flu Vaccine, Tetanus, MMR, and Hepatitis B Vaccine
13. A satisfactory Physical Exam report (See: **Important Files** on website for form)
14. CCRN or Cardiac Surgery Certification on application
15. Successful completion of a Background Check, Drug Test, and Interview Process.
16. Interview is by invitation only and is not guaranteed on application.

*\*Admission decisions are not grievable. \**

## **ADMISSION PROCEDURES FOR THE NURSE ANESTHESIA DOCTOR OF NURSING OPTION**

1. Apply and gain acceptance to A-STATE Graduate School
2. Applicants must also complete an application to the DNP in NA Program which can be found on the website.
3. Any prospective student's application will not be processed until both the Graduate School and DNP in NA Program application and supporting materials have been received.

4. Meet the application deadline, which is October 1st of the year prior to summer entry.
5. In addition to the application, complete and submit all other program admission requirements.
6. Successfully complete the interview process.
7. Meeting minimum program admission requirements does not guarantee admission or interview.
8. Admission decisions are not grievable.

### **APPLYING TO GRADUATE ADMISSIONS**

All applicants for the DNP NA Option

1. Send official transcript of all graduate work (personal copies will not be accepted) to:  
DNP Nurse Anesthesia  
PO Box 60  
State University, AR 72467
2. Designated, non-refundable application fee (as applies)
3. Written documentation of measles, mumps and rubella (MMR) immunization
4. US citizens must be registered or exempt with Selective Service.

*For questions, contact the Graduate Admissions at 870-972-3029*

### **INACTIVE STATUS FOR THE DNP IN NA OPTION**

Should the DNP in NA student be approved for a leave of absence, the student will be required to follow the A-State Graduate School and the A-State Nurse Anesthesia Program requirements for readmission. The student may be required to reapply to both the Graduate School and the Nurse Anesthesia Program.

### **STATUS OF NURSE LICENSURE**

License must be active in the state where clinical practice is scheduled. Evidence will be requested throughout the program and the student is responsible for maintaining the unencumbered license throughout the program. If the license status should change at any time, the student is responsible for notifying the faculty advisor and dismissal from the program may be necessary.

### **RETENTION**

#### **Retention/Progression**

Failure of the student to achieve a minimum overall course average of 80% at the end of the semester will result in a course failure and dismissal from the Nurse Anesthesia Program.

A course failure results in the inability of the student to progress further in the program and cannot take any DNP courses.

The student may reapply for admission into the Nurse Anesthesia Program. Guidelines for the process are found in the Graduate Information Guidelines and Graduate Bulletin. Readmission to the Nurse Anesthesia Program is decided by the DNP Nurse Anesthesia Faculty Committee and is a non-grievable decision.

### **DISMISSAL**

Any student receiving a grade lower than a "B" in any course will be dismissed from the program.

### **READMISSION FOR THE NURSE ANESTHESIA DOCTOR OF NURSING OPTION**

If students are not allowed to continue in the program or are unable to complete the DNP in NA program option plan of study, readmission will be considered only after the student submits a formal application for readmission to the DNP in NA program option.

1. Students are not eligible for readmission if:
  - a. The cumulative grade point average is lower than 3.0.
  - b. The student has received a final grade lower than "B" twice in the same course, or has received a grade lower than "B" in professional courses in two separate semesters in the same program. [In Nursing, withdrawal from a nursing course to avoid a failing grade is considered the same as receiving a grade lower than "B."]
2. Procedures for application for readmission:
  - a. A student must submit to the School of Nursing DNP in NA Program Option a completed program application packet by the deadline date for applications. See DNP in NA website for application materials and admission/readmission requirements.
  - b. All applications for readmission must include all current and complete official transcripts.
  - c. Reapplication is not a guarantee of readmission. Readmission is a competitive process dependent on the applicant pool at the time and space availability.
  - d. Readmission is not grievable
3. Adherence to the DNP in NA Program Option's application deadlines are mandatory to be considered for readmission. See DNP in NA Program Option website for the deadline for submitting applications for readmission consideration.

### **CURRENT CONTRACT WITH CLINICAL FACILITY**

When sites for student clinical experiences are identified, unless a special form is required, the chair or program director submits a request for preparation/ execution of the *Clinical Affiliation Agreement* to the dean's office. If special forms are required by the agency, the chair or program director should obtain and prepare these and submit them to the dean for review. Signed copies are maintained by the Dean and the VCRAA. \*\*\*Before sending students to a clinical site,

*chairs/program directors/clinical coordinators should be sure the College has a current and valid clinical agreement and note what special stipulations are required by the facility.*

### **SCHOLARLY PROJECT FOR THE NURSE ANESTHESIA DOCTOR OF NURSING OPTION**

In the DNP Program, graduate scholarship will be evidenced through completion of a DNP scholarly project. The project will demonstrate translation of evidence into clinical practice. Projects may implement processes of quality improvement in specific health care settings, systems, or within specific populations to improve healthcare, health outcomes, or overall well-being. Dissemination and recommendations for sustainability are required as well.

## **DOCTOR OF NURSING PRACTICE POST MASTERS OPTION**

### **DNP POST MASTERS OPTION MISSION**

The mission of the doctor of nursing program is to prepare nurses to practice at the most advanced level, to enhance their ability to evaluate health care systems and to improve both practice and health care delivery. The graduates receive preparation in health policy, leadership and advanced clinical experience.

### **DNP POST MASTERS OPTION ACCREDITATION**

The Doctor of Nursing Practice (DNP) nursing education program is accredited by Accreditation Commission for Education in Nursing. Accreditation Commission for Education in Nursing, 3390 Peachtree Road NE, Suite 1400, Atlanta, GA 30326, Telephone: (404) 975-5000.

<http://acenursing.org/>.

The DNP program is also approved by the Arkansas State Board of Nursing.

### **DNP POST MASTERS OPTION PROGRAM PURPOSE**

The purpose of the DNP Program is to prepare graduate nurses to provide safe, high quality, cost-effective, coordinated and comprehensive clinical care based on evidence-based practice. The DNP curricula builds on traditional master's programs with education in evidenced based practice, advanced clinical, organizational, economic, and leadership skills to design and implement programs of care delivery which significantly impact health care outcomes, having the potential to transform health care delivery. Graduates with this terminal practice degree will be prepared for roles in direct care or indirect, systems-focused care.

### **DNP POST MASTERS OPTION PROGRAM OUTCOME**

The DNP program outcomes (AACN's Essentials of Doctoral Education for Advanced Nursing Practice, 2021), constitute the foundation of the program and run throughout all courses. Assessment includes DNP Essentials (AACN, Program and Course Learning Outcomes) Upon completion of study for the Doctor of nursing practice, the student learner/graduate is expected to be prepared in:

#### **The Essentials of Doctoral Education for Advanced Nursing Practice (AACN):**

11. Knowledge for Nursing Practice
12. Person-Centered Care
13. Population Health
14. Scholarship for Nursing Discipline
15. Quality and Safety
16. Interprofessional Partnerships
17. System-based Practice
18. Informatics and Healthcare Technologies



19. Professionalism
20. Personal, Professional, and Leadership Development

**DNP PROGRAM LEARNING OUTCOMES (prior to Summer POT1 2024):**

DNP Program Outcomes (DPO): ACEN End-of-Program Outcomes SLOs

1. Integrate theories and concepts from nursing and related disciplines in the implementation of the advanced clinician role.
2. Propose solutions for complex health care situations presented by clients/families using deliberative processes and knowledge from nursing and related disciplines.
3. Demonstrate clinical judgment in providing nursing care to clients/families in states of wellness or illness.
4. Analyze learning needs of clients and care providers in establishing educational programs to foster an environmental milieu conducive to achieving an optimal level of health.
5. Critique research in nursing and related disciplines as a basis for application to advanced nursing practice.
6. Initiate cooperative and collaborative relationships to foster and implement clinical research studies.
7. Synthesize knowledge of public policy issues in managing and delivering health care to clients.
8. Assume leadership and consultation roles in the planning and providing of services and in influencing public policy for the health care of clients.
9. Propose strategies that contribute to the advancement of nursing as a practice discipline and as a social force.

**Newly revised End of Program Student Learning Outcomes (EPSLOs) for students who attended NURS 8123 Leadership Summer POT1 2024 or after:**

1. Incorporate theories and concepts from nursing, the arts, humanities, sciences, and evidence-based practice to guide clinical and professional judgment in nursing practice. (Domain 1 AACN)
2. Enhance person-centered care while respecting diversity and the unique determinants of individuals and populations. (Domain 2,3 AACN)
3. Integrate leadership and collaborative roles in the planning, provision, and management of services to influence policy for individuals, families, and populations. (Domain 3,6 AACN)
4. Facilitate authentic leadership within complex health systems for the improvement of safe, cost-effective, quality health care for diverse populations. (Domain 5 AACN)
5. Model professionalism in nursing practice through accountability to ethical and legal standards. (Domain 9,10 AACN)
6. Cultivate critical inquiry to advance the discipline and profession of nursing. (Domain 4 AACN)
7. Revise programs of care, outcomes of care, and care systems through information systems and technology. (Domain 7,8 AACN)

## **ROLE SPECIFIC**

**(General)** Same as DNP Learning Outcomes

### **(Educator)**

1. Facilitate Learning (DNP EPOSLO 1)
2. Facilitate Learner Development and Socialization (DNP EPOSLO II)
3. Use Assessment and Evaluation Strategies (DNP EPOSLO VII)
4. Participate in Curriculum Design and Evaluation of Program Outcomes (DNP EPOSLO III)
5. Function as a Change Agent and Leader (DNP EPOSLO IV)
6. Pursue Continuous Quality Improvement in the Nurse Educator Role (DNP EPOSLO IV)
7. Engage in Scholarship (DNP EPOSLO VI)
8. Function within the Educational Environment (DNP EPOSLO V)

### **(Leadership)**

1. Communication and Relationship Management
2. Knowledge of Health Care Environment
3. Leadership
4. Professionalism
5. Business Skills and Principles

## **DNP POST MASTERS OPTION PROGRAM OBJECTIVES**

Doctor nursing education builds on a foundation of undergraduate and master's nursing education and provides an opportunity for professional nurses to develop leadership skills, along with knowledge of health policy and improve clinical skills congruent with an expanding theoretical and empirical knowledge base. The Doctor program in nursing is designed to assist professional nurses to prepare for advanced clinical and functional roles that demand increased accountability, expertise, and leadership. The Doctor's program facilitates the use of the research process through the course of study and prepares the graduate to be a critical thinker and a self-directed professional who collaborates with consumers and other health care providers.

<b>DNP Core Courses</b>	<b>Sem. Hrs.</b>
NURS 8123, Leadership, Policy, and Healthcare Systems	3
NURS 8143, Healthcare Finance in Advanced Nursing	3
NURS 8153, Healthcare Informatics in Advanced Nursing	3
NURS 8213, Translational Research for Doctor of Nursing Practice I	3
NURS 8223, Translational Research for Doctor of Nursing Practice II	3
NURS 8263, DNP Project	3
NURS 8313, DNP Internship I <i>1 credit = 60 clock hours (180)</i>	3
NURS 8323, DNP Internship II <i>1 credit = 60 clock hours (180)</i>	3
NURS 8333, DNP Internship III <i>1 credit = 60 clock hours (180)</i>	3
NURS 881V, DNP Internship IV <i>Only required for students who need additional clinical practice hours based on the number of clinical hours completed in the MSN. The clinical hours are variable.</i>	0-7
<b>Total Required Hours</b>	<b>27-34</b>

In addition to the DNP core, students also complete one concentration consisting of 9 credit hours as described below.

- Concentration in General Practice: Compliments the DNP core with in-depth coverage of the unique issues in general practice. To earn this concentration, students must complete the DNP core, 9 hours of specialty general hours, and meet the 1000 clinical hours expectation.
- Concentration in Education: Compliments the DNP core with in-depth coverage of the unique issues in educating nurses for the nurse education. To earn this concentration, students must complete the DNP core, 9 hours of specialty graduate nursing education hours, and meet the 1000 clinical hours expectation.
- Concentration in Leadership: Compliments the DNP core with in-depth coverage of the unique challenges in leading nurses and healthcare systems. To earn this concentration, students must complete the DNP core, 9 hours of specialty graduate nursing leadership hours, and meet the 1000 clinical hours expectation.

**NURSING PRACTICE**  
DOCTOR OF NURSING PRACTICE  
CONCENTRATION IN GENERAL PRACTICE

University Requirements:	
See Graduate Degree Policies for additional information	
DNP Core Courses:	Sem. Hrs.
(See DNP Course Requirements Section)	27-34
General Practice Concentration:	Sem. Hrs.
NURS 8113 Theoretical Foundations for Doctor of Nursing Practice	3
NURS 8133 Epidemiology for the DNP	3
NURS 8163 Principles of Healthcare Ethics & Genetics	3
Sub-total	9
Total Required Hours	<b>36-43</b>

**NURSING PRACTICE**  
DOCTOR OF NURSING PRACTICE  
CONCENTRATION IN EDUCATION

University Requirements:	
See Graduate Degree Policies for additional information	
DNP Core Courses:	Sem. Hrs.
(See DNP Course Requirements Section)	27-34
General Practice Concentration:	Sem. Hrs.
NURS 6053 Measurement and Evaluation in Health Sciences	3
NURS 6623 Curriculum Development in Health Professions	3
NURS 6853 Teaching in Advanced Nursing Roles	3
Sub-total	9
Total Required Hours	<b>36-43</b>

**NURSING PRACTICE**  
DOCTOR OF NURSING PRACTICE  
CONCENTRATION IN LEADERSHIP

University Requirements:	
See Graduate Degree Policies for additional information	
DNP Core Courses:	Sem. Hrs.
(See DNP Course Requirements Section)	27-34
General Practice Concentration:	Sem. Hrs.
NURS 5113 Leadership in Health Professions	3
NURS 6373 Healthcare Law and Quality Improvement	3
NURS 6353 Budgeting and Financial Management	3
Sub-total	9
Total Required Hours	<b>36-43</b>

## **DNP POST MASTERS OPTION POLICIES AND PROCEDURES**

Admission Requirements are found in the Graduate Bulletin: Students seeking admission into the Doctor of Nursing Practice Post-Master's program option must meet the admission requirements of the Graduate School and the specific DNP program requirements.

### **ONLINE GRADUATE PROGRAMS**

Arkansas State University Online Services  
P.O. Box 2520,  
State University, AR 72467  
astateonline@astate.edu

The DNP Postmasters Option application form and admission requirements may be found on the School of Nursing website:

<https://www.astate.edu/college/conhp/departments/nursing/degrees/>

## **INACTIVE STATUS FOR THE DNP POST MASTERS OPTION**

*STUDENTS WHO ARE NOT ENGAGED IN CONTINUOUS STUDY ARE PLACED ON INACTIVE STATUS.*

1. Students not enrolled in MSN Program or DNP Program courses for three sequential semesters, not including summer session, will be moved to inactive status (except MSN NA students).
2. Students with an inactive status designation DNP Post Masters Program must petition the DNP Admission, Progressions, and Credits Committee for reinstatement (except MSN NA students). The petition should be directed to the DNP Program Director. The Program Director will consult with the program faculty represented by the Admissions, Progressions, and Credits Committee, student's advisor and the Graduate Admissions Office about reinstatement of the student. A revised program of study will be filed. [Students should note that Graduate School policy states, "The time limit allowed for completion of the doctoral degree is eight years . . ." Please refer to current edition of the *A- STATE Graduate Bulletin* for additional information.] (Policy approved April 12, 1999 by MSN Faculty, Admission, Progressions, and Credits Committee.)

## **STATUS OF NURSE LICENSURE**

Advanced Practice Registered Nurse license is required for the DNP PM student. The unencumbered RN and APRN license must be active in the state where clinical practice is scheduled. Evidence will be requested throughout the program and the student is responsible for maintaining the unencumbered license throughout the program. If the license status should change at any time, the student is responsible for notifying the faculty advisor and dismissal from the program may be necessary.

### **ADDITIONAL LICENSURE AND COMPACT STATES POLICY FOR DNP PM**

An unencumbered APRN license is required for all DNP PM Students for admission and enrollment in clinical courses.

### **RETENTION FOR THE DNP POST MASTERS OPTION**

Students must maintain a GPA of 3.0, according to Graduate school requirements. All DNP students are required to earn a minimum grade of “B” in all courses. Progression in specialty courses requires a grade of “B” or better in all completed specialty courses to date. All policies as represented in the A-State Graduate Bulletin and Graduate School Policies remain in effect, including requisites and co-requisites identified for each course.

### **DISMISSAL**

Students will be dismissed from the program if:

1. The student receives a final grade lower than a “B” twice in the same graduate-level nursing course
2. The student receives a final grade lower than a “B” in any graduate-level nursing courses in two separate parts of the term (POT) in the same program.
3. Please see the Graduate Information Guide for general dismissal policies and program option-specific related policies.

### **READMISSION TO THE DNP POST MASTERS OPTION**

If students are not allowed to continue in the program or are unable to complete the DNP plan of study, readmission will be considered only after the student submits a formal application for readmission to the DNP PM program.

1. Students are not eligible for readmission if:
  - a. The cumulative grade point average is lower than 3.0.
  - b. The student has received a final grade lower than "B" twice in the same course, or has received a grade lower than "B" in professional courses in two separate semesters in the same program.
2. Procedures for application for readmission:
  - a. A student must submit to the School of Nursing DNP Program a completed application packet by the deadline date for applications. See DNP website for applications and deadlines.
  - b. All applications for readmission must include a current and complete official transcript.
  - c. A student must submit to the School of Nursing DNP Program a summary of DNP project work completed before withdrawal from the program.
  - d. If project work is not sufficient for completion, the audit of prior courses in preparation for DNP project will be decided by faculty.
  - e. Readmission to any program will be dependent upon space available, regardless of student qualifications and will follow the described admission process above.

3. Adherence to the DNP Program's application deadlines are mandatory to be considered for readmission. See DNP Program websites for the deadline for submitting applications for readmission consideration.

### **CLINICAL ROTATION: POLICIES/PROCEDURES**

Please see the DNP Post Masters handbook for additional information.

### **CURRENT CONTRACT WITH CLINICAL FACILITY**

When sites for student clinical experiences are identified, unless a special form is required, the chair or program director submits a request for preparation/ execution of the *Clinical Affiliation Agreement* to the dean's office. If special forms are required by the agency, the chair or program director should obtain and prepare these and submit them to the dean for review. Signed copies are maintained by the Dean and the VCRAA. \*\*\**Before sending students to a clinical site, chairs/program directors/clinical coordinators should be sure the College has a current and valid clinical agreement and note what special stipulations are required by the facility.*

### **SCHOLARLY PROJECT FOR THE DNP POST MASTERS OPTION**

In the DNP Program, graduate scholarship will be evidenced through completion of a DNP scholarly project. The project will demonstrate translation of evidence into clinical practice. Projects may implement processes of quality improvement in specific health care settings, systems, or within specific populations to improve healthcare, health outcomes, or overall well-being. Dissemination and recommendations for sustainability are required as well.

## APPENDIX A

### *Hepatitis B Risk Categories for Health Care Personnel*

The following categories are drawn from several studies that have delineated differential risks of hepatitis-B among groups of health care personnel. Categories 1A and 1B are regarded as high risk, Category 2 as moderate risk, and Category 3 as low or negligible risk.

#### Category 1A:

Persons who have frequent, direct, intense contact with blood or infected tissues, who are at risk of trauma, needle stick, cuts and abrasions that may result in percutaneous introduction of infectious materials, and who may have the potential of transmitting hepatitis- B infection back to patients. This group includes:

1. Surgeons and surgical house staff of all types;
2. Nonsurgical personnel who carry out invasive diagnostic and therapeutic procedures, including endoscopists, invasive cardiologists, angiographers, and other radiologists performing invasive procedures;
3. Anesthesiologists, anesthesiology house staff and nurse anesthetists;
4. Pathologists and pathology house staff who perform autopsies;
5. Blood bank personnel; AND
6. Phlebotomists and intravenous therapy nurses.

#### Category 1B:

Persons with slightly less exposure to infected blood other than Category 1A or less frequent association with trauma, who are less likely to transmit infection to patients, but are nevertheless individuals with close and direct contact with blood or infected tissues. This group includes:

1. Clinical and clinical laboratory technical staff who work directly with blood, including but not limited to chemistry and hematology technologists, clinical hematologists, respiratory therapy technicians, arterial blood gas laboratory technicians, endocrine, serology, clinical GI, clinical immunology, cardiac catheterization laboratory personnel;
2. Nurses at highest risk, including those employed in emergency wards, intensive care units, coronary care units, cardiac catheterization laboratories, dialysis care units, burn units, oncology units, operating rooms and obstetric suites.

#### Category 2A:

Persons having moderate exposure to infected blood, but only occasional, generally accidental risk of percutaneous inoculation.

1. Nonsurgical and non-invasive medical staff;
2. Housekeeping and central service personnel who may handle needles or sharp instruments.



### Category 3:

The hepatitis risk of other physician personnel, of floor nurses in non-ICU settings, and on other categories of hospital personnel is increased only slightly over the baseline risk in the general population.

**\*Risks.** Risks among health-care professionals vary during the training and working career of each individual, but are often highest during the professional training period. For this reason, when possible, vaccination should be completed during training in schools of medicine, dentistry, nursing, laboratory technology, and other allied professions before workers have their first contact with blood.

**\*Source:** "Morbidity and Mortality Weekly Report," Centers for Disease Control, Feb. 9, 1990, Vol. 39, No 5-2, p. 14.

## **FAQ'S ABOUT HEPATITIS B**

### **Q. What is Hepatitis B?**

A. Hepatitis B is a serious disease that kills 4,000 to 5,000 Americans each year and 1 million people worldwide. Persons who become infected with HBV (Hepatitis B Virus) have this virus circulating in their blood. Persons who become infected with HBV either recover from their infection in several months or they may remain chronically infected for most of their lives. Persons with chronic HBV infection are at high risk of death from cirrhosis and liver cancer. In addition, they are likely to transmit their infection to other people. In the US, 1.25 million persons are chronically infected with HBV.

Although HBV is a common infection, it often goes unnoticed. Only one-third of adults will have symptoms of hepatitis when they first become infected. More than 90 percent of young children who become infected will have no symptoms. Chronic infection may go undetected for 20 to 40 years until the resulting liver disease makes the person ill. HBV is a silent, unnoticed killer destroying the liver or stimulating the development of liver cancer in those who thinks they are completely well.

### **Q. How can HBV infection be detected?**

A. Although most individuals do not have symptoms of infection, blood tests can accurately identify persons with either chronic or resolved infection.

National studies have shown that 5% of Americans—12.5 million people—have been infected with HBV. These studies also show that about 300,000 people have been infected with HBV each year for the two decades prior to 1990, and that the risk of infection is much higher among African-Americans than whites. At least 25,000 children have been infected with HBV each year.

### **Q. How does one become infected with HBV?**

A. The virus is present in saliva and blood and is spread when these fluids come in contact with breaks in the skin or other body surfaces. Hepatitis B is approximately 100 times more contagious than HIV (Human Immunodeficiency Virus). There are certain groups of Americans who engage in activities that place them at risk, but many of the cases do not fit into these

groups. Between 15 and 30 percent of cases in recent years (about 45,000 to 90,000) are newly infected persons who have no identified risk factors.

**Q. Can HBV infection be prevented?**

A. Hepatitis B vaccine provides protection against infection with HBV by producing immunity or antibodies to the surface protein or outer coat of the virus. This outer coat is called hepatitis B surface antigen or HbsAg. Currently, the vaccines used in the US since 1989 have been produced in yeast recombinant DNA technology as it is considered to be safer than plasma-derived vaccines, which are used widely throughout the world.

Hepatitis B vaccine provides greater than 90 percent protection to infants, children, and adults immunized before being exposed to the virus. Many studies have provided evidence that hepatitis B immunization will prevent liver cancer and chronic liver disease.

**Q. Who should be vaccinated?**

A. Hepatitis B vaccination of health care personnel who have contact with blood and body fluids can prevent transmission of HBV and is strongly recommended. Vaccination prior to and during training or health care professionals before such blood exposure occurs will decrease any risks related to unintentional injuries or exposures while they are learning health care techniques and processes.

Currently, there are recommendations that all children, at a very early age, should receive HBV vaccinations. Eventually, if this plan is carried out, almost all of the population would be protected in the future. The routine immunization of infants would significantly diminish transmission of HBV infection with its ultimate outcomes.

**Q. How is the vaccine administered?**

A. The standard recommendation for HBV is a 3-dosage procedure. The hepatitis B vaccine is inoculated intramuscularly, usually in the deltoid area. The first dose is followed by a second dosage inoculation 1 month after the initial dose. The last dose then is administered 6 months following the second dose. As stated, 90% protection is usually achieved using this procedure.

**Q. How long will protection last?**

A. A number of studies have shown that the initial 3-dose immunization series provides protection from HBV infection for years. All studies indicate that the immunity is long term and may be lifelong. While immunized people may lose antibody circulating in their blood, they still retain protection from chronic HBV infection because their immune cells remember that they were vaccinated - what is called "immune memory". The immune cells of a person immunized with hepatitis B vaccine and who has lost antibodies in their blood will remember that they were immunized and rapidly make antibodies when they are exposed to HBV. In the case of Hepatitis B, the long incubation period for HBV infections allows enough time for the immune system to mount a protective response. Currently, booster doses of vaccine are not routinely recommended.

**Q. Is post-vaccination screening for antibody production necessary?**

A. Screening for antibody to HbsAg is advised for personnel at on-going risk for blood exposure to determine whether response to vaccinations has occurred and to aid in determining the appropriate post-exposure prophylaxis or the need for revaccination.

Screening is advised but it is not mandated by CDC or by OSHA. Employers may request such testing for their employees. The cost of such testing would then generally be at the employers' expense. If individuals wish to determine their status, then the cost of testing would revert to the individual.

**Q. What is the rational for post-vaccination screening?**

A. Individuals who do not produce antibodies or who do not complete the primary vaccination series should be revaccinated with a second three-dose vaccine series or evaluated to determine whether they are AbsAg seropositive. Revaccinated persons should be tested for anti-HBs at the completion of the second vaccine series.

If they do not respond, no further vaccination series should be given and they should be evaluated for the presence of the HbsAg (possible chronic HBV infection).

**Q. What happens if there is an exposure?**

A. The need for post-exposure prophylaxis, vaccination, or both depends on the HbsAg status of the source of the exposure as well as the immunization status of the person exposed.

If the person exposed is unvaccinated, vaccine should be offered; if the source is known to be HbsAg seropositive, Hepatitis B immune globulin (HBIG) should be given, preferably within 24 hours.

If the person exposed is known not to have responded to a three dose vaccine series, and if the source is HbsAg seropositive, a single dose of HBIG and a dose of Hepatitis B vaccine need to be given as soon as possible after the exposure with subsequent vaccine doses given at 1 month and at 6 months after the initial dose.

If the exposed person is known not to have responded to a three-dose vaccine series and to revaccination, two doses of HBIG need to be given, one dose as soon as possible after exposure and the second dose 1 month later.

**Appendix A to Section 1910.1030 - Hepatitis B Vaccine Declaration (Mandatory)**

I understand that due to my occupational exposure to blood or other potentially infectious materials I may be at risk of acquiring hepatitis B virus (HBV) infection. I have been given the opportunity to be vaccinated with hepatitis B vaccine, at no charge to myself. However, I decline hepatitis B vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring hepatitis B, a serious disease. If in the future I continue to have occupational exposure to blood or other potentially infectious materials and I want to be vaccinated with hepatitis B vaccine, I can receive the vaccination series at no charge to me.

[56 FR 64004, Dec. 06, 1991, as amended at 57 FR 12717, April 13, 1992; 57 FR 29206, July 1, 1992; 61 FR 5507, Feb. 13, 1996]

## APPENDIX B

### OSHA Regulations (Standards – 29 CFR) Bloodborne pathogens. – 1910.1030

Standard Number: 1910.1030

Standard Title: Bloodborne pathogens.

Subpart Number: Z

Subpart Title: Toxic and Hazardous Substances

**(a) *Scope and Application.***

This section applies to all occupational exposure to blood or other potentially infectious materials as defined by paragraph (b) of this section.

**(b) *Definitions.***

For purposes of this section, the following shall apply:

"*Assistant Secretary*" means the Assistant Secretary of Labor for Occupational Safety and Health, or designated representative.

"*Blood*" means human blood, human blood components, and products made from human blood.

"*Bloodborne Pathogens*" means pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

"*Clinical Laboratory*" means a workplace where diagnostic or other screening procedures are performed on blood or other potentially infectious materials.

"*Contaminated*" means the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.

"*Contaminated Laundry*" means laundry which has been soiled with blood or other potentially infectious materials or may contain sharps.

"*Contaminated Sharps*" means any contaminated object that can penetrate the skin including, but not limited to, needles, scalpels, broken glass, broken capillary tubes, and exposed ends of dental wires.

"*Decontamination*" means the use of physical or chemical means to remove, inactivate, or destroy bloodborne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or disposal.

*"Director"* means the Director of the National Institute for Occupational Safety and Health, U.S. Department of Health and Human Services, or designated representative.

*"Engineering Controls"* means controls (e.g., sharps disposal containers, self-sheathing needles) that isolate or remove the blood-borne pathogens hazard from the workplace.

*"Exposure Incident"* means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duties.

*"Handwashing Facilities"* means a facility providing an adequate supply of running potable water, soap and single use towels or hot air drying machines.

*"Licensed Healthcare Professional"* is a person whose legally permitted scope of practice allows him or her to independently perform the activities required by paragraph (f) Hepatitis B Vaccination and Post-exposure Evaluation and Follow-up.

*"HBV"* means hepatitis B virus.

*"HIV"* means human immunodeficiency virus.

*"Occupational Exposure"* means reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee's duties.

*"Other Potentially Infectious Materials"* means:

- (1) The following human body fluids: semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids;
- (2) Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and
- (3) HIV-containing cell or tissue cultures, organ cultures, and HIV- or HBV-containing culture medium or other solutions; and blood, organs, or other tissues from experimental animals infected with HIV or HBV.

*"Parenteral"* means piercing mucous membranes or the skin barrier through such events as needlesticks, human bites, cuts, and abrasions.

*"Personal Protective Equipment"* is specialized clothing or equipment worn by an employee for protection against a hazard. General work clothes (e.g., uniforms, pants, shirts or blouses) not intended to function as protection against a hazard are not considered to be personal protective equipment.

"*Production Facility*" means a facility engaged in industrial-scale, large-volume or high concentration production of HIV or HBV.

"*Regulated Waste*" means liquid or semi-liquid blood or other potentially infectious materials; contaminated items that would release blood or other potentially infectious materials in a liquid or semi-liquid state if compressed; items that are caked with dried blood or other potentially infectious materials and are capable of releasing these materials during handling; contaminated sharps; and pathological and microbiological wastes containing blood or other potentially infectious materials.

"*Research Laboratory*" means a laboratory producing or using research-laboratory-scale amounts of HIV or HBV. Research laboratories may produce high concentrations of HIV or HBV but not in the volume found in production facilities.

"*Source Individual*" means any individual, living or dead, whose blood or other potentially infectious materials may be a source of occupational exposure to the employee.

Examples include, but are not limited to, hospital and clinic patients; clients in institutions for the developmentally disabled; trauma victims; clients of drug and alcohol treatment facilities; residents of hospices and nursing homes; human remains; and individuals who donate or sell blood or blood components.

"*Sterilize*" means the use of a physical or chemical procedure to destroy all microbial life including highly resistant bacterial endospores.

"*Universal Precautions*" is an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens.

"*Work Practice Controls*" means controls that reduce the likelihood of exposure by altering the manner in which a task is performed (e.g., prohibiting recapping of needles by a two-handed technique).

**(c) *Exposure Control.***

**(1) Exposure Control Plan.**

- (i). Each employer having an employee(s) with occupational exposure as defined by paragraph (b) of this section shall establish a written Exposure Control Plan designed to eliminate or minimize employee exposure.
- ii. The Exposure Control Plan shall contain at least the following elements: (A) The exposure determination required by paragraph (c)(2), 1910.1030 (c)(1)(ii)(B).

**(B) The schedule and method of implementation for paragraphs**

**(d) Methods of Compliance,**

- (e) HIV and HBV Research Laboratories and Production Facilities,
- (f) Hepatitis B Vaccination and Post-Exposure Evaluation and Follow-up,
- (g) Communication of Hazards to Employees, and
- (h) Recordkeeping, of this standard, and

(A) The procedure for the evaluation of circumstances surrounding exposure incidents as required by paragraph (f)(3)(i) of this standard.

(iii) Each employer shall ensure that a copy of the Exposure Control Plan is accessible to employees in accordance with 29 CFR 1910.1020(e).

(iv) The Exposure Control Plan shall be reviewed and updated at least annually and whenever necessary to reflect new or modified tasks and procedures affect occupational exposure and to reflect new or revised employee positions with occupational exposure.

(v) The Exposure Control Plan shall be made available to the Assistant Secretary and the Director upon request for examination and copying.

(2) Exposure Determination.

(i) Each employer who has an employee(s) with occupational exposure as defined by paragraph (b) of this section shall prepare an exposure determination.

This exposure determination shall contain the following:

- (A) A list of all job classifications in which all employees in those job classifications have occupational exposure;
- (B) A list of job classifications in which some employees have occupational exposure, and
- (C) A list of all tasks and procedures or groups of closely related task and procedures in which occupational exposure occurs and that are performed by employees in job classifications listed in accordance with the provisions of paragraph (c)(2)(i)(B) of this standard.

(ii) This exposure determination shall be made without regard to the use of personal protective equipment.

**(d) *Methods of Compliance.***

(1) *General Universal* precautions shall be observed to prevent contact with blood or other potentially infectious materials. Under circumstances in which differentiation

between body fluid types is difficult or impossible, all body fluids shall be considered potentially infectious materials.

(2) *Engineering and Work Practice Controls.*

- (i) Engineering and work practice controls shall be used to eliminate or minimize employee exposure. Where occupational exposure remains after institution of these controls, personal protective equipment shall also be used.
- (ii) Engineering controls shall be examined and maintained or replaced on a regular schedule to ensure their effectiveness.
- (iii) Employers shall provide handwashing facilities that are readily accessible to employees.

When provision of handwashing facilities is not feasible, the employer shall provide either an appropriate antiseptic hand cleanser in conjunction with clean cloth/ paper towels or antiseptic towelettes.

- (iv) When antiseptic hand cleansers or towelettes are used, hands shall be washed with soap and running water as soon as feasible.
- (v) Employers shall ensure that employees wash their hands immediately or as soon as feasible after removal of gloves or other personal protective equipment.
- (vi) Employers shall ensure that employees wash hands and any other skin with soap and water, or flush mucous membranes with water immediately or as soon as feasible following contact of such body areas with blood or other potentially infectious materials.
- (vii) Contaminated needles and other contaminated sharps shall not be bent, recapped, or removed except as noted in paragraphs (d)(2)(vii)(A) and (d)(2)(vii)(B) below. Shearing or breaking of contaminated needles is prohibited.
  - (A) Contaminated needles and other contaminated sharps shall not be bent, recapped or removed unless the employer can demonstrate that no alternative is feasible or that such action is required by a specific medical or dental procedure.
  - (B) Such bending, recapping or needle removal must be accomplished through the use of a mechanical device or a one-handed technique.



- (viii) Immediately or as soon as possible after use, contaminated reusable sharps shall be placed in appropriate containers until properly reprocessed. These containers shall be:
  - (A) puncture resistant;
  - (B) labeled or color-coded in accordance with this standard;
  - (C) leakproof on the sides and bottom; and
  - (D) in accordance with the requirements set forth in paragraph (d)(4)(ii)(E) for reusable sharps.
- (ix) Eating, drinking, smoking, applying cosmetics or lip balm, and handling contact lenses are prohibited in work areas where there is a reasonable likelihood of occupational exposure.
- (x) Food and drink shall not be kept in refrigerators, freezers, shelves, cabinets or on countertops or benchtops where blood or other potentially infectious materials are present.
- (xi) All procedures involving blood or other potentially infectious materials shall be performed in such a manner as to minimize splashing, spraying, spattering, and generation of droplets of these substances.
- (xii) Mouth pipetting/ suctioning of blood or other potentially infectious materials is prohibited.
- (xiii) Specimens of blood or other potentially infectious materials shall be placed in a container that prevents leakage during collection, handling, processing, storage, transport, or shipping.
  - (A) The container for storage, transport, or shipping shall be labeled or color-coded according to paragraph (g)(1)(i) and closed prior to being stored, transported, or shipped. When a facility utilizes Universal Precautions in the handling of all specimens, the labeling/color-coding of specimens is not necessary provided containers are recognizable as containing specimens. This exemption only applies while such specimens/containers remain within the facility. Labeling or color-coding in accordance with paragraph (g)(1)(i) is required when such specimens/containers leave the facility.
  - (B) If outside contamination of the primary container occurs, the primary container shall be placed within a second container which

prevents leakage during handling, processing, storage, transport, or shipping and is labeled or color-coded according to the requirements of this standard.

- (C) If the specimen could puncture the primary container, the primary container shall be placed within a secondary container that is puncture-resistant in addition to the above characteristics.

(xiv) Equipment which may become contaminated with blood or other potentially infectious materials shall be examined prior to servicing or shipping and shall be decontaminated as necessary, unless the employer can demonstrate that decontamination of such equipment or portions of such equipment is not feasible.

- (A) A readily observable label in accordance with paragraph (g)(1)(i)(H) shall be attached to the equipment stating which portions remain contaminated.
- (B) The employer shall ensure that this information is conveyed to all affected employees, the servicing representative, and/or the manufacturer, as appropriate, prior to handling, servicing, or shipping so that appropriate precautions will be taken.

(3) *Personal Protective Equipment.*

- (i) Provision. When there is occupational exposure, the employer shall provide, at no cost to the employee, appropriate personal protective equipment such as, but not limited to, gloves, gowns, laboratory coats, face shields or masks and eye protection, and mouthpieces, resuscitation bags, pocket masks, or other ventilation devices. Personal protective equipment will be considered "appropriate" only if it does not permit blood or other potentially infectious materials to pass through to or reach the employee's work clothes, street clothes, undergarments, skin, eyes, mouth, or other mucous membranes under normal conditions of use and for the duration of time which the protective equipment will be used.
- (ii) Use. The employer shall ensure that the employee uses appropriate personal protective equipment unless the employer shows that the employee temporarily and briefly declined to use personal protective equipment when, under rare and extra-ordinary circumstances, it was the employee's professional judgment that in the specific instance its use would have prevented the delivery of health care or

public safety services or would have posed an increased hazard to the safety of the worker or co-worker. When the employee makes this judgment, the circumstances shall be investigated and documented in order to determine whether changes can be instituted to prevent such occurrences in the future.

- (iii) Accessibility. The employer shall ensure that appropriate personal protective equipment in the appropriate sizes is readily accessible at the worksite or is issued to employees. Hypoallergenic gloves, glove liners, powderless gloves, or other similar alternatives shall be readily accessible to those employees who are allergic to the gloves normally provided.
- (iv) Cleaning, Laundering, and Disposal. The employer shall clean, launder, and dispose of personal protective equipment required by paragraphs (d) and (e) of this standard, at no cost to the employee.
- (v) Repair and Replacement. The employer shall repair or replace personal protective equipment as needed to maintain its effectiveness, at no cost to the employee.
- (vi) If a garment(s) is penetrated by blood or other potentially infectious materials, the garment(s) shall be removed immediately or as soon as feasible.
- (vii) All personal protective equipment shall be removed prior to leaving the work area.
- (viii) When personal protective equipment is removed it shall be placed in an appropriately designated area or container for storage, washing, decontamination or disposal.
- (ix) Gloves. Gloves shall be worn when it can be reasonably anticipated that the employee may have hand contact with blood, other potentially infectious materials, mucous membranes, and non-intact skin; when performing vascular access procedures except as specified in paragraph (d)(3)(ix)(D); and when handling or touching contaminated items or surfaces.
  - (A) Disposable (single use) gloves such as surgical or examination gloves, shall be replaced as soon as practical when contaminated or as soon as feasible if they are torn, punctured, or when their ability to function as a barrier is compromised.
  - (B) Disposable (single use) gloves shall not be washed or decontaminated for re-use.

- (C) Utility gloves may be decontaminated for re-use if the integrity of the glove is not compromised. However, they must be discarded if they are cracked, peeling, torn, punctured, or exhibit other signs of deterioration or when their ability to function as a barrier is compromised.
- (D) If an employer in a volunteer blood donation center judges that routine gloving for all phlebotomies is not necessary then the employer shall:
  - (1) Periodically reevaluate this policy;
  - (2) Make gloves available to all employees who wish to use them for phlebotomy;
  - (3) Not discourage the use of gloves for phlebotomy; and
  - (4) Require that gloves be used for phlebotomy in the following circumstances:
    - [i] When the employee has cuts, scratches, or other breaks in his or her skin;
    - [ii] When the employee judges that hand contamination with blood may occur, for example, when performing phlebotomy on an uncooperative source individual; and
    - [iii] When the employee is receiving training in phlebotomy.
- (x) Masks, Eye Protection, and Face Shields. Masks in combination with eye protection devices, such as goggles or glasses with solid side shields, or chin-length face shields, shall be worn whenever splashes, spray, spatter, or droplets of blood or other potentially infectious materials may be generated and eye, nose, or mouth contamination can be reasonably anticipated.
- (xi) Gowns, Aprons, and Other Protective Body Clothing. Appropriate protective clothing such as, but not limited to, gowns, aprons, lab coats, clinic jackets, or similar outer garments shall be worn in occupational exposure situations. The type and characteristics will depend upon the task and degree of exposure anticipated.
- (xii) Surgical caps or hoods and/or shoe covers or boots shall be worn in instances when gross contamination can reasonably be anticipated (e.g., autopsies, orthopedic surgery).
- (4) *Housekeeping.*
  - (i) General. Employers shall ensure that the worksite is maintained in a clean and sanitary condition. The employer shall determine and implement an appropriate

written schedule for cleaning and method of decontamination based upon the location within the facility, type of surface to be cleaned, type of soil present, and tasks or procedures being performed in the area.

- (ii) All equipment and environmental and working surfaces shall be cleaned and decontaminated after contact with blood or other potentially infectious materials:
  - (A) Contaminated work surfaces shall be decontaminated with an appropriate disinfectant after completion of procedures; immediately or as soon as feasible when surfaces are overtly contaminated or after any spill of blood or other potentially infectious materials; and at the end of the work shift if the surface may have become contaminated since the last cleaning.
  - (B) Protective coverings, such as plastic wrap, aluminum foil, or imperviously-backed absorbent paper used to cover equipment and environmental surfaces, shall be removed and replaced as soon as feasible when they become overtly contaminated or at the end of the work shift if they may have become contaminated during the shift.
  - (C) All bins, pails, cans, and similar receptacles intended for reuse which have a reasonable likelihood for becoming contaminated with blood or other potentially infectious materials shall be inspected and decontaminated on a regularly scheduled basis and cleaned and decontaminated immediately or as soon as feasible upon visible contamination.
  - (D) Broken glassware which may be contaminated shall not be picked up directly with the hands. It shall be cleaned up using mechanical means, such as a brush and dust pan, tongs, or forceps.
  - (E) Reusable sharps that are contaminated with blood or other potentially infectious materials shall not be stored or processed in a manner that requires employees to reach by hand into the containers where these sharps have been placed.
- (iii) Regulated Waste.
  - (A) Contaminated Sharps Discarding and Containment.
    - (1) Contaminated sharps shall be discarded immediately or as soon as feasible in containers that are:
      - [a] Closable;
      - [b] Puncture resistant;

- [c] Leakproof on sides and bottom; and
  - [d] Labeled or color-coded in accordance with paragraph (g)(1)(i) of this standard.
- (2) During use, containers for contaminated sharps shall be:
  - [a] Easily accessible to personnel and located as close as is feasible to the immediate area where sharps are used or can be reasonably anticipated to be found (e.g., laundries);
  - [b] Maintained upright throughout use; and
  - [c] Replaced routinely and not be allowed to overfill.
- (4) When moving containers of contaminated sharps from the area of use, the containers shall be:
  - [a] Closed immediately prior to removal or replacement to prevent spillage or protrusion of contents during handling, storage, transport, or shipping;
  - [b] Placed in a secondary container if leakage is possible. The second container shall be:
    - [i] Closable;
    - [ii] Constructed to contain all contents and prevent leakage during handling, storage, transport, or shipping; and
    - [iii] Labeled or color-coded according to paragraph (g)(1)(i) of this standard.
- (5) Reusable containers shall not be opened, emptied, or cleaned manually or in any other manner which would expose employees to the risk of percutaneous injury.
- (B) Other Regulated Waste Containment.
  - (1) Regulated waste shall be placed in containers which are:
    - [a] Closable;
    - [b] Constructed to contain all contents and prevent leakage of fluids during handling, storage, transport or shipping;
    - [c] Labeled or color-coded in accordance with paragraph (g)(1)(i) this standard; and
    - [d] Closed prior to removal to prevent spillage or protrusion of contents during handling, storage, transport, or shipping.

- (2) If outside contamination of the regulated waste container occurs, it shall be placed in a second container. The second container shall be:
      - [a] Closable;
      - [b] Constructed to contain all contents and prevent leakage of fluids during handling, storage, transport or shipping;
      - [c] Labeled or color-coded in accordance with paragraph (g)(1)(i) of this standard; and
      - [d] Closed prior to removal to prevent spillage or protrusion of contents during handling, storage, transport, or shipping.
  - (C) Disposal of all regulated waste shall be in accordance with applicable regulations of the United States, States and Territories, and political subdivisions of States and Territories.
- (iv) Laundry.
- (A) Contaminated laundry shall be handled as little as possible with a minimum of agitation.
    - (1) Contaminated laundry shall be bagged or containerized at the location where it was used and shall not be sorted or rinsed in the location of use.
    - (2) Contaminated laundry shall be placed and transported in bags or containers labeled or color-coded in accordance with paragraph (g)(1)(i) of this standard. When a facility utilizes Universal Precautions in the handling of all soiled laundry, alternative labeling or color-coding is sufficient if it permits all employees to recognize the containers as requiring compliance with Universal Precautions.
    - (3) Whenever contaminated laundry is wet and presents a reasonable likelihood of soak-through or leakage from the bag or container, the laundry shall be placed and transported in bags or containers which prevent soak-through and/or leakage of fluids to the exterior.
  - (B) The employer shall ensure that employees who have contact with contaminated laundry wear protective gloves and other appropriate personal protective equipment.

- (C) When a facility ships contaminated laundry off-site to a second facility which does not utilize Universal Precautions in the handling of all laundry, the facility generating the contaminated laundry must place such laundry in bags or containers which are labeled or color-coded in accordance with paragraph (g)(1)(i).

(e) *HIV and HBV Research Laboratories and Production Facilities.*

- (1) This paragraph applies to research laboratories and production facilities engaged in the culture, production, concentration, experimentation, and manipulation of HIV and HBV. It does not apply to clinical or diagnostic laboratories engaged solely in the analysis of blood, tissues, or organs. These requirements apply in addition to the other requirements of the standard.
- (2) Research laboratories and production facilities shall meet the following criteria:
  - (i) Standard Microbiological Practices. All regulated waste shall either be incinerated or decontaminated by a method such as autoclaving known to effectively destroy bloodborne pathogens.
  - (ii) Special Practices
    - (A) Laboratory doors shall be kept closed when work involving HIV or HBV is in progress.
    - (B) Contaminated materials that are to be decontaminated at a site away from the work area shall be placed in a durable, leakproof, labeled or color-coded container that is closed before being removed from the work area.
    - (C) Access to the work area shall be limited to authorized persons. Written policies and procedures shall be established whereby only persons who have been advised of the potential biohazard, who meet any specific entry requirements, and who comply with all entry and exit procedures shall be allowed to enter the work areas and animal rooms.
    - (D) When other potentially infectious materials or infected animals are present in the work area or containment module, a hazard warning sign incorporating the universal biohazard symbol shall be posted on all access doors. The hazard warning sign shall comply with paragraph (g)(1)(ii) of this standard.



- (E) All activities involving other potentially infectious materials shall be conducted in biological safety cabinets or other physical-containment devices within the containment module. No work with these other potentially infectious materials shall be conducted on the open bench.
- (F) Laboratory coats, gowns, smocks, uniforms, or other appropriate protective clothing shall be used in the work area and animal rooms. Protective clothing shall not be worn outside of the work area and shall be decontaminated before being laundered.
- (G) Special care shall be taken to avoid skin contact with other potentially infectious materials. Gloves shall be worn when handling infected animals and when making hand contact with other potentially infectious materials is unavoidable.
- (H) Before disposal all waste from work areas and from animal rooms shall either be incinerated or decontaminated by a method such as autoclaving known to effectively destroy bloodborne pathogens.
- (I) Vacuum lines shall be protected with liquid disinfectant traps and high-efficiency particulate air (HEPA) filters or filters of equivalent or superior efficiency and which are checked routinely and maintained or replaced as necessary.
- (J) Hypodermic needles and syringes shall be used only for parenteral injection and aspiration of fluids from laboratory animals and diaphragm bottles. Only needle-locking syringes or disposable syringe-needle units (i.e., the needle is integral to the syringe) shall be used for the injection or aspiration of other potentially infectious materials. Extreme caution shall be used when handling needles and syringes. A needle shall not be bent, sheared, replaced in the sheath or guard, or removed from the syringe following use. The needle and syringe shall be promptly placed in a puncture-resistant container and autoclaved or decontaminated before reuse or disposal.
- (K) All spills shall be immediately contained and cleaned up by appropriate professional staff or others properly trained and

equipped to work with potentially concentrated infectious materials.

- (L) A spill or accident that results in an exposure incident shall be immediately reported to the laboratory director or other responsible person.
- (M) A biosafety manual shall be prepared or adopted and periodically reviewed and updated at least annually or more often if necessary. Personnel shall be advised of potential hazards, shall be required to read instructions on practices and procedures, and shall be required to follow them.

(iii) Containment Equipment.

- (A) Certified biological safety cabinets (Class I, II, or III) or other appropriate combinations of personal protection or physical containment devices, such as special protective clothing, respirators, centrifuge safety cups, sealed centrifuge rotors, and containment caging for animals, shall be used for all activities with other potentially infectious materials that pose a threat of exposure to droplets, splashes, spills, or aerosols.
- (B) Biological safety cabinets shall be certified when installed, whenever they are moved and at least annually.

(3) HIV and HBV research laboratories shall meet the following criteria:

- (i) Each laboratory shall contain a facility for hand washing and an eye wash facility which is readily available within the work area.
- (ii) An autoclave for decontamination of regulated waste shall be available.

(4) HIV and HBV production facilities shall meet the following criteria:

- (i) The work areas shall be separated from areas that are open to unrestricted traffic flow within the building. Passage through two sets of doors shall be the basic requirement for entry into the work area from access corridors or other contiguous areas. Physical separation of the high-containment work area from access corridors or other areas or activities may also be provided by a double-doored clothes- change room (showers may be included), airlock, or other access facility that requires passing through two sets of doors before entering the work area.

- (ii) The surfaces of doors, walls, floors and ceilings in the work area shall be water resistant so that they can be easily cleaned. Penetrations in these surfaces shall be sealed or capable of being sealed to facilitate decontamination.
  - (iii) Each work area shall contain a sink for washing hands and a readily available eye wash facility. The sink shall be foot, elbow, or automatically operated and shall be located near the exit door of the work area.
  - (iv) Access doors to the work area or containment module shall be self-closing.
  - (v) An autoclave for decontamination of regulated waste shall be available within or as near as possible to the work area.
  - (vi) A ducted exhaust-air ventilation system shall be provided. This system shall create directional airflow that draws air into the work area through the entry area. The exhaust air shall not be re-circulated to any other area of the building, shall be discharged to the outside, and shall be dispersed away from occupied areas and air intakes. The proper direction of the airflow shall be verified (i.e., into the work area).
- (5) Training Requirements. Additional training requirements for employees in HIV and HBV research laboratories and HIV and HBV production facilities are specified in paragraph (g)(2)(ix).

**(f) *Hepatitis B Vaccination and Post-exposure Evaluation and Follow-up.***

- (1) *General.*
- (i) The employer shall make available the hepatitis B vaccine and vaccination series to all employees who have occupational exposure, and post-exposure evaluation and follow-up to all employees who have had an exposure incident.
  - (ii) The employer shall ensure that all medical evaluations and procedures including the hepatitis B vaccine and vaccination series and post-exposure evaluation and follow-up, including prophylaxis, are:
    - (A) Made available at no cost to the employee;
    - (B) Made available to the employee at a reasonable time and place;
    - (C) Performed by or under the supervision of a licensed physician or by or under the supervision of another licensed healthcare professional; and

- (D) Provided according to recommendations of the U.S. Public Health Service current at the time these evaluations and procedures take place, except as specified by this paragraph (f).
  - (iii) The employer shall ensure that all laboratory tests are conducted by an accredited laboratory at no cost to the employee.
- (2) *Hepatitis B Vaccination.*
- (i) Hepatitis B vaccination shall be made available after the employee has received the training required in paragraph (g)(2) (vii)(I) and within 10 working days of initial assignment to all employees who have occupational exposure unless the employee has previously received the complete hepatitis B vaccination series, antibody testing has revealed that the employee is immune, or the vaccine is contraindicated for medical reasons.
  - (ii) The employer shall not make participation in a prescreening program a prerequisite for receiving hepatitis B vaccination.
  - (iii) If the employee initially declines hepatitis B vaccination but at a later date while still covered under the standard decides to accept the vaccination, the employer shall make available hepatitis B vaccination at that time.
  - (iv) The employer shall assure that employees who decline to accept hepatitis B vaccination offered by the employer sign the statement in Appendix A.
  - (v) If a routine booster dose(s) of hepatitis B vaccine is recommended by the U.S. Public Health Service at a future date, such booster dose(s) shall be made available in accordance with section (f)(1)(ii).
- (3) *Post-exposure Evaluation and Follow-up.* Following a report of an exposure incident, the employer shall make immediately available to the exposed employee a confidential medical evaluation and follow-up, including at least the following elements:
- (i) Documentation of the route(s) of exposure, and the circumstances under which the exposure incident occurred;
  - (ii) Identification and documentation of the source individual, unless the employer can establish that identification is infeasible or prohibited by state or local law;
    - (A) The source individual's blood shall be tested as soon as feasible and consent is obtained in order to determine HBV and HIV

- infectivity. If consent is not obtained, the employer shall establish that legally required consent cannot be obtained. When the source individual's consent is not required by law, the source individual's blood, if available, shall be tested and the results documented.
- (B) When the source individual is already known to be infected with HBV or HIV, testing for the source individual's known HBV or HIV status need not be repeated.
  - (C) Results of the source individual's testing shall be made available to the exposed employee, and the employee shall be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
- (iii) Collection and testing of blood for HBV and HIV serological status;
- (A) The exposed employee's blood shall be collected as soon as feasible and tested after consent is obtained.
  - (B) If the employee consents to baseline blood collection, but does not give consent at that time for HIV serologic testing, the sample shall be preserved for at least 90 days. If, within 90 days of the exposure incident, the employee elects to have the baseline sample tested, such testing shall be done as soon as feasible.
- (iv) Post-exposure prophylaxis, when medically indicated, as recommended by the U.S. Public Health Service;
- (v) Counseling; and
- (vi) Evaluation of reported illnesses.
- (4) Information Provided to the Healthcare Professional.
- (i) The employer shall ensure that the healthcare professional responsible for the employee's Hepatitis B vaccination is provided a copy of this regulation.
  - (ii) The employer shall ensure that the healthcare professional evaluating an employee after an exposure incident is provided the following information:
    - (A) A copy of this regulation;
    - (B) A description of the exposed employee's duties as they relate to the exposure incident;
    - (C) Documentation of the route(s) of exposure and circumstances under which exposure occurred;

- (D) Results of the source individual's blood testing, if available; and
  - (E) All medical records relevant to the appropriate treatment of the employee including vaccination status which are the employer's responsibility to maintain.
- (5) *Healthcare Professional's Written Opinion.* The employer shall obtain and provide the employee with a copy of the evaluating healthcare professional's written opinion within 15 days of the completion of the evaluation.
  - (i) The healthcare professional's written opinion for Hepatitis B vaccination shall be limited to whether Hepatitis B vaccination is indicated for an employee, and if the employee has received such vaccination.
  - (ii) The healthcare professional's written opinion for post-exposure evaluation and follow-up shall be limited to the following information:
    - (A) That the employee has been in-formed of the results of the evaluation; and
    - (B) That the employee has been told about any medical conditions resulting from exposure to blood or other potentially infectious materials which require further evaluation or treatment.
  - (iii) All other findings or diagnoses shall remain confidential and shall not be included in the written report.
- (6) *Medical Recordkeeping.* Medical records required by this standard shall be maintained in accordance with paragraph (h)(1) of this section.
- (g) ***Communication of Hazards to Employees.***
  - (1) *Labels and Signs.*
    - (i) Labels.
      - (A) Warning labels shall be affixed to containers of regulated waste, refrigerators and freezers containing blood or other potentially infectious material; and other containers used to store, transport or ship blood or other potentially infectious materials, except as provided in paragraph (g)(1)(i)(E), (F) and (G).
      - (B) Labels required by this section shall include the following legend: **BIOHAZARD**
      - (C) These labels shall be fluorescent orange or orange-red or predominantly so, with lettering and symbols in a contrasting color.

- (D) Labels shall be affixed as close as feasible to the container by string, wire, adhesive, or other method that prevents their loss or unintentional removal.
- (E) Red bags or red containers may be substituted for labels.
- (F) Containers of blood, blood components, or blood products that are labeled as to their contents and have been released for transfusion or other clinical use are exempted from the labeling requirements of paragraph (g).
- (G) Individual containers of blood or other potentially infectious materials that are placed in a labeled container during storage, transport, shipment or disposal are exempted from the labeling requirement.
- (H) Labels required for contaminated equipment shall be in accordance with this paragraph and shall also state which portions of the equipment remain contaminated.
- (I) Regulated waste that has been decontaminated need not be labeled or color-coded.
- (ii) Signs.
  - (A) The employer shall post signs at the entrance to work areas specified in paragraph (e), HIV and HBV Research Laboratory and Production Facilities, which shall bear the following legend:  
 BIOHAZARD  
 (Name of the Infectious Agent)  
 (Special requirements for entering the area) (Name, telephone number of the laboratory director or other responsible person.)
  - (B) These signs shall be fluorescent orange-red or predominantly so, with lettering and symbols in a contrasting color.
- (2) *Information and Training.*
  - (i) Employers shall ensure that all employees with occupational exposure participate in a training program which must be provided at no cost to the employee and during working hours.
  - (ii) Training shall be provided as follows:

- (A) At the time of initial assignment to tasks where occupational exposure may take place;
  - (B) Within 90 days after the effective date of the standard; and (C) At least annually thereafter.
- (iii) For employees who have received training on bloodborne pathogens in the year preceding the effective date of the standard, only training with respect to the provisions of the standard which were not included need be provided.
- (iv) Annual training for all employees shall be provided within one year of their previous training.
- (v) Employers shall provide additional training when changes such as modification of tasks or procedures or institution of new tasks or procedures affect the employee's occupational exposure. The additional training may be limited to addressing the new exposures created.
- (vi) Material appropriate in content and vocabulary to educational level, literacy, and language of employees shall be used.
- (vii) The training program shall contain at a minimum the following elements:
  - (A) An accessible copy of the regulatory text of this standard and an explanation of its contents;
  - (B) A general explanation of the epidemiology and symptoms of bloodborne diseases;
  - (C) An explanation of the modes of transmission of bloodborne pathogens;
  - (D) An explanation of the employer's exposure control plan and the means by which the employee can obtain a copy of the written plan;
  - (E) An explanation of the appropriate methods for recognizing tasks and other activities that may involve exposure to blood and other potentially infectious materials;
  - (F) An explanation of the use and limitations of methods that will prevent or reduce exposure including appropriate engineering controls, work practices, and personal protective equipment;
  - (G) Information on the types, proper use, location, removal, handling, decontamination and disposal of personal protective equipment;



- (H) An explanation of the basis for selection of personal protective equipment;
  - (I) Information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine and vaccination will be offered free of charge;
  - (J) Information on the appropriate actions to take and persons to contact in an emergency involving blood or other potentially infectious materials;
  - (K) An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available;
  - (L) Information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident;
  - (M) An explanation of the signs and labels and/or color coding required by paragraph (g)(1); and
  - (N) An opportunity for interactive questions and answers with the person conducting the training session.
- (viii) The person conducting the training shall be knowledgeable in the subject matter covered by the elements contained in the training program as it relates to the work-place that the training will address.
- (ix) Additional Initial Training for Employees in HIV and HBV Laboratories and Production Facilities. Employees in HIV or HBV research laboratories and HIV or HBV production facilities shall receive the following initial training in addition to the above training requirements.
- (A) The employer shall assure that employees demonstrate proficiency in standard microbiological practices and techniques and in the practices and operations specific to the facility before being allowed to work with HIV or HBV.
  - (B) The employer shall assure that employees have prior experience in the handling of human pathogens or tissue cultures before working with HIV or HBV.

- (C) The employer shall provide a training program to employees who have no prior experience in handling human pathogens. Initial work activities shall not include the handling of infectious agents. A progression of work activities shall be assigned as techniques are learned and proficiency is developed. The employer shall assure that employees participate in work activities involving infectious agents only after proficiency has been demonstrated.

(h) **Recordkeeping.**

(1) *Medical Records.*

- (i) The employer shall establish and maintain an accurate record for each employee with occupational exposure, in accordance with 29 CFR 1910.1020.
- (ii) This record shall include:
  - (A) The name and social security number of the employee;
  - (B) A copy of the employee's hepatitis B vaccination status including the dates of all the hepatitis B vaccinations and any medical records relative to the employee's ability to receive vaccination as required by paragraph (f)(2);
  - (C) A copy of all results of examinations, medical testing, and follow-up procedures as required by paragraph (f)(3);
  - (D) The employer's copy of the healthcare professional's written opinion as required by paragraph (f)(5); and
  - (E) A copy of the information provided to the healthcare professional as required by paragraphs (f)(4)(ii)(B)(C) and (D).
- (iii) Confidentiality. The employer shall ensure that employee medical records required by paragraph (h)(1) are:
  - (A) Kept confidential; and
  - (B) Not disclosed or reported without the employee's express written consent to any person within or outside the workplace except as required by this section or as may be required by law.
- (iv) The employer shall maintain the records required by paragraph (h) for at least the duration of employment plus 30 years in accordance with 29 CFR 1910.1020.

(2) *Training Records.*

- (i) Training records shall include the following information:
    - (A) The dates of the training sessions;
    - (B) The contents or a summary of the training sessions;
    - (C) The names and qualifications of persons conducting the training;  
and
    - (D) The names and job titles of all persons attending the training sessions.
  - (ii) Training records shall be maintained for 3 years from the date on which the training occurred.
- (3) *Availability.*
  - (i) The employer shall ensure that all records required to be maintained by this section shall be made available upon request to the Assistant Secretary and the Director for examination and copying.
  - (ii) Employee training records required by this paragraph shall be provided upon request for examination and copying to employees, to employee representatives, to the Director, and to the Assistant Secretary.
  - (iii) Employee medical records required by this paragraph shall be provided upon request for examination and copying to the subject employee, to anyone having written consent of the subject employee, to the Director, and to the Assistant Secretary in accordance with 29 CFR 1910.1020.
- (4) *Transfer of Records.*
  - (i) The employer shall comply with the requirements involving transfer of records set forth in 29 CFR 1910.1020(h).
  - (ii) If the employer ceases to do business and there is no successor employer to receive and retain the records for the prescribed period, the employer shall notify the Director, at least three months prior to their disposal and transmit them to the Director, if required by the Director to do so, within that three-month period.
- (i) **Dates.**
  - (1) Effective Date. The standard shall become effective on March 6, 1992.
  - (2) The Exposure Control Plan required by paragraph (c) of this section shall be completed on or before May 5, 1992.
  - (3) Paragraph (g)(2) Information and Training and (h) Recordkeeping shall take effect on or before June 4, 1992.

- (4) Paragraphs (d)(2) Engineering and Work Practice Controls, (d)(3) Personal Protective Equipment, (d)(4) Housekeeping, (e) HIV and HBV Research Laboratories and Production Facilities, (f) Hepatitis B Vaccination and Post-Exposure Evaluation and Follow-up, and (g)(1) Labels and Signs, shall take effect July 6, 1992.

[56 FR 64004, Dec. 06, 1991, as amended at 57 FR 12717, April 13, 1992; 57 FR 29206, July 1, 1992; 61 FR 5507, Feb. 13, 1996]

## **APPENDIX C**

### **American Nurses Association Code of Ethics**

Provision 1 The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.

Provision 2 The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population.

Provision 3 The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.

Provision 4 The nurse has authority, accountability and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to provide optimal patient care.

Provision 5 The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

Provision 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.

Provision 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.

Provision 8 The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.

Provision 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.

**ARKANSAS STATE UNIVERSITY  
COLLEGE OF NURSING AND HEALTH PROFESSIONS**

**APPENDIX D**

**STUDENT RECORD PROCEDURE**

**Family Educational Rights and Privacy Act of 1974 (Buckley Amendment)** Arkansas State University School of Nursing publishes the following procedures in accordance with the Family Education Rights and Privacy Act of 1974 (FERPA).

**DEFINITIONS**

For the purpose of this document, the department has used the following definitions of terms.

1. **Student-** any person formally admitted and attends or has attended Arkansas State University nursing program
2. **Educational records-** any record (in handwriting, print, tapes, film or other medium) maintained by the department which is directly related to a student, except:
  - a. A personal record kept by a faculty or staff if it is kept in the sole possession of the maker of the record and is not accessible or revealed to any other person except a temporary substitute for the maker of the record.

**PROCEDURE TO INSPECT EDUCATION RECORDS**

Students may inspect and review their education records upon request to the Department Chair. Students should submit to the Department Chair a written request, which identifies as precisely as possible the information he or she wishes to inspect. The Department Chair will need to make the needed arrangements for access as promptly as possible and notify the student of the time and place where the records may be inspected.

**RIGHT OF THE UNIVERSITY TO REFUSE ACCESS**

The department reserves the right to refuse to permit a student to inspect the following records:

- I. Letters and statements of recommendation for which the student has waived his or her right of access, or which were placed on file before January 1, 1975.
- II. Those records which are excluded from the FERPA definition of education records.

**REFUSAL TO PROVIDE COPIES**

The department reserves the right to refuse copies of the records in any of the following situations:

- I. The student has unpaid financial obligation to Arkansas State University
- II. The student has not paid for the copying expenses.

## **TYPES, LOCATIONS AND CUSTODIANS OF EDUCATION RECORDS**

The following is a list of the types of records that the university maintains, their locations and their custodians.

### *Types/Location/Custodian*

- Admission Records/Admissions Office/Director of Admissions
- Cumulative Academic Records/Registrar's Office/Custodian of Records (Current students and five years after graduation or withdrawal)
- Cumulative Academic Records/Registrar's Office/Custodian of Records (Former students; over five years after graduation or withdrawal)
- Health Records/Wilson Student Health Center/Student Health Center Director
- Financial Records/Student Account Services/Administration, Office of Finance/Student Account Advisor
- Placement Records/Career Services Center/Director of Career Services
- Disciplinary Records/ Student Life/ Assistant Dean of Students for Judicial Affairs  
(Student education records not included in the types above such as minutes of faculty committee meetings, copies of correspondence from other offices, etc.)

## **DISCLOSURE OF EDUCATION RECORDS**

The department will disclose information from a student's education records only with the written consent of the student, except:

- I. To school officials who have a legitimate educational interest in the records. A school official is:
  - a. A person employed by the university in an administrative supervisory, academic or research, or support staff position.
  - b. A person employed by or under contract to the university to perform a special task, such as the attorney or auditor.
  - c. Performing a task that is specified in his/her position description or by a contract agreement.
  - d. Performing a task related to a student's education.
  - e. Performing a task related to the discipline of a student.
- II. To officials of another school, upon request, in which a student seeks or intends to enroll.
- III. To certain officials of the U.S. Department of Education, the Comptroller General, and state and local educational authorities, in connection with certain state or federally supported education programs.
- IV. To appropriate parties in connection with a student's request for or receipt of financial aid, as necessary to determine the eligibility, amount or conditions of the financial aid, or to enforce the terms and conditions of the aid.
- V. To appropriate parties required by a state law requiring disclosure that was adopted before November 19, 1974.
- VI. To organizations conducting certain studies for or on behalf of the university.
- VII. To accrediting organizations to carry out their functions.
- VIII. To comply with a judicial order or a lawfully issued subpoena.
- IX. To appropriate parties in a health or safety emergency.

- X. To an alleged victim of any crime of violence of the results of any institutional disciplinary proceeding against the alleged perpetrator of that crime.

### **RECORDS OF REQUEST FOR DISCLOSURE**

The department will maintain a record of all requests for and /or disclosure of information from a student's education records. The record will indicate the name of the party making the request, any additional party to whom it may be re-disclosed, and the legitimate interest the party had in requesting or obtaining the information. The record may be reviewed by the parents or eligible student.

### **DIRECTORY INFORMATION**

The department designates the following items as Directory Information: student name, address, telephone number, class/semester, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, part/full-time enrollment, degrees and awards received, and most recent previous school attended. The department may disclose any of those items without prior written consent, unless notified in writing to the contrary.

### **CORRECTION OF EDUCATION RECORDS**

Students have the right to ask to have records corrected when they believe these records are inaccurate, misleading, or in violation of their privacy rights. Following are the procedures for the correction of records:

- I. A student must ask the department to amend a record. In so doing, the student should identify the part of the record he/she wants changed and specify why he/she believes it is inaccurate, misleading, or in violation of his/her privacy or other rights.
- II. The department may comply with the request or it may decide not to comply. If it decides not to comply, the department will notify the student of the decision and advise him/her of his/her right to grieve the record believed to be inaccurate, misleading, or in violation of the student's rights. The department will inform the student to follow the student grievance procedure found in the student handbook.
- III. If the department decides that the challenged information is not inaccurate, misleading, or in violation of the student's right of privacy, it will notify the student that he/she has a right to place in the record a statement commenting on the challenged information and /or a statement setting forth reasons for disagreeing with the decision
- IV. The statement will be maintained as part of the student's education records as long as the contested portion is maintained. If the department discloses the contested portion of the record, it must also disclose the statement.
- V. If the department decides that the information is inaccurate, misleading, or in violation of the student's right to privacy, it will amend the record and notify the student, in writing, that the record has been amended.



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**APPENDIX E**

**COMPUTER LITERACY AND COMPETENCIES**

Graduate study in the Master of Science in Nursing /Doctor of Nursing Practice Program at Arkansas State University requires a certain level of computer literacy. Courses in the MSN / DNP (graduate) programs may be web-based or web-enhanced. Course work may include internet assignments.

Student must be able to use word processing as well as perform other computer skills. The following competencies are needed:

1. Send and Receive electronic mail including attachments
2. Use cut and paste to move between files, websites, and documents
3. Participation in a professional listserv.
4. Search the Internet for sources of health information that might be used by professionals or consumers.
5. Evaluate web sites for credibility and usefulness.
6. Write a paper with proper formatting including references. Attach paper as a file and send via electronic mail. Paper should retain correct formatting. \*
7. Upload and download files.
8. Print from the computer.
9. Use a modem (or other connection to the Internet).

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**APPENDIX F**

Arkansas State University School of Nursing  
Verified Credentials, Inc.

**CNHP students:**

Arkansas State University College of Nursing and Health Professions now requires background checks for students admitted to professional programs if the screening is required by an affiliate requirement. This is to ensure compliance with agreements between the College and Clinical Facilities. Arkansas State University's College of Nursing and Health Professions has worked with Verified Credentials, Inc. to establish an acceptable screening procedure. New students should use the link and code found on the letter provided. If after reviewing these instructions you continue to have questions or experience difficulty, please contact the Verified Credentials Client Services team at [clientservices@verifiedcredentials.com](mailto:clientservices@verifiedcredentials.com) or 1.800.938.6090. \*\*If you already have a QualifiedFirst (QF) account and need to use an additional code, log into your QF account and enter the code where it says "Have a code" and click Go. If you forgot your password, click Forgot Password? at the login page and follow the instructions. Contact Client Services if you need further assistance.

Please follow the directions below for submitting your application to Verified Credentials:

- Go to [www.myvci.com/asu](http://www.myvci.com/asu)
- Select A-State- CNHP from the drop-down menu.
- Complete and sign disclosure.
- Complete information page.
- Step 3 allows payment by credit card or bank transfer. Make selection and place order.

Upon completion, the results of the background screening will be sent to you via email that will apprise you of the findings as well as your final score of:

- Red—Convictions or Discrepancy found
- Yellow—Possible Discrepancy found
- Green—No Convictions or Discrepancies found

If any information is found that would negatively affect your eligibility for clinical placement in the Program, you will be given an opportunity to challenge the information through the Adverse Action process associated with Verified Credentials. If you have any questions, please contact Verified Credentials Client Services at 800.938.6090.122

**ARKANSAS STATE UNIVERSITY  
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**APPENDIX G**

Arkansas State Board of Nursing

Nurse Practice Act

17-87-312. Criminal Background Checks.

- a) Each first-time applicant for a license issued by the Arkansas State Board of Nursing shall apply to the Identification Bureau of the Department of Arkansas State Police for a state and national criminal background check, to be conducted by the Federal Bureau of Investigation.
- b) The check shall conform to the applicable federal standards and shall include the taking of fingerprints.
- c) The applicant shall sign a release of information to the board and shall be responsible to the Department of Arkansas State Police for the payment of any fee associated with the criminal background check.
- d) Upon completion of the criminal background check, the Identification Bureau of the Department of Arkansas State Police shall forward to the board all information obtained concerning the applicant in the commission of any offense listed in subsection of this section.
- e) have or hold a license issued by the board if that person has pleaded guilty or nolo contendere to, or been found guilty of any of the following offenses by any court in the State of Arkansas or of any similar offense by a court in another state or of any similar offense by a federal court:
  - 1) Capital murder as prohibited in § 5-10-101;
  - 2) Murder in the first degree as prohibited in § 5-10-102 and murder in the second degree as prohibited in § 5-10-103;
  - 3) Manslaughter as prohibited in § 5-10-104;
  - 4) Negligent homicide as prohibited in § 5-10-105;
  - 5) Kidnapping as prohibited in § 5-11-102;
  - 6) False imprisonment in the first degree as prohibited in § 5-11-103;
  - 7) Permanent detention or restraint as prohibited in § 5-11-106;
  - 8) Robbery as prohibited in § 5-12-102;
  - 9) Aggravated robbery as prohibited in § 5-12-103;
  - 10) Battery in the first degree as prohibited in § 5-13-201;
  - 11) Aggravated assault as prohibited in § 5-13-204;123
  - 12) Introduction of controlled substance into the body of another person as prohibited in §5-13-210;
  - 13) Terroristic threatening in the first degree as prohibited in § 5-13-301;
  - 14) Rape as prohibited in §§ 5-14-103;
  - 15) Sexual indecency with a child as prohibited in § 5-14-110;
  - 16) Sexual assault in the first degree, second degree, third degree, and fourth degree as prohibited in §§ 5-14-124 – 5-14-127;

- 17) Incest as prohibited in § 5-26-202;
  - 18) Offenses against the family as prohibited in §§ 5-26-303 - 5-26-306;
  - 19) Endangering the welfare of an incompetent person in the first degree as prohibited in § 5-27-201;
  - 20) Endangering the welfare of a minor in the first degree as prohibited in § 5-27-203;
  - 21) Permitting abuse of a child as prohibited in § 5-27-221(a)(1) and (3);  
Engaging children in sexually explicit conduct for use in visual or print media, transportation of minors for prohibited sexual conduct, pandering or possessing visual or print medium depicting sexually explicit conduct involving a child, or use of a child or consent to use of a child in a sexual performance by producing, directing, or promoting a sexual performance by a child as prohibited in §§ 5-27-303 - 5-27-305, 5-27-402, and 5-27-403;
  - 22) Felony adult abuse as prohibited in § 5-28-103;
  - 23) Theft of property as prohibited in § 5-36-103;
  - 24) Theft by receiving as prohibited in § 5-36-106;
  - 25) Arson as prohibited in § 5-38-301;
  - 26) Burglary as prohibited in § 5-39-201;
  - 27) Felony violation of the Uniform Controlled Substances Act §§ 5-64-101 – 5-64-608 as prohibited in § 5-64-401;
  - 28) Promotion of prostitution in the first degree as prohibited in § 5-70-104;
  - 29) Stalking as prohibited in § 5-71-229;
  - 30) Criminal attempt, criminal complicity, criminal solicitation, or criminal conspiracy as prohibited 124 in §§ 5-3-201, 5-3-202, 5-3-301, and 5-3-401, to commit any of the offenses listed in this subsection;
  - 31) Computer child pornography as prohibited in § 5-27-603; and
  - 32) Computer exploitation of a child in the first degree as prohibited in § 5-27-605.
- f) (1) (A) The board may issue a nonrenewable temporary permit for licensure to a first-time applicant pending the results of the criminal background check  
(B) The permit shall be valid for no more than six (6) months.
- (2) Except as provided in subdivision (l) (1) of this section, upon receipt of information from the Identification Bureau of the Department of Arkansas State Police that the person holding the letter of provisional licensure has pleaded guilty or nolo contendere to, or has been found guilty of, any offense listed in subsection (e) of this section, the board shall immediately evoke the provisional license.
- g) (1) The provisions of subsections (e) and subdivision (f) (2) of this section may be waived by the board upon the request of:
- (A) An affected applicant for licensure; or
  - (B) The person holding a license subject to revocation.
- (2) Circumstances for which a waiver may be granted shall include, but not be limited to, the following:
- (A) The age at which the crime was committed
  - (B) The circumstances surrounding the crime;
  - (C) The length of time since the crime;

- (D) Subsequent work history;
  - (E) Employment references;
  - (F) Character references; and
  - (G) Other evidence demonstrating that the applicant does not pose a threat to the health or safety of the public.
- h) (1) Any information received by the board from the Identification Bureau of the Department of Arkansas State Police pursuant to this section shall not be available for examination except by:
- (A) The affected applicant for licensure, or his authorized representative; or
  - (B) The person whose license is subject to revocation or his or her authorized representative.
- (2) No record, file, or document shall be removed from the custody of the Department of Arkansas State Police.
- i) Any information made available to the affected applicant for licensure or the person whose license is subject to revocation shall be information pertaining to that person only.
  - j) Rights of privilege and confidentiality established in this section shall not extend to any document created for purposes other than this background check.
  - k) The board shall adopt the necessary rules and regulations to fully implement the provisions of this section.
  - l) (1) For purposes of this section, an expunged record of a conviction or a plea of guilty or nolo contendere to an offense listed in subsection (e) of this section shall not be considered a conviction, guilty plea, or nolo contendere plea to the offense unless the offense is also listed in subdivision (l)(2) of this section.
- (2) Because of the serious nature of the offenses and the close relationship to the type of work that is to be performed, the following shall result in permanent disqualification:
- (A) Capital murder as prohibited in § 5-10-101;
  - (B) Murder in the first degree as prohibited in § 5-10-102 and murder in the second degree as prohibited in § 5-10-103;
  - (C) Kidnapping as prohibited in § 5-11-102;
  - (D) Rape as prohibited in § 5-14-103;
  - (E) Sexual assault in the first degree as prohibited in § 5-14-124 and sexual assault in the second degree as prohibited in § 5-14-125;
  - (F) Endangering the welfare of a minor in the first degree as prohibited in § 5-27-203 and endangering the welfare of a minor in the second degree as prohibited in § 5-27-204;
  - (G) Incest as prohibited in § 5-26-202
  - (H) Arson as prohibited in § 5-38-301;
  - (I) Endangering the welfare of incompetent person in the first degree as prohibited in § 5-27-201; and
  - (J) Adult abuse that constitutes a felony as prohibited in § 5-28-103.

**ARKANSAS STATE UNIVERSITY  
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**APPENDIX H**

**Provider Statement/Ability to Return to Clinical**

Student: \_\_\_\_\_

The above student is enrolled in the A-State-Graduate nursing program. Program requirements include participation in a variety of clinical settings and providing direct care to patients of various age ranges.

In order to participate in or return to clinical the following Essential Functions must be present.

***Visual ability***

- Read for prolonged periods of time either hardcopy or on computer screen • Visualize small font (6 font) written words and information on paper, computer screen and medication labels
- Distinguish and appropriately respond to multiple visual inputs • Prepare and administer medications including correct use of small calibrated syringes (1/2 cc), ampules etc.
- Monitor and assess subtle changes in patient status (ex: signs/symptoms, drainage, wound color/appearance, wound depth, cyanosis etc.) Auditory ability
- Hear monitor alarm(s), emergency signals, ringing telephones, telephone interactions, calls for assistance
- Respond and react immediately to spoken instruction and/or monitor equipment
- Tolerate occasional exposure to loud and unpleasant noises
- Distinguish changes in tone and pitch in heart, lung, and bowel sounds using a stethoscope or modified stethoscope
- Distinguish sounds and understand verbal communication in environments with multiple auditory inputs Olfactory ability
- Ability to detect smoke and odors
- Ability to tolerate occasional unpleasant odors

***Tactile ability***

- Palpate for pulses, temperature, texture hardness or softness, physical landmarks etc.
- Discriminate subtle differences between sharp/dull and hot/cold Motor function ability
- Handle small delicate equipment/objects or hand-held devices without extraneous movement, contamination or destruction
- Move, position, turn, transfer, assist with lifting or lift and carry adult patients without injury to patient, self, or others
- Lift, push, pull or transfer (bed-to-chair, chair-to-chair, bed-to-bed) an adult or pediatric patient

- Use hands, wrists, and arms to apply up to 10 pounds of pressure to bleeding sites or when performing CPR
- Coordinate eye/hand, fine and gross motor movements • Perform electronic keyboarding/documentation and/or extensive writing with a pen and/or pencil
- Stand, bend, walk, stoop, squat while providing patient care
- Communication abilities
- Effectively read, write, comprehend, and speak the English language
- Communicate relevant, accurate, and complete information in a concise and clear manner both verbally and in writing to patients and health care members\
- Communicate and function effectively in environments with multiple auditory and visual inputs

***Cognitive abilities***

- Perform mathematical calculations accurately for medication preparation and administration
- Make appropriate rapid decisions in stressful or emergency situations
- Manage multiple priorities and function effectively in stressful situations
- Remember multiple messages and information
- Adapt rapidly to environmental changes and multiple task demands
- Maintain concentration and focus in professional care settings

My signature indicates that the above student/patient has no activity restrictions and is able to perform all of the above and may return to clinical practice on the following

Date:\_\_\_\_\_

Printed Name of Provider:\_\_\_\_\_

Provider's Signature:\_\_\_\_\_

Office Telephone Number:\_\_\_\_\_

**ARKANSAS STATE UNIVERSITY  
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**APPENDIX I**

**COVID-19**

The Graduate Nursing programs/options will follow national/state/local directives relevant to the Covid- 19 pandemic. Please refer to your individual program and or instructors for specific information each semester