The baccalaureate degree in nursing at the University of Massachusetts Dartmouth is accredited by the Commission on Collegiate Nursing Education
One DuPont Circle, NW
Suite 530
Washington, DC 20036
202-887-6791
www.aacn.nche.edu/ccne-accreditation
We are accredited through December 31, 2016

The College of Nursing has received Full Approval Status by the Massachusetts Board of Registration in Nursing per Code of Massachusetts Regulation [CMR 6.04(1) (h)]
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College of Nursing Faculty and Staff

The full College of Nursing Faculty and Staff listing can be found on the UMass Dartmouth College of Nursing website.

Kimberly A. Christopher, PhD, RN
Dean and Professor

Rebecca Newell, MS, RN
Director of Learning Resource Center
Dion 203 x8593

Stacey Waite, MS, RN
Director of RN BS Option
Dion 202A x 8194

Robin Couto
Senior Administrative Asst. to the Dean
Dion 202 x 8586

Cheryl Cabral
Administrative Asst. to the Adult and Child Chairperson
Dion 201 x 8577

Racheal Roy
Student Support Coordinator
Dion 318C x 6533
Admission to the College of Nursing

The CON is seeking applicants who are eager to learn in a very demanding curriculum, committed to good moral character, enthusiastic about helping people often in their most vulnerable state. All applicants for admission must provide satisfactory evidence of secondary education or its equivalent. Grades in sciences and mathematics have been a grade of B or better. Admitted CON applicants typically have a GPA of 3.72 and a total SAT score 1106 (Math and Verbal). Additional factors for admissions consideration include recommendations, community/school involvement, leadership, work experience, and a writing sample.

General Statement of Student Rights and Responsibilities

Students are expected to adhere to the UMass Dartmouth and CON policies and procedures. It is the responsibility of each student to be aware of and to comply with these policies. Failure to stay informed is not an acceptable reason for non-compliance. The University of Massachusetts Dartmouth polices are located in the UMass Dartmouth catalogues for undergraduate students. Also, please read the UMass Dartmouth Student Affairs Handbook related to policies and student conduct at http://www.umassd.edu/studentaffairs/studenthandbook/ Please pay particular attention to:

- Academic Integrity
- Attendance Policies
- Withdrawal from Courses
- Student Complaints and Rights to Access to Records
- Services for Learning and Disabled Students (Access and Success)
- Student Conduct
Vision Statement

To shape the health care environment through transformative nursing education, leadership, and scholarship

College of Nursing Mission

The mission of the College of Nursing is to advance nursing knowledge and maximize the health of the Commonwealth and beyond through exemplary nursing education, scholarship, and community engagement.

Top 8 Core Values in the College of Nursing

- Excellence in Teaching/Scholarship
- Integrity
- Professionalism
- Respect
- Innovation
- Collaboration
- Community
- Diversity in People/Ideas
College of Nursing Philosophy

The faculty positively affects the health of persons, families and communities by educating nurses to provide quality nursing care to diverse populations. The College is committed to providing an environment of scholarship and caring wherein the education of nurses will flourish. Critical judgment, research skills and leadership skills are fostered throughout the programs of study. The graduates of this College demonstrate a commitment to humanism and promote the achievement of healthful living for society.

The concepts of person, health, environment, and nursing are the guiding concepts for the discipline of nursing and the education of students. The following summaries articulate the faculty’s beliefs about these concepts.

Person

A person is a unique, holistic being who is constantly interacting with the environment. The person may adapt to or alter this environment in an effort to maximize health. The person exhibits both unique and predictable behaviors influenced by antecedent factors, developmental patterns and the individual and situational context. Nurses may interact with persons as individuals, or as, families, groups, or communities. Persons have the right to make decisions affecting their health. Nurses and persons collaborate to mobilize the strengths of persons to maximize health.

Environment

The environment consists of all forces, both internal and external, that reciprocally influence and interact with a person, family, and community. These forces produce a change or response in the person, which affects health status. Positive alterations in the environment, thinking abilities, repertoires of therapeutic interventions, and understanding of self and persons from diverse cultural backgrounds. Faculty promote professional role development by structuring environments conducive to learning and by providing support and direction while challenging students to reach their full potential.

Health

Health is a holistic, dynamic state. The person maximizes health by personal reflection and growth, and active interaction with the multidimensional environment. Inherent in the concept of health is an environmental connectedness. Health is the actualization of inherent and acquired potential, either as an individual, family, group or community.

Nursing

Nursing is a humanistic discipline that is both an art and a science. Professional nurses assist and collaborate with persons to maximize health. The focus of nursing enhances the strengths of a person by viewing the total person, family or community with respect, mutuality, and collaboration.

Professional nursing care occurs in any setting and at any point on the life continuum. Considerations of social, legal, spiritual, cultural, ethical and economic issues are essential components in the planning and implementation of nursing care.

Nursing assists persons to define health from their unique perspective. Changes in society have produced rapid changes in the health care delivery system. Nursing, as an integral part of the health care delivery system, shares the responsibility for effecting the responsibility for effecting positive change with the system.

Education

Faculty and students collaborate in the educational experiences so that students are prepared to safely and knowledgeably provide nursing care to individuals, families, and communities in a variety of settings. The nursing major incorporates a liberal arts foundation, including humanities, social sciences, and natural sciences. Students
engage in didactic and experiential learning activities. Experiential learning occurs both in the laboratory and in regional health care settings. Through these learning activities students develop communication skills, critical thinking abilities, repertories of therapeutic interventions, and understanding of self and persons from diverse cultural backgrounds. Faculty promote professional role development by structuring environments conducive to learning and by providing support and direction while challenging student to reach their full potential.
# Baccalaureate Course Outcomes Linked to CON Program Outcomes

(Includes University Studies Course Specific Objectives)

<table>
<thead>
<tr>
<th>Baccalaureate Program Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Synthesizes knowledge from humanities, the physical and behavioral sciences as the basis for providing holistic nursing care.</td>
</tr>
<tr>
<td>2. Demonstrates an understanding of organizational structures and philosophy in promoting quality and safety in health care delivery.</td>
</tr>
<tr>
<td>3. Integrates current theoretical scientific and research knowledge into professional practice.</td>
</tr>
<tr>
<td>4. Assimilates data information systems and patient care technology in the planning and delivery of patient care.</td>
</tr>
<tr>
<td>5. Demonstrates an understanding of the impact of health care policy, finance, and regulatory bodies on nursing practice.</td>
</tr>
<tr>
<td>6. Uses effective inter-professional communication in collaborating with the multidisciplinary health care team.</td>
</tr>
<tr>
<td>7. Provides culturally sensitive nursing care to promote health and prevent disease in individuals and populations.</td>
</tr>
<tr>
<td>8. Applies standards of ethical, legal, and moral conduct in professional role development.</td>
</tr>
<tr>
<td>9. Demonstrates professional responsibility, accountability, clinical competence, and ethical decision making as the basis for delivering health care as an entry level, novice professional nurse.</td>
</tr>
</tbody>
</table>

Approved by Fac Org Feb 2014
**Curriculum Framework**

The curriculum framework is reflective of the AACN (2008) *Essentials of Baccalaureate Education for Professional Nursing Practice* to shape the health care environment through transformative nursing education, leadership and scholarship. The central concept is nurse-person engagement aimed at maximizing health. Nurse-person engagement is shaped by values, belief and knowledge. Nursing integrates empirical, ethical, aesthetic, personal, sociopolitical and cultural knowledge. Utilizing this knowledge with respect, mutuality, and collaboration with the person the nurse creates and maintains a caring environment.

Three key processes are used by the nurse to achieve this goal of maximizing health. These three processes are equally important, thus they *pervade* the curriculum and direct nursing interventions. These processes are:

- **Promoting Health**: Promotion of health includes such activities as facilitating wellness and preservation of health within the illness experience. This occurs at all levels of being: cellular, functional, intrapsychic, interactional, family unit, population, social aggregates, and systems.

- **Guiding Persons through the Health Care Experience**: Nursing actions are aimed at promoting the growth of the person within the health care experience. The nurse forms a therapeutic alliance with the person in order to protect the integrity/wholeness of the individual and vulnerable groups as well as enhancement of humanity within the health care system.

- **Shaping the Health Environment**: Occurs through maximum interdisciplinary collaboration, effective utilization of information technology, effective, efficient use of resources, analysis and evaluation of nursing indicators, consideration of ethical and legal issues, standards of practice, and health policy.

Nursing competencies, which also pervade the curriculum have been identified as:

- Caring/Therapeutic alliance
- Communication
- Knowledge
- Collaboration
- Outcome evaluation
- Leadership/advocacy
- Therapeutic interventions
- Professional development
- Quality
- Safety
Curriculum

Undergraduate Program Curricular Competencies

The graduates of the undergraduate program:

Caring/Therapeutic alliance
Integrate caring behaviors and therapeutic alliances with persons into professional nursing care.

Communication
Integrate effective communication processes into professional nursing.

Knowledge
Synthesize knowledge as the foundation for providing nursing care that promotes health, shapes the environment, and guides persons and their families through the health care experience.

Collaboration
Collaborate with others to promote health for a diverse society.

Outcome Evaluation
Evaluate the outcomes of nursing interventions.

Leadership/advocacy
Participate in leadership activities to effect needed change and improvement of health care systems and advocating to promote the health of the population.

Therapeutic interventions
Provide competent and evidence-based therapeutic nursing interventions.

Professional Development
Demonstrate behaviors that incorporate the dimensions of a professional essential to fulfill nursing’s social contract.

Quality
Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems (QSEN, 2007).

Safety
Minimizes risk of harm to patients and providers through both system effectiveness and individual performance (QSEN, 2007)
Person-Nurse Engagement

(shaped by values, beliefs and knowledge)

Integration of Empirical, Ethical, Aesthetic, Personal, Sociopolitical and Cultural Knowledge

Ways of Knowing in Nursing

Respect
Mutual
Collaboration

direct or indirect engagement

Creating and Maintaining a Caring Environment

Model for Nursing Practices at UMass Dartmouth
As of Fall 2012, students at UMass Dartmouth enrolled in a new general education curriculum: University Studies. This program provides students with the opportunity to expand their skills and abilities while providing the breadth of study that is the hallmark of a liberal education. The curriculum is defined primarily by a set of required courses in various areas. These areas are constructed so that students will be exposed to academic experiences that will help them achieve the outcomes identified in the UMass Dartmouth CON curriculum. Students with transfer credits need to check with the registrar's office for specific requirements. A link for approved university studies courses can be located on the program plan.

**Academic Policies**

**UMass Dartmouth University Studies Requirements.**

The University Studies Program is an important way in which the University meets its Commitment to Student Learning. Students will take approved courses to fulfill a number of requirements that are organized into the following five clusters:

- Foundations for Engagement: Skills for the 21st Century
- The Natural World: Scientific Inquiry and Understanding
- The Cultural World: Aesthetic and Interpretive Understanding
- The Social World: Humanity and Society
- The Educated and Engaged Citizen: Integrating the UMassD Experience

**UMass Dartmouth General Education Requirements**

*Applies to students admitted prior to September 2012*

All students entering the University of Massachusetts Dartmouth before Fall 2012, must meet the University's General Education Requirements in order to graduate. There are nine areas of study. The curriculum of the College of Nursing was modified to include these nine areas as follows:

**Cultural and Artistic Literacy (AREA C)**

The College of Nursing requires nine (9) credits of study that meet the General Education requirements for Cultural and Artistic Literacy. Three credits must be in Philosophy. The other six credits may be taken in History, Philosophy, Foreign Languages, all courses in the College of Visual and Performing Arts, literature, and creative writing. No more than six credits may be taken in any one Department.

**Ethics and Social Responsibility (AREA E)**

The College of Nursing will integrate 12 hours of ethics education in undergraduate professional courses. This content will appear in Nursing 260, 250, 214 and 408.

RN BS curriculum: Nursing 214, 409, 330
Global Awareness (AREA G)
The College of Nursing requires that students select one (1) three credit course that meets the General Education requirement for Global Awareness. Students must select from the approved listing of these courses.

Diversity (AREA D)
The college of Nursing requires that students select one (1) three-credit course that meets the General Education requirement for Diversity. Students must select from the approved listing of these courses.

Information and Computer Literacy (AREA I)
The College of Nursing requires that students fulfill this requirement on two levels: Tier One - Basic skills will be integrated into English 101 and 102.
Tier Two - Professional utilization of information technology, building on these basic skills are incorporated in a number of nursing courses.

Mathematics (AREA M)
The College of Nursing requires that all students complete one (1) math course, Math 101 or higher.

Natural Science and Technology (AREA S)
The College of Nursing requires twenty-seven (27) credits in science: Chemistry 101, Chemistry 102, Biology 154, 221/223, 222/224, 252 and Nursing 105. (RN BS students: Nursing 302).

Writing Skills (AREA W)
The College of Nursing requires that all students fulfill this requirement on two levels:
Tier One - Basic skills will be integrated into English 101 and English 102
Tier Two - The College of Nursing will integrate an intensive writing component within required nursing courses.

Oral Skills (AREA O)
All students will present formal graded oral presentations in Nursing 214, 331, 455
# Undergraduate Program Plan — University Studies Plan

*Applies to students admitted September 2012 and later*

## FALL

<table>
<thead>
<tr>
<th>Level 1 (1st semester)</th>
<th>SPRING</th>
</tr>
</thead>
<tbody>
<tr>
<td>English 101: English 101 (1A)</td>
<td>English 102: English II (1B)</td>
</tr>
<tr>
<td>Chemistry 101: Chemistry I (2A)</td>
<td>Chemistry 102: Chemistry II</td>
</tr>
<tr>
<td>Math 101 (or higher) (1D)</td>
<td>Psychology 101 (4A)</td>
</tr>
<tr>
<td>Biology 221/223 Anat &amp; Phys I</td>
<td>Biology 222/224 Anat &amp; Phys II</td>
</tr>
<tr>
<td>Nur 105 Nutrition (2B)</td>
<td>Nur 106 Intro to Professional Nursing</td>
</tr>
<tr>
<td><strong>16 Crs</strong></td>
<td><strong>16 Crs</strong></td>
</tr>
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## SOPHOMORE

<table>
<thead>
<tr>
<th>Level 2 (1st semester)</th>
<th>Level 2 (2nd semester)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nur 230 Patho &amp; Pharm I</td>
<td>Nur 235 Patho &amp; Pharm II</td>
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<tr>
<td>Bio 251/261 Medical Microbiology</td>
<td>Sociology 101 (Social Science #2) (4B/C)</td>
</tr>
<tr>
<td>Nur 214 Scholarly Inquiry (1C)</td>
<td>Nur 250 Knowledge Foundations in Nursing</td>
</tr>
<tr>
<td>Nur 242 Holistic Health Assessment</td>
<td>Nur 251 EXP Learn: Knowledge Foundations</td>
</tr>
<tr>
<td>Nur 243 Holistic Health Assessment/Exper. Learning 1 cr</td>
<td>Nur 260 Older Adult</td>
</tr>
<tr>
<td><strong>SELECTIVE #1 (4B/C)</strong></td>
<td><strong>3 cr</strong></td>
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<tr>
<td><strong>17 Crs</strong></td>
<td><strong>14 Crs</strong></td>
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## JUNIOR

<table>
<thead>
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<th>Level 3 (2nd semester)</th>
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<tr>
<td>Nur 326 Care Adults/Chronic Illness</td>
<td>Nur 330 Community Health Nursing</td>
</tr>
<tr>
<td>Nur 327 Exp. Learning – Adults Illness</td>
<td>Nur 331 Exp.Learn: Community Health Nursing (5B)3 cr</td>
</tr>
<tr>
<td>ELECTIVE #2</td>
<td>Nur 340 Psyc/Mental Health</td>
</tr>
<tr>
<td>Philosophy (any PHL class)</td>
<td>Nur 341 Exp. Learning Psyc/Mental Health</td>
</tr>
<tr>
<td></td>
<td>Literature 3A</td>
</tr>
<tr>
<td></td>
<td><strong>3 cr</strong></td>
</tr>
<tr>
<td><strong>15 Crs</strong></td>
<td><strong>15 Crs</strong></td>
</tr>
</tbody>
</table>

## SENIOR

| Nur 334 Maternity/Women's Health | Nur 450 Complex Health Problems |
| Nur 335 Exp Learn: Maternity/Women's Health | Nur 451 Exp. Learn: Complex Health |
| Nur 336 Child & Family Nursing | Nur 455 Exp Learn: Senior Mentorship (5A) |
| Nur 337 Exp. Learn Child & Fam. Nursing | Nur 408 Transition to Prof Practice |
| Visual and Performing Arts (3B) | ELECTIVE #3 |
| | **3 cr** |
| **15 Crs** | **14 Crs** |

**Total Credits = 122**

**Total NUR credits = 71**

---

The selective must meet a **4B or 4C University Studies requirement**.
The 2 electives can be selected from any offerings on campus (e.g. Social Sciences, Humanities, Women’s Studies, Science, etc.)
NUR 456 may be used for seniors who need one administrative credit, as this will not count towards students’
View course descriptions in the [UMass Dartmouth catalog](https://catalog.umassd.edu/).
# Undergraduate Program Plan — General Education Plan

*Applies to students admitted before September 2012*

<table>
<thead>
<tr>
<th>FALL</th>
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<tbody>
<tr>
<td><strong>FRESHMAN</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Level 1 (1st semester)</strong></td>
<td><strong>Level 1 (2nd semester)</strong></td>
</tr>
<tr>
<td>English 101: English 101 1A</td>
<td>3 cr.</td>
</tr>
<tr>
<td>Chemistry 101: Chemistry I</td>
<td>3 cr</td>
</tr>
<tr>
<td>Math 101 (or higher)</td>
<td>3 cr</td>
</tr>
<tr>
<td>Biology 221/223 Anat &amp; Phys I</td>
<td>4 cr</td>
</tr>
<tr>
<td>Nursing 105 Nutrition</td>
<td>3 cr</td>
</tr>
<tr>
<td><strong>16 cr</strong></td>
<td><strong>16 cr</strong></td>
</tr>
<tr>
<td><strong>SOPHOMORE</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Level 2 (1st semester)</strong></td>
<td></td>
</tr>
<tr>
<td>Nur 230 Patho &amp; Pharm I</td>
<td>3 cr</td>
</tr>
<tr>
<td>Bio 251/261 Medical Microbiology</td>
<td>4 cr</td>
</tr>
<tr>
<td>Nur 214 Scholarly Inquiry</td>
<td>3 cr</td>
</tr>
<tr>
<td>Nur 242 Holistic Health Assessment</td>
<td>3 cr</td>
</tr>
<tr>
<td>Nur 243 Holistic Health Assessment</td>
<td>1 cr</td>
</tr>
<tr>
<td>Social Science #3</td>
<td>3cr</td>
</tr>
<tr>
<td><strong>17 cr</strong></td>
<td></td>
</tr>
<tr>
<td><strong>JUNIOR</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Level 3 (1st semester)</strong></td>
<td></td>
</tr>
<tr>
<td>Nur 326 Care Adults / Chronic Illness</td>
<td>4 cr</td>
</tr>
<tr>
<td>Nur 327 Exp. Learning – Adults Illness</td>
<td>5 cr</td>
</tr>
<tr>
<td>Social Science #4</td>
<td>3 cr</td>
</tr>
<tr>
<td>Philosophy (Humanity #1)</td>
<td>3 cr</td>
</tr>
<tr>
<td><strong>15 cr</strong></td>
<td><strong>15 cr</strong></td>
</tr>
<tr>
<td><strong>SENIOR</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Level 4 (1st semester)</strong></td>
<td></td>
</tr>
<tr>
<td>Nur 334 Maternity/Womens Health</td>
<td>3 cr</td>
</tr>
<tr>
<td>Nur 335 Exp Learn Maternity/Womens Hlth</td>
<td>3 cr</td>
</tr>
<tr>
<td>Nur 336 Child &amp; Family Nursing</td>
<td>3 cr</td>
</tr>
<tr>
<td>Nur 337 Exp. Learn Child &amp; Fam Nurs</td>
<td>3 cr</td>
</tr>
<tr>
<td>Humanity #3</td>
<td>3 cr</td>
</tr>
<tr>
<td><strong>15 cr</strong></td>
<td><strong>14 cr</strong></td>
</tr>
<tr>
<td><strong>Total Credits = 122</strong></td>
<td><strong>Total NUR credits = 71</strong></td>
</tr>
</tbody>
</table>

Reviewed January 2015

View course descriptions in the [UMass Dartmouth catalog](http://www.umassd.edu/nursing)
University Honors Program

The mission of the University Honors Program is to promote a lifetime love of learning and creative activity; to encourage the spirit of community responsibility; and to enable students to undertake original research or creative work in their chosen field, so that they will be well prepared for graduate study and/or professional employment.

The University Honors Program is part of the statewide Commonwealth Honors Program. Students who fulfill the requirements of the Honors Program graduate as Commonwealth Scholars. The Commonwealth Scholar honor is bestowed upon graduating seniors at the annual Honors Convocation ceremony in May, and is inscribed on the student's diploma and transcript.

In order to graduate as a Commonwealth Scholar, a student must:

• maintain an overall university GPA of 3.2 or higher;
• complete at least 15 credits of Honors course work with a grade of B or higher in each course;
• complete an original thesis under faculty supervision, for which the student earns at least 3 credits; and:
• publicly present his or her Honors project in an appropriate venue, such as a thesis defense, or conference poster presentation.
• one semester of the Honors 301 thesis preparation sequence in the junior year.

College of Nursing Student Organizations

Theta Kappa Chapter of Sigma Theta Tau International Honor Society of Nursing

Sigma Theta Tau is the International Nursing Honor Society established in 1922. The UMass Dartmouth College of Nursing received a charter for the Theta Kappa Chapter in April 1986 and inducted 229 charter members.

A junior or senior nursing student in the top 35% of the class will be invited to apply for membership. The application process will be announced about mid-year, and application forms made available to eligible and interested students. Professional and scientific programs sponsored by the Theta Kappa Chapter are open to all nursing students.

Massachusetts Student Nurses' Association (MaSNA)-UMassD, Local Chapter of the National Student Nurses' Association (NSNA)

The National Student Nurses' Association (NSNA), established in 1953, is the national organization of nursing students in the United States. NSNA's chief purpose is to “aid in the development of the individual student and to urge students of nursing, as future health professionals, to be aware of and to contribute to improving the health care of all
people.” The NSNA is autonomous, student-financed, and student-run. It is the voice of all nursing students speaking out on issues of concern to nursing students and nursing.

MASNA-UMassD is the UMass Dartmouth Chapter of the Massachusetts Student Nurses’ Association, a constituent or state member of NSNA. Any student enrolled in the College of Nursing is eligible for membership.

All interested students are urged to become members and support the group's activities. Further information and the name of the faculty advisor are available on the student bulletin board outside Dion 201, in the College of Nursing. Messages for MASNA Officers can be left with the Faculty Secretary, Dion 201. For membership information, please read the bulletin board in the Dion 203 hallway.

**Student Representation College of Nursing Committees**

The CON welcomes student participation on CON committees. Having students involved and participating in CON committees enriches the process and offers opportunities for valuable student feedback. Students do not necessarily have to attend each meeting (which are generally held on a monthly basis).

If several students participate, attendance may be rotated. While several students are encouraged to attend committee meetings, the vote of only one student member, on committee actions, will be counted. Meeting times for committees vary by semester. A list of the committees and the times of meetings will be posted on the CON website each semester. Committee chairs will inform students of meeting dates and times.

If students are interested in participating on one or more of these committees, please email the Dean of Nursing or designee, or chair of committee.
Nursing Laboratories

The College of Nursing maintains four nursing lab areas for learning: Therapeutics Laboratory (Dion 203); Technology Lab (Dion 106); Simulation Lab and Physical Assessment Labs (Dion 207). Students have the opportunity to use the labs at various times during the week. Please check with the Director of the Nursing Labs for the schedule. Each laboratory has appropriate nursing instructional aids, equipment and supplies to assist students in meeting course objectives. Students are encouraged to make use of all laboratory resources, (in compliance with procedures established by the College Learning Resource Committee and implemented by the lab director.)

Some instructional and practice materials may be borrowed for student use. Items must be signed out and returned promptly. At the end of each semester, the lab director reports to the Dean's office the name of any student who has failed to return materials borrowed that semester.

Any graduating senior who does not return materials by the end of exam week in Spring semester will not be certified for graduation or NCLEX-RN exam until materials are returned.

Students will be charged for lost or damaged equipment.

We appreciate your cooperation in keeping our resources in circulation.

Rev 6/98, 6/01, 6/02, 9/08, 8/09, 3/12, 8/12, 1/15
Resources on Campus

The Career Development Center sponsors an annual Nursing and Health Career Fair, in March.

For a full description of the wide-range of student resources on campus, please consult the University Student Handbook. Listed below are a few services that may be helpful.

Academic Advising Center, Administration Bldg, Room 008 ................................................................................................................................. 999-8455
Academic Resource Center, Group I, Room 005 ......................................................................................................................................................... 999-8709
A. Math and Business Center (tutoring in math) Group I, Room 010 ........................................................................................................ 999-8859
B. Science and Eng. Center (tutoring in Bio, Chm, Nur, etc.) Group II, Rm 217B .......................................................................................... 999-8718
C. Writing/Reading Center, Group I, Room 220 .................................................................................................................................................. 999-6410
D. Disabled Student Services, Group I, Room 016 ............................................................................................................................................... 999-8711
Alcohol and Drug Education Program, Auditorium Annex, Room 108 ........................................................................................................ 999-9153
Bookstore, Campus Center Ground Floor ......................................................................................................................................................... 999-8182
Bursar’s Office, Administration Bldg, Room 208 .................................................................................................................................................. 999-8974
Center for Access and Success, Pine Dale Hall Room 7136 ............................................................................................................................... 999-8711
Counseling Center, Student Development Center, Room 101 ........................................................................................................................................ 999-8650
Financial Aid, Administration Bldg, Room 105 .................................................................................................................................................. 999-8632
Health Office, Residence Hall, Phase III A ........................................................................................................................................................ 999-8982
Housing & Residential Life, Residence Hall, Phase III A ...................................................................................................................................... 999-8140
Library
A. Archives/Special Collections ........................................................................................................................................................................ 999-9282
B. Audio Visual ................................................................................................................................................................................................... 999-8695
C. Circulation Desk ................................................................................................................................................................................................ 999-9123
D. Reference Desk ................................................................................................................................................................................................ 999-8682
E. Resource Center ................................................................................................................................................................................................ 999-8691
Registration & Records, Administration Bldg, Room 117 ........................................................................................................................................ 999-8615
Religious Resource Center - Campus Center, Room 216 ........................................................................................................................................ 999-8872
Student Activities, Campus Center 2nd Floor, Room 210 ........................................................................................................................................ 999-8880
Student Development Center, Auditorium Annex, Room 108 .................................................................................................................................. 999-9153
Student Employment, Administration Bldg, Room 105 (Financial Aid) ........................................................................................................ 999-8658
UMass Pass Office, Campus Center Ground Floor (near Bookstore) ............................................................................................................... 999-8188
Unity House (Frederick Douglass), Residence Dining Bldg, First Floor ........................................................................................................ 999-9222
Women’s Resource Center, Phase II, House 6, Room 017 ........................................................................................................................................ 999-4584
Nursing Scholarships

Availability and funds for individual scholarships are subject to change.

There are currently fourteen scholarships available to students in the College of Nursing.

The scholarships will be awarded to upcoming sophomores, juniors, seniors, RN-BSN students, and graduate students. Please note, these scholarships are not available for seniors who will be graduating in the current academic year, as funds are used for the following academic year.

The scholarships are awarded on the basis of academic achievement and financial need. To qualify, students must meet the criteria listed below for each scholarship. The student’s GPA should be at least a 2.5 and a completed scholarship letter must be submitted to the Office of the Dean of the College of Nursing, Dion 202, by March 15. Students are advised that the Scholarship Committee may request recommendations from course/clinical faculty. Please note that one letter will suffice for all scholarships. The Scholarship Committee will match your application to the scholarship criteria.

To apply for scholarships, please submit to The College of Nursing Scholarship Committee a typed request, which includes:

• Name, address, student ID#, telephone number and year of expected graduation.
• A description of nursing career goals.
• A short statement supporting financial need for this scholarship, be specific.
• List current employment, e.g., name of agency, # of hours/week.
• List activities related to community involvement, volunteerism and leadership.

The College of Nursing Scholarship Committee will meet and match scholarships with applicants. Recipients will be notified by mail. The scholarship will be applied directly to the following academic year bill.

Students awarded scholarships are expected to attend the scholarship luncheon in the Spring Semester of the following academic year.

Submit this request to:
College of Nursing Scholarship Committee
College of Nursing
c/o Robin Couto, Dean’s Office, Dion 202
Nursing Scholarships

1. MARIE M. HOWARD SCHOLARSHIP: Awarded to a nursing student who will be a Junior, who demonstrates high academic and professional accomplishment and a commitment to professional nursing, as well as financial need. (Approximately $425.00)

2. PHYLLIS PORTH DARRELL MEMORIAL SCHOLARSHIP: Awarded to a nursing student who will be a Junior or Senior, who demonstrates high academic and professional accomplishment and a commitment to professional nursing, as well as financial need. (Approximately $475.00)

3. JEANNE CASTONGUAY VIOLETTE MEMORIAL SCHOLARSHIP: Awarded to a nursing student who will be a Senior, leading to the Bachelor’s Degree in Nursing. (Approximately $550.00)

4. ROSE CASTONGUAY MEMORIAL SCHOLARSHIP: Awarded to a nursing student who will be a Senior, who demonstrates high academic and professional accomplishment and a commitment to professional nursing, as well as financial need. (Approximately $775.00)

5. BRISTOL SOUTH COUNTY MEDICAL AUXILIARY SCHOLARSHIP: Awarded to an upcoming senior nursing student who is interested in developing a career in nursing, and is a permanent resident of Bristol County. (Approximately $450.00)

6. GRACE R. & HENRY C. LINCOLN, MD SCHOLARSHIP: Awarded to a full-time matriculated nursing student, and is based on academic merit, as well as financial need. (Approximately $375.00)

7. ROBERT JOHN FISHER MEMORIAL SCHOLARSHIP: Awarded to a nursing student who will be a Junior or Senior, who demonstrates exceptional leadership ability and high academic and professional accomplishment. (Approximately $500)

8. ARLENE M. OLIVEIRA SCHOLARSHIP FUND: Awarded to a nursing student who will be a Junior, Senior or student in the Graduate program, who is employed by St Anne's Hospital, Fall River, MA. (Approximately $525.00)

9. MARY LOUISE SEGALL MEMORIAL NURSING AWARD: Awarded to a senior nursing student (if no senior applies can be awarded to any nursing student. (Approximately $500.00)
10. PROFESSOR JACQUELINE BAZINET COBERT MEMORIAL SCHOLARSHIP FUND: Awarded to a full-time, matriculated graduate or undergraduate student in the College of Nursing. Award decisions shall be based on academic merit as determined by the appropriate university scholarship committee(s). (Approximately $375.00)

11. LEPREAU AND WELCH SCHOLARSHIP: Awarded to a full-time matriculated undergraduate student in the College of Nursing. Award decisions shall be based on financial need, academic merit as determined by the appropriate university scholarship committee(s). Preference will be given to students living in the Fall River and Westport areas. (Approximately $1,075.00).

12. ANN MARIE FARIAS NOVO SCHOLARSHIP: Awarded to a full-time, matriculated undergraduate student in the College of Nursing. Award decisions shall be based on academic merit as determined by the appropriate university scholarship committee(s). (Two scholarships at approximately $470.00 each).

13. TRUESDALE HOSPITAL NURSES ALUMNAE ASSOCIATION SCHOLARSHIP FUND: Awarded to a nursing student in the Graduate program who demonstrates financial need and academic merit. (Approximately $500.00)

14. ELEANORA S. FONTAINE: Awarded to a sophomore nursing student enrolled in the College of Nursing with demonstrated financial need and a grade point average of 3.0 or higher. Preference is for a female student from the Greater New Bedford area. (Approximately $450.00).

The National Student Nurses’ Association (NSNA) also offers nursing scholarships. Details can be obtained at the NSNA website: [http://www.nsna.org/foundation/scholarships](http://www.nsna.org/foundation/scholarships)
Undergraduate Research Fellowship Program

The Undergraduate Research Fellowship Program is designed to enhance the educational experience of undergraduate nursing students considering education beyond the baccalaureate degree. Promising students will have the opportunity to work closely with faculty on all phases of research projects. Criteria for selection: Interested generic sophomore and junior and RN BS students will apply in the spring semester before the fellowship is due to start. Applications will be made available in class, on the College of Nursing website and on the class bulletin boards located in the Learning Resource Center.

Interested students should meet the following criteria:

1. Serious interest in pursuing education beyond the baccalaureate level.
2. A cumulative GPA of 3.0 or higher.
3. Demonstrated clarity in writing style.
4. Interest in participating in the nursing research process.
5. Completing the nursing research course prior to this experience is helpful but not required.

Application: All applicants are requested to submit an application and a 1000 word essay that describes his/her interest in participating in the program, future goals and possible research interests.

Time commitment: Students will be expected to work closely with faculty on current faculty research projects. The time will vary from 2 to 4 hours a week depending on faculty and fellow needs. Fellows are expected to work with the same faculty member until graduation.

Responsibilities: Students will assist faculty with their research by searching for articles, entering research data, analyzing research data with faculty assistance, editing articles and presentations, enrolling subjects and collecting data (when appropriate). Students may also work on funded grants in conjunction with graduate Research Assistants.

Recognition: Undergraduate fellows will be recognized at the Honors Convocation in May. The names of the undergraduate fellows will also be inscribed on a plaque in the College of Nursing lobby and awarded recognition by the CON. Undergraduate Research Fellows will also participate in a research-related opportunity that may include the chance to attend a conference with faculty to present work, student membership in a professional nursing organization, or subscription to a professional journal of the student’s choice.

Rev. 11/99, 4/15
Guidelines for Progression in the CON Undergraduate Program

1A. For students who started the program prior to fall 2012: The minimum passing grade for all nursing courses along with the five (5) required science courses (i.e., Anatomy & Physiology I & II, Chemistry I & II, and Medical Microbiology) will be C (73 or better). Courses with grades of C- or better may be applied to other distribution requirements in the humanities or social sciences. Only the elective course may be taken pass/fail or accepted with a passing grade of D or better. All courses for transfer into the major must meet minimum grade requirements.

1B. For students who started the program fall 2012 and beyond: The minimum passing grade for all courses taken in the nursing program is a C (73 or better). This includes all nursing, science, university studies courses, the elective/s.

2. A student may repeat a course only once, only as space is available, and with consent of the department chairperson and the student’s academic advisor.

3. A second failure in the same course (failure as determined by 1A or 1B above) will result in dismissal from the College of Nursing.

Notes:
If a student repeats and passes a failed course the new grade will affect the GPA but the credits of failure remain. When the repeated course has been retaken, the student will progress in the CON program only as space is available. Selection of students eligible for progression may be limited by the availability of faculty and/or clinical placements. In the event that the number of eligible students exceeds available resources, students will be selected on the basis of academic standing. The student must successfully complete the following number of credits by the end of each program year in the College of Nursing:

<table>
<thead>
<tr>
<th>End of:</th>
<th>Credits Completed:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman year</td>
<td>32</td>
</tr>
<tr>
<td>Sophomore year</td>
<td>63</td>
</tr>
<tr>
<td>Junior year</td>
<td>93</td>
</tr>
<tr>
<td>Senior year</td>
<td>122</td>
</tr>
</tbody>
</table>

Grades and Grading System can be found in the University Undergraduate Catalog at:
http://catalog.umassd.edu/content.php?catoid=23&navoid=1424#Grades_and_Grading_System

Grading Equivalents in the CON are as follows:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Range</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>A+</td>
<td>(97-100)</td>
<td>4.0</td>
</tr>
<tr>
<td>A</td>
<td>(93-96)</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>(90-92)</td>
<td>3.7</td>
</tr>
<tr>
<td>Grade</td>
<td>Range</td>
<td>GPA</td>
</tr>
<tr>
<td>-------</td>
<td>--------</td>
<td>------</td>
</tr>
<tr>
<td>B+</td>
<td>(87-89)</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>(83-86)</td>
<td>3.0</td>
</tr>
<tr>
<td>B-</td>
<td>(80-82)</td>
<td>2.7</td>
</tr>
<tr>
<td>C+</td>
<td>(77-79)</td>
<td>2.3</td>
</tr>
<tr>
<td>C</td>
<td>(73-76)</td>
<td>2.0</td>
</tr>
<tr>
<td>C-</td>
<td>(70-72)</td>
<td>1.7</td>
</tr>
<tr>
<td>D+</td>
<td>(67-69)</td>
<td>1.3</td>
</tr>
<tr>
<td>D</td>
<td>(64-66)</td>
<td>1.0</td>
</tr>
<tr>
<td>D-</td>
<td>(60-63)</td>
<td>.7</td>
</tr>
<tr>
<td>F</td>
<td>(0-59 )</td>
<td>0</td>
</tr>
</tbody>
</table>

4. All freshman level courses must be successfully completed prior to enrolling in/progressing to sophomore courses. Exceptions will be reviewed on a case by case basis.

5. All sophomore courses must be successfully completed prior to enrolling in/progressing to the junior (Level III) courses (NUR 326 and NUR 327).

6. All Level III courses must be successfully completed prior to enrolling in/progressing to specialty courses.

7. First semester Level III specialty courses must be successfully completed prior to enrolling in/progressing to Level IV courses.

8. At the end of each program year, the student must have an overall cumulative GPA of 2.0. Failure to meet these criteria will result in academic probation according to the university policy. See the University of Massachusetts Dartmouth General Catalogue.

9. A student has the right to appeal a final course grade. Refer to the grade appeal policy in the academic regulations section of the University of Massachusetts Dartmouth General Catalogue.

10. Letter of progression: The Dean’s office will notify students annually (at the end of Spring Semester) regarding their year-to-year progression.
Grounds for Dismissal from College of Nursing (CON)

1. For Students admitted prior to September 2012
   A student who earns a total of 9 credits of less than a "C" in any nursing courses, along with the five (5) required science courses (e.g. Anatomy & Physiology I & II, Chemistry I & II, and Medical Microbiology) and/or less than a "C-" in other distribution requirements and/or less than a “D” in the elective, will be automatically dismissed from the College of Nursing.

2. For students admitted September 2012 and beyond
   A student who earns a total of 9 credits of less than a "C" (73 or better), will be automatically dismissed from the College of Nursing.

3. For all students
   A student who has 24 or more credits of “withdrawal” will be dismissed from the College of Nursing and will be subject to dismissal from the university. Students are strongly discouraged from withdrawing from courses. Students should seek advice from their advisors and/or course faculty before withdrawing from a course. Withdrawals may result in a conference call with the Dean or designee. Withdrawing from a nursing course, designated with a NUR, will count as a first attempt of student completion for said course. Students in these circumstances will only be allowed one further attempt at successful completion. Refer to the university policy for withdrawals from classes for medical or mental health reasons/ voluntary and involuntary medical leaves.

4. All CON students are subject to the UMassD Academic Sanctions Policy.

5. Non adherence to the Policy on Competence

6. Non adherence to the Policy on Good Moral Character

Procedure for all CON Students’ Appeal of Dismissal

A student who has been dismissed from the College of Nursing and has extenuating circumstances that affected academic performance may submit an Application for Appeal. A student appeal is first considered by the Enrollment, Progression, and Advisement Committee (EPAC). The EPAC will make a recommendation to the Dean or designee regarding the student's appeal. The Dean will make the final decision regarding readmission. Readmission to the College of Nursing is considered on an individual basis. The student will receive a letter notifying her/him of dismissal from the CON base on unsatisfactory academic performance.

The student’s Application for Appeal should include the following:

1. A typed letter by the student addressed to EPAC that includes:
   - A statement requesting consideration for readmission.
   - An explanation of the reason(s) the student feels contributed to poor academic success.
   - A plan of intention describing what the student will do differently if allowed to continue in the College of Nursing program.
• An appeals form document submitted by faculty of course(s) in which the student has received an unsatisfactory grade according to CON standards.

2. Supporting documents may be submitted.

**Deadlines for Submission of Appeal Documentation**

All appeal application documents must be submitted to the Office of the Dean of the College of Nursing. Deadline for appeal letter is identified in dismissal letter notification letter. Appeals after deadline will not be considered. If the student is dismissed, appeal documents must be postmarked as indicated in the dismissal letter. Meeting the deadline is essential to a timely appeal process.

**Notification of Appeal Decision**

The Enrollment, Progression, and Advisement Committee will meet in a timely manner to consider the appeal. EPAC will send a recommendation to the Dean, who will then send a letter to the student's permanent mailing address stating whether or not the committee supports readmission to the CON. If the student was not readmitted, the student will have an additional opportunity to appeal to the Dean directly.

**Note:**

- If a student is dismissed from the College of Nursing and is granted readmission following an appeal, the student will progress in the CON program only as space is available. Failure to complete the nursing courses in sequence jeopardizes the student's standard progression through the nursing major. Additional time in the CON undergraduate program may be needed.
- An appeal application and documentation post-marked after the deadline date will not be considered.
- If the appeal deadline is not met, an updated appeal application can be submitted for the following appeal cycle. A student may appeal only once during their undergraduate career in the UMass Dartmouth College of Nursing. Further information is available through the Dean’s Office.

**Academic Dishonesty and Misconduct**

Examples of academic dishonesty include but are not limited to cheating on examinations, submitting written material that is the work of others, purchasing papers over the Internet, or seeking unauthorized use of computer files of a student or faculty member.

Misconduct includes but is not limited to, furnishing false or inaccurate information, disruptive conduct, or theft and damage to university property.

Plagiarism and cheating are serious offenses and are not tolerated by the College of Nursing or the University. Strict policies and procedures for dealing with these offenses are in place at the University. View the [UMass Dartmouth Student Conduct Policies and Procedures](#).
Grading Policy for HESI Specialty Exams and Exit Exams

Student Grades for content specific HESI Exams will utilize the HESI Conversion Score.

The HESI Exam “conversion score” is a weighted percentage score that considers the average difficulty of the exam and the average difficulty of the test items. It is set on a traditional 0-100 scale. This score is not used for NCLEX prediction.

Sophomore Year: All HESI Exams will count for 5% of the course grade.

Junior and Senior Year: All HESI Exams, with the exception of the RN Exit exams, will count for 10% to 20% of the course grade. The Professor of record will determine the percentage within the set range of 10-20%.

Exit Exams (For example RN1, RN2, or other exam such as CAT)

The RN1 Exit exam will count towards 5% of the grade in NUR 455 Mentorship. The RN2 Exit exam will count towards 15% of the grade in NUR 455 Mentorship.

In preparing for HESI exams, students are encouraged to focus on the content areas provided in their individualized HESI remediation packets.

Students who do not demonstrate minimum proficiency on the HESI will be required to take another predictive exam such as the CAT exam. This is not counted as a NUR 455 course grade.

The raw predictive model score will be used for RN1 and RN2 exams. The following grades will be given for these raw scores:

- 1,000 and above, will receive a grade between 100 and 96
- 999 and 900, will receive a grade between 95 and 90
- 899 and 800 will be given a grade between 89 and 80
- 799 and 700 will be given a grade between 79 and 70
- 699 and below will be given a grade between 69 and 60

All exams will be administered on the scheduled dates provided to students. These dates are not flexible.

Reviewed 1/15
Graduation

Basic and RN Students

You can complete your program and graduate in January, June, or September of any academic year. The College of Nursing will certify students for graduation only after all final grades have been received and the student has attained a 2.0 GPA for 122 required credits. Additionally, other requirements for certification are listed below.

Students who intend to graduate in June must file an "intent to graduate" form with the registrar's office by March 15. Students who intend to graduate in January must file by November 1. Once you have filed your intent to graduate, you will be notified of commencement events.

Commencement ceremonies take place once a year, in May. The date is listed in the University calendar. Commencement is held in the Veterans Memorial Amphitheater. Students and faculty have reserved seating and will process in academic attire. Tickets for family and friends are required. Details of this event are handled by the university, and students are notified as to procedures by mail.

Basic Program Students - NCLEX

During the spring term, the Dean or Associate Dean will meet with all graduating students from the basic program to discuss State Board Licensing requirements. Information about the NCLEX-RN examination and application forms will be distributed at that time.

All students are required to take the RN1 and RN2 HESI examinations during the spring semester. Students who fail to achieve acceptable performance on these exams will be required to complete additional remediation. During the last week of the semester, a face-to-face review course will be held on campus and full attendance of potential graduates during this class is required. Both formal and informal preparation is required in order to pass the NCLEX-RN. Until required student participation and remediation demonstrates satisfactory effort and results as determined by the faculty, the one page certificate needed to apply for this exam will be held by the Dean. The Dean will release the MBON NCLEX-RN certification form after each student demonstrates satisfactory completion of all required participation/preparation materials as determined by the faculty. Ongoing information about the expectations will be provided throughout the curriculum.

Please note that if you plan to sit for the NCLEX-RN Exam in any state other than Massachusetts, you are responsible for contacting the Board of Registration in Nursing in the state of your choice to obtain an application. You are encouraged to review the instructions carefully.
Policy on Student Professional Nursing Competence and Good Moral Character

Section I – Purpose

The purpose of this document is to explain the College of Nursing’s position regarding Professional Nursing Competency and Good Moral Character (GMC) standards for all clinical nursing courses. All students, faculty and staff are expected to read, understand, and comply with this policy described herein. Students will sign an acknowledgement of receipt of this policy at the beginning of the first nursing course and all students will review and sign this policy each September. The policy and executed acknowledgement will be placed in the individual student file located in the Dean’s office. The Associate Dean or designee will periodically disseminate this policy so that all students, staff, and faculty understand its importance and implications.

Section II – Preamble

The following policy has been adopted by the Faculty Organization of the University of Massachusetts Dartmouth (UMass Dartmouth) College of Nursing (CON). The policy is based on the assumption that nursing students of the UMass Dartmouth CON will be eligible for licensure as registered nurses (RNs), as well as practicing as nurses at the basic professional RN level. The professional nature of these experiences, and the professional licensure and certification associated with nursing education brings an ethical responsibility to our faculty to attend to the competency and GMC of its students.

Students admitted to the UMass Dartmouth CON are expected to complete the curriculum requirements related to Professional Nursing Competency and GMC. The UMass Dartmouth CON to adhere to all policies at UMass Dartmouth University including the requirements of the Americans with Disabilities Act as amended. Students are not required to disclose their disability to the CON. Qualified Students with disabilities who believe they need an accommodation to meet the Professional Nursing Competency and/or GMC must register with the UMass Dartmouth Center for Access and Success.

The following standards have been deemed by the UMass Dartmouth CON to be essential to all clinical nursing courses. All nursing students must meet the Professional Nursing Competency and GMC Policy, effective September 2012.

Additionally, all UMass Dartmouth CON students must also adhere to the UMass Dartmouth Student Code of Conduct. Violations of student conduct that pertain to Professional Nursing Competency and/or GMC standards may be processed both through the UMass Dartmouth Office of Student Affairs, consistent with the Student Code of Conduct, and CON, consistent with this policy. Please review the UMass Dartmouth handbook on student conduct for clarification. Additionally, the American Nurses Association Code of Ethics should guide any consideration of appropriate behaviors in the profession.
Section III – Professional Nursing Competence and Good Moral Character (GMC)

Definitions

A. Professional Nursing Competency

The CON faculty have a professional obligation to UMass Dartmouth and the public to ensure that nurses graduating from its programs are competent to practice within the nursing profession. Part of professional competence is having a knowledge base that allows practitioners to make sound clinical decisions. Professional competence is the habitual and judicious use of effective communication, knowledge, technical skill, reasoning, emotions, values and reflection in daily practice for the benefit of the individual and community being served (Epstein & Hundert, 2002).

The UMass Dartmouth CON has determined that the standards below are essential to the nursing profession. Therefore, students entering the nursing program at the UMass Dartmouth CON are expected to meet these standards for progression in the program to graduation.

1. Communication and Observation Skills

Students are expected to sufficiently demonstrate verbal, non-verbal, written, computer assisted entry, and observational skills during clinical experiences. Communication includes not only speech, but also seeing, reading, writing, and computer literacy abilities in the classroom and clinical on and off-campus settings; the ability to communicate with a wide variety of people, and the ability to be easily understood.

The following are examples of communication and observation skills. The nursing student is able to:

- Speak clearly and effectively in English
- Hear and observe patients in order to elicit information, describe changes in mood, activity and posture, and to perceive nonverbal communications
- Communicate in writing or computer entry, as well as orally using standard, professional nursing and medical terminology
- Communicate effectively and sensitively with patients’ family members and other members of the healthcare team, as well as faculty and peers in a 1-1 or group situation.
- Elicit, convey or exchange information at a level that allows for the implementation and evaluation of the nursing process
- Communicate in ways that are safe and not unduly alarming to patients, family members, and other members of the healthcare team
- Relay appropriate information to patients: teach, explain, direct and counsel a wide variety of individuals, as well as provide clear, direct communication in English during highly stressful, crisis situations

1The list of competency standards has been reprinted for use by UMassD CON with permission from Dr. Barbara G. Miller, New York University College of Nursing Technical Standards for Core Nursing Competency Performance.
2. Cognitive Abilities

Nursing students on admission and throughout the program are expected to sufficiently demonstrate cognitive abilities which include intellectual, conceptual, integrative, quantitative, critical thinking and comprehension skills that allow her/him to carry out the nursing process in the care of patients. The following examples include, but are not limited to nursing students demonstrating these related cognitive skills:

- Sufficient skills to read and understand written documents in English
- Sufficient skills in problem solving including measurements, calculations, reasoning, memory, analysis, and synthesis of subjective and objective data as well as critically appraise the best available research evidence
- Sufficient skills to comprehend three-dimensional relationships and to understand the spatial relationships of structures
- Critical thinking ability sufficient for academic and clinical judgments demanded of nurses which require the intellectual abilities to critically appraise, to synthesize knowledge, integrate and prioritize all aspects of patient care in a prompt, timely fashion; synthesis of objective and subjective findings and diagnostic studies in order to formulate nursing diagnoses and initiate a plan of care integrating patient preferences
- Incorporate data from multiple patient sources (e.g. physical assessment, vital signs, lab values, interdisciplinary documentation) in a prompt manner in order to provide appropriate, safe patient care
- Recognize, make decisions quickly, and respond rapidly and safely to changes in a patient's status based on a variety of sources, such as physical assessment and pertinent laboratory findings, and ability to revise care to promote appropriate patient outcomes

3. Gross Motor Skills, Strength, Mobility, and Physical Endurance

The student is expected to be able to perform gross and fine motor movements required to provide comprehensive nursing care. Examples of care that the student must be able to perform safely include, but are not limited to:

- Lifting as described below:
  - Turning and positioning patients as needed to prevent complications due to bed rest or minimal movement
  - Transferring patients in and out of bed
  - Transporting and exercising patients
  - Pulling and pushing patients and/or equipment
  - Administering cardiopulmonary resuscitation (CPR)
• The student is expected to have the psychomotor skills necessary to perform or assist with procedures, treatments, administration of medications, and emergency interventions. On a regular day, whether in the classroom or clinical (on-campus simulation or off-campus clinical), the student may be expected to sit, walk and stand. Examples include but are not limited to, the ability to:
  o Stand and/or sit for long periods of time (e.g., minimum of 3-4 hours)
  o Stand and maintain balance while transferring patients, reach below the waist and overhead while providing patient care procedures
  o Walk without a cane, walker, casts, walking boots, or crutches, as well as, arms free of casts or other assistive/restrictive devices in order to ambulate patient and provide bedside or general nursing care
  o Have two hands, real or prosthetic

4. Behavioral and Social Attributes/Abilities

Nursing students must exhibit the professional behavioral and social attributes embedded in the American Association of Colleges of Nursing's (AACN) (2008) Essentials of Baccalaureate Education for Professional Nursing Practice. They must possess the emotional and mental health required for full use of their intellectual, communication/observational, motor and sensory abilities in order to exercise appropriate judgment and promptly complete all responsibilities attendant to the diagnosis and care of patients in a variety of settings and from different cultures. The following are examples, which are not limited to, the behavioral and social attributes and abilities that nursing students need to demonstrate:

• Ability to relate to patients, family members, as well as work cooperatively with other members of the healthcare team and colleagues with honesty and integrity, and with non-discrimination in relation to the patient’s race, ethnic group, age, gender, religion or political preference, ability to pay, gender or sexual orientation

• Ability for the development of a mature, sensitive and effective therapeutic relationship with clients

• Ability to adapt to changing environments, to display flexibility and to learn to function in the face of uncertainties inherent in the clinical problems of many patients

• Ethical behavior reflecting adherence to the professional nursing code of ethics, student nurses’ code of ethics and student academic integrity policy

• Sufficient emotional and mental stability to:
  o Tolerate physically taxing workloads
  o Handle emotions that might affect practice performance
  o Function effectively when stressed

• A level of consciousness and attentiveness that guarantees patient safety

• Ability to care for patients with communicable diseases using appropriate standard precautions and/or guidelines

• Ability to accept and integrate constructive criticism given in the classroom and clinical settings
• Ability to examine and change his/her behavior when it interferes with productive individual or team relationships and/or the care of patients
• Ability to work in close quarters with patients, healthcare team members and nursing faculty

5. Sensory Skills

Nursing students must have hearing, visual and tactile skills sufficient to monitor, access, and respond to patient health needs. Nursing students must possess these skills in connection with the other identified technical skills in order to observe and learn from demonstrations in the on-campus clinical simulation laboratory and in the off-campus clinical patient care areas, and to make observations accurately at a distance and close at hand of the patient and the patient's environment. Observation necessitates the functional use of the senses of vision and other sensory modalities; it is enhanced by the functional use of the specimens; and obtains information from digital, analog, and waveform representations of treatment/therapy.

Examples of the necessary sensory skills include, but are not limited to:
• Normal tactile feeling and use of touch to feel sensitivity to heat, cold, pain, pressure, etc.
• Use of auditory sense to detect sounds related to bodily functions using a stethoscope; to hear and interpret many people and correctly interpret what is heard; i.e., physician’ or nurse practitioner orders whether verbal or over telephone, patient complaints, physical assessment (especially heart and other body sounds), fire and equipment alarms, etc.
• Auditory sense to communicate clearly in telephone conversations and respond effectively with patients and with other members of the healthcare team
• Acute visual skills necessary to detect signs and symptoms, body language of patients, color of wounds and drainage, and possible infections anywhere; interpret written words accurately, read characters and identify colors on the computer screen
• Observation skills to observe lectures, demonstrations, research and patient situations in the practice of healthcare professions; observation is necessary to perform competent health assessments and interventions and necessitates functional use of vision, hearing, tactile and somatic senses
• Capacity to make accurate visual observations and interpret them in the context of laboratory studies, medication administration, and patient care activities

Normative difficulties. This policy is not intended to address the common and expected difficulties experienced by a majority of nursing students particularly as they start a new clinical course. These normative difficulties might include, but are not limited to, mild emotional reaction and adjustment difficulties, mild or transient difficulty keeping up with academic work and normative conflict with professors, fellow students, supervisors and administrators in clinical placements.
B. Good Moral Character

Another part of competence is what has been called Good Moral Character (GMC) to practice nursing. GMC is defined for practical purposes as the ability to practice nursing in a safe and competent manner. The Massachusetts Board of Registration in Nursing has GMC standards that must be met in order to be eligible for licensure. The most current regulations and requirements for GMC and licensure is available on the Massachusetts Board of Registration in Nursing website.

The term “GMC” reflects behavior that facilitates safe practice. Violations of GMC standards impact/potentially impact students’ ability to practice in a competent manner. Examples of behavior or conditions that impact ability to practice include but are not limited to the following and are reviewed case by case:

- The use of psychoactive substances while learning to perform or performing nursing care
- When a student’s performance is impaired safe, effective care is at risk whether it occurs in the classroom, skills laboratory or clinical setting
- Legal transgressions, such as theft, falsification of records, diversion of drugs for sales or to supply another, or the substitution, alteration or denial of prescribed medications to patients are unacceptable at UMass Dartmouth CON.
- Violations of Laws in the Commonwealth of Massachusetts and Clinical Substance Abuse

Section IV - Assessment and Remediation Steps

Reporting a matter of concern

Students, while enrolled in the nursing program, who are arrested or charged with a misdemeanor or other crime including the use, possession, manufacture, sale or distribution of alcohol or any other drug, are required to report this within two University/business days to the Dean of Nursing. Students who receive a positive drug screen during any of their clinical rotations will be required to meet with the Dean of the CON or designee within five University/business days of the positive drug screen. Additionally, students may not return to classes, on-campus clinical or off-campus clinical until meeting with the Dean or designee.

Additionally, students, faculty or staff who become aware that a student is showing characteristics that may suggest noncompliance with nursing competencies, and/or GMC are urged to report this to the Dean's office. The Dean or designee of the College of Nursing will schedule a meeting with the student within seven (7) school days and may recommend informal or formal proceedings. The Dean or designee, after meeting with the student and any other individuals, may recommend informal or formal proceedings. Such proceedings may be extended if they occur during semester breaks. All members of the CON community are responsible for complying with the Policy on Professional Nursing Competence and GMC including reporting of any potential infringement of this policy.
No lawyer or legal representative is allowed to participate in the informal or formal proceedings. No recording devices will be permitted in the informal or formal proceedings.

The CON will inform the Student Affairs Office of any conduct that is also a violation under the Student Code of Conduct. In such a case, conduct that is noncompliant under this policy and the Student Code of Conduct will be addressed in both the CON and Student Affairs.

Informal Proceedings

Informal proceedings, after discussions with the student, will include non-binding suggestions to the student for the purpose of improving a nursing competency(ies) and/or GMC or the remediation of a nursing competency(ies) and/or GMC noncompliance.

During the Informal Proceeding, the Dean or designee will direct the faculty member or member of the CON community to provide specific information about the complaint and specific recommendations. This information will be documented in the reporting form for this Policy on Student Professional Nursing Competence and Good Moral Character GMC. This form will include a list of competencies and/or GMC not met; circumstances surrounding the unmet expectations, and recommendations. This form will be forwarded to the Dean or designee. The report will not become part of the student's record but will be given to the Dean or designee. The report will be kept in a separate confidential file by the Dean or designee for a period of 3 years after the student leaves the program. The student also will receive a copy of the reporting form. Recommended remediation from Informal Proceedings may include but will not be limited to the following: additional academic work, meetings with faculty or clinical mentors, periodic review of progress, periodic feedback on progress, and recommendation for counseling or medical intervention.

Formal Proceedings

The Dean of Nursing or designee will begin Formal Proceedings if

- a second complaint is filed; or
- if no change in the competency(ies) and/or GMC behavior occurs as a result of the Informal Proceeding; or
- if failure in the course or dismissal from the UMass Dartmouth CON is a possible consequence of the complaint.

The Dean or designee will inform the student that a Formal Proceeding will be scheduled with a minimum of five (5) school days notice. Such proceedings may be extended if they occur during semester breaks.

The Dean or designee will invite the following panel members and they will have voting rights: the supervising clinical or classroom faculty, a CON EPAC faculty member, and a Department Chair or representative. The student may invite
a faculty member who will have voting rights, and an additional non-voting panel member, which may be a faculty member.

No lawyer or legal representative is allowed to participate in the formal proceedings. No recording devices will be permitted.

Forty-eight hours prior to the proceeding, the student must provide the Dean or designee with the names of those individuals that he/she has invited to be physically present at the Formal Proceedings. The Dean or designee will chair the panel and state the nature of the violation related either to competence or good moral behavior. The Dean will offer panel members an opportunity to discuss the issue and the remediation. The student will have an opportunity to explain his/her actions. Formal Proceedings recommendation(s) will be made after a majority vote of the voting members. In the event of a tie vote, the Dean or designee will vote. The range of remediation recommendations may include but will not be limited to all of the remediation listed under Informal Proceedings and will also include: a recommendation of failure in the clinical or classroom course; a recommendation of dismissal, suspension or probation. The recommendation(s) will be forwarded to the Dean or designee who may adopt, deny or modify the recommendation(s) and make a decision. All appropriate UMass Dartmouth administrators will be notified. The proceedings, recommendation(s) and decision of the Dean or designee will be maintained as confidential to the extent allowed. The student and appropriate UMass Dartmouth administrative officials will be notified in writing of the decision.

Probation

If the decision of the Dean or designee, is to place the student on probation, the student will be given a written list of impaired nursing competencies, and behaviors and a written list of recommended remediation(s). The student will be diligently reviewed in subsequent clinical and classroom courses at least once each semester by the Dean of Nursing or designee. The probation may continue until the inappropriate behaviors(s) are resolved and the Competencies have been met. When the behaviors and competencies are met, the Dean of the College of Nursing or designee will recommend ending the probation. If probation continues for more than one full semester, the student will be recommended for suspension and failure in the current academic clinical course.

Suspension and Failure in Course

If suspended, the student will not continue in the course from the date of suspension and will receive a failing grade in the course. The student may not progress in the curriculum but must first repeat the course from which he or she has failed. In repeating a course, the competencies not met, and/or inappropriate behaviors identified in the failed course will be documented. Recommended remediation will be specified and may include but will not be limited to the following: additional academic work, meetings with faculty or clinical mentors, periodic review of progress, periodic feedback on progress, recommendation for counseling or medical intervention. When the student repeats this course,
he or she will meet with the faculty member and the Dean or designee at mid-semester regarding an appraisal of the remediation and or the effectiveness of the remediation.

Dismissal from the Nursing Program

If dismissed by the Dean of the College of Nursing, the student will not continue in the CON from the date of dismissal and will not be permitted to enroll in CON at a later date. Students may apply for transfer to another UMass Dartmouth college or department.

In all of the decisions above, the student will receive a copy of the actions taken which will include: finding of the facts, conclusions and recommendations. A copy will also be placed in the student’s confidential file in the Dean’s office.

Confidentiality

During and after these procedures the UMass Dartmouth CON will use reasonable efforts to maintain the confidentiality of all in the process. All individuals participating in the procedures will be informed of this expectation. Information provided by a faculty member, student, staff member or witness involved in the Informal or Formal Procedure will be maintained as confidential to the extent possible. When the Dean or designee has completed the procedures, he/she will, to the extent appropriate, inform all involved of the determination of results including the identified student and appropriate UMass Dartmouth administrative officials.

Section V – Appeal

The Dean's determination of the formal proceeding may be appealed to the UMass Dartmouth Provost or his/her designee within 10 days of the date of the decision of the Dean. This appeal may be made on the grounds that: (1) the sanction administered as a result of the original student behavior is unjustified in its severity; (2) the weight of the evidence did not justify a finding from the Formal Proceedings; (3) CON failed to comply in material respect to its Formal proceeding procedures; or (4) new evidence exists that is relevant and that was unobtainable at the time of the original Formal Proceeding. The decision of the UMass Dartmouth Provost is final and cannot be appealed.
Student Notification, Acknowledgement and Release

I, _________________________________, have read and understand the University of Massachusetts, Dartmouth’s College of Nursing’s policy on Student Professional Nursing Competence and the MBON and College's Good Moral Character expectations, (the “Policy”) which is attached hereto and made a part of this Notification and Acknowledgement.

I understand that if I violate the University of Massachusetts Dartmouth’s Student Code of Conduct and if this violation is also a violation under the CON "Policy", I may be processed through the both UMassD Office of Student Affairs, consistent with the Student Code of Conduct, and the CON.

By signing this form, I give the Office of Student Affairs permission to inform the College of Nursing of any resolved complaint made against me that violates the principles of the Policy on Professional Nursing Competency and Good Moral Character.

Print Student Name

Student Signature

Date
Reporting Form

The purpose of this form is to record information required to initiate either an Informal or Formal Proceeding.

Student Name:

Name of individual making complaint:

Date:

List Members of ☐ Informal or ☐ Formal Proceeding (check one)

Describe specific behavior related to: Professional nursing competence; and/or Good Moral Character. Include name(s) of individuals reporting this behavior or involved; include date(s) when this occurred: (Attach written description of the alleged infraction)

Describe student’s perception related to these behaviors: (Attach written description of student’s perception)

Recommendations from the Informal or Formal Proceeding:

Dean or Designee:
References


Massachusetts Board of Registration in Nursing: Available at: http://www.mass.gov/?pageID=eohhs2subtopic&L=6&L0=Home&L1=Provider&L2=Certification%2c+License%2c+and+Registration&L3=Occupational%2c+and+Professional&L4=Nursing&L5=About+the+Board+of+Registration+In+Nursing&sid=Eeohhs2


Standard for Accreditation of Baccalaureate and Graduate Degree Nursing Programs April 2009. Available at http://www.aacn.nche.edu/Education/pdf/BaccEssentials08.pdf
**Bullying Policy**

The state of Massachusetts defines “bullying” as, the repeated use by one or more students of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that: (i) causes physical or emotional harm to the victim or damage to the victim’s property; (ii) places the victim in reasonable fear of harm to himself or of damage to his property; (iii) creates a hostile environment at school for the victim; (iv) infringes on the rights of the victim at school; or (v) materially and substantially disrupts the education process or the orderly operation of a school.

The state of Massachusetts defines “Cyber-bullying” as, bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications. Cyber-bullying shall also include (i) the creation of a web page or blog in which the creator assumes the identity of another person or (ii) the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying. Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying.

Per the state of Massachusetts, bullying shall be prohibited: (i) on school grounds, property immediately adjacent to school grounds, at a school-sponsored or school-related activity, function or program that is not school-related, or through the use of technology or an electronic device that is not owned, leased or used by a school district or school, if the bullying creates a hostile environment at school for the victim, infringes on the rights of the victim at school or materially and substantially disrupts the education process or the orderly operation of a school. Nothing contained herein shall require schools to staff any non-school related activities, functions, or programs.

*Bullying in any form as defined by the state of Massachusetts* is prohibited by the College of Nursing. Bullying should be reported to the administration immediately. Anyone found engaging in the above behaviors will be referred to the Dean or designee who will follow up with the appropriate university authorities.

*University policies* are published on the UMass Dartmouth website.

5/11, 2/12, 1/15
Clinical Requirements

Clinical Policies

1. The inappropriate use of cell phones is not permitted in the clinical setting. Inappropriate use is defined by clinical faculty and may vary by clinical setting. Prohibited activities include: texting, social telephone calls, telephone use during pre/post conferences, use of social networking, and photography of any kind. Phones should be set to “vibrate” or “off” while in the clinical setting. In any case of cell phone use, if the policy of the clinical institution is more prohibitive than the policy of the University of Massachusetts Dartmouth, the policy of the clinical setting shall supersede the University of Massachusetts Dartmouth policy.

2. ALL students who are admitted to UMass Dartmouth must comply with the University's health related requirements. Sophomore, Junior and Senior pre-licensure nursing students, as well as RN students, have additional health related requirements as delineated by the College of Nursing, clinical agencies, and Massachusetts Department of Public Health. In the summer preceding each year in which nursing students are enrolled in clinical “NUR” course(s), information about health related requirements, including immunizations will be sent from the College.

You must submit the completed forms as instructed.

Students will not receive a clinical assignment in a clinical course until the immunization requirements have been met. Failure to meet immunization requirements may result in a failing grade in the course. The clinical instructor for each section of a clinical “NUR” course will exercise the authority to defer clinical assignment until the student completes the stipulated health related requirements. Protracted delay could result in the student’s inability to meet course outcomes within that semester.

If you have any questions about health services, forms, or health insurance, please call the College (508) 999-8586.

Cardiopulmonary Resuscitation (CPR) Certification Requirement

Students are required to be certified in Basic Life Support for Health Care Providers (CPR and AED) by the American Heart Association prior to the beginning of each academic year in which they enroll in clinical courses. A copy of the certification must be submitted per instructions. Students without this certification may not attend clinical.

- Every Basic undergraduate student is required to submit a photocopy of both sides of a current CPR Certification to the Office of the Dean a, no later than August 1 of each academic year.
- Every RN student is required to submit a photocopy of both sides of a current CPR Certification to Barbara Santos, RN BS Secretary. All RN students must have CPR Certification during any semester in which they are enrolled in a clinical nursing course.
Courses are offered by American Heart Association, local hospitals, local community groups, and the UMass Dartmouth Public Safety Office. The course that students must take is CPR for Health Care Provider from the American Heart Association.

It is suggested that students take a CPR Course through the UMass Dartmouth Safety Office each APRIL. You will then be certified in time for Fall clinical courses. Check with the Safety Office for specific time and dates.

1. Students are required to submit all necessary paperwork per instructions in order to attend clinical experiences. Students will receive a clinical warning and will not be able to participate in clinical until all paperwork is completed.

   a. A requirement imposed by one of our largest clinical settings for all employees and student affiliates is a ten (10) panel urine screening (for drug use) conducted once before the first agency clinical course. Typically this will be required in the fall of the Sophomore year.

   b. Basic students entering the Sophomore year, Senior year and RN Students will be subject to a Criminal Offender Check (CORI) in the State of Massachusetts. Students must submit the permission form prior to the start of clinical sessions. Should a CORI check result in a positive finding (evidence of a criminal record,) the report will be reviewed by the Dean and the student will be required to submit a written explanation of the criminal offense, the outcome and subsequent activity. The Dean will determine if the student may continue in the program. The outcome of the Dean’s deliberation cannot be appealed. Additionally, during senior mentorship, some facilities require a national criminal background check. This may result in an additional charge for students at these facilities.

2. All students must wear the official student uniform when in the clinical agency. The faculty may make alterations in requirements as appropriate to the clinical activity. At all times students are to present themselves in a professional manner.

3. All students must read and understand the clinical information and policies related to infection control and exposure contained in this handbook.

4. Students are responsible to provide their own transportation to clinical agencies.

Note: The following pages contain more detailed information about each of the policies noted above...
CORI Policy

For CON Students and Potential Applicants to the CON

In order for a student to be eligible to participate in an academic, community, clinical program or internship that involves potential unsupervised contact with children, the disabled, or the elderly, the student will be required to undergo a Criminal Offender Record Information (CORI) check and/or a Sex Offender Registry Information (SORI) check and the possibility of fingerprinting per clinical agency policy. An additional cost may be incurred per clinical agency policy. Students found to have certain criminal convictions or pending criminal actions will be presumed ineligible to participate in clinical activities. The CON is authorized by the Commonwealth’s Criminal History Systems Board, pursuant to Massachusetts General Laws, Chapter 6, Sections 167-178B, to access CORI records. The CON shall refer to regulations issued by the Commonwealth’s Executive Office of Health and Human Services, 101 Code of Massachusetts Regulations 15.00-15.16, as guidance when assessing student CORI records. Sex Offender checks shall be performed pursuant to Massachusetts General Laws, Chapter 6, Sections 178C-178P. For information regarding the CON’s CORI/SORI check process, please contact the Dean of CON or designee.

For mentorship students, there may be an additional expense for clinical agency mandated CORI.

Please Note: The CON is obligated to comply with our contracted agencies CORI polices. Therefore, this information is subject to change. CORI forms are submitted per annual instructions. Students are responsible for providing all required information by specified deadlines.
Professional Appearance Guidelines

To prepare for a successful academic year in the College of Nursing students, faculty and staff are reminded to review the existing dress code for the College of Nursing. The current dress code must be adhered to in the Nursing Lab, faculty and administrative offices, and in Classrooms in which Nursing courses are taught. These dress code standards are very important to maintain and are not difficult to attain. Please contact the Associate Dean if you have questions regarding the present dress code.

Laboratory Expectations

Nursing students, whether in the Nursing Lab, faculty or administrative offices or in the classroom, must respect the image of the profession. The college frequently has visitors touring the building and laboratory. Apparel is one aspect of communicating professional image of nursing to the public. Dress code requirements in the clinical setting are not addressed here. Dress required for religious reasons such as, but not limited to head scarves, is acceptable. The following dress code must be followed:

What is appropriate:

- Clean jeans
- Clean jogging/exercise suits
- Bermuda length shorts
- Clean slacks
- Shirts with or without a collar without any logos (only small logos such as Nike logos or Polo are permitted)
- Clean sweatshirts
- Dresses and/or skirts must be long enough to allow bending or stooping without revealing thighs or undergarments.

What is not appropriate:

- Halter tops or tube tops
- See-through blouses or shirts
- Form-fitting/clinging clothing
- Tee shirts with logos (only small logos such as Nike logos or Polo are permitted)
- Low-cut shirts or tops
- Spaghetti straps
- Strapless, backless, or off-the-shoulder tops
- Low-cut/low-rise pants
- Visible underwear
- Exposed bellies/midriffs/buttocks
- Jeans with holes in them
- Dirty or badly stained clothing
- Hats of any kind
- Headphones
- Hoods or any non-religious head gear
- Short shorts
- Pajamas

The nursing laboratory personnel and faculty members will require students to comply with this dress code. A determination of whether the dress code has been violated shall be at the sole discretion of the laboratory personnel, administrative staff and faculty members. As a first warning, the student will be reminded of the dress code. After the first warning, if the student continues not to adhere to the dress code, the student will be asked to leave the lab, classroom or faculty/staff area.

Rev. 10/04, 8/09, 8/10, 12/14
In Addition:
A professional appearance reflects pride in oneself, the professional image of the College of Nursing and communicates competence to those you care for. All students are expected to follow these guidelines.

Clinical faculty will advise the student of any additional guidelines that are specific to the clinical agency, nursing unit, or learning experience.

Personal Appearance
Students shall be neat and clean at all times. Good personal hygiene is expected.

Fingernails
In accordance with infection control standards, fingernails should be well manicured and kept at a short/active length (just beyond the tip of the finger).
Artificial nails (acrylic, gels, or wraps) are not allowed.
If wearing nail polish; clear or a pale colored nail polish only. Nail polish should not be chipped.

Hair Styles
Hair styles should be neat and clean.
Hair is to be above the collar of your shirt.
Beards and moustaches should be neatly trimmed and well groomed.

Jewelry
Jewelry that creates a potential safety or infection-control hazard and/or does not reflect a professional image is not allowed. Students will be asked to remove any jewelry that impairs safe and effective nursing practice.
Jewelry is limited to a wedding band/ring and a watch.
No dangling earrings; bracelets; necklaces; rings on index fingers are allowed
With the exception of jewelry on pierced ear lobes, no visible facial or body piercing jewelry is allowed, e.g., lip, tongue, nose, eyebrow(s), belly button.

Tattoos
Tattoos are not to be visible.

Perfume
Staff, peers, patients, and guests may be allergic to or find some odors offensive.
Perfume, aftershave, strongly scented lotion and strongly scented hair spray is not to be worn.

Gum Chewing
No gum chewing during clinical or on nursing lab days.
Clinical Agency Expectations

Dress pants/slacks (khakis are acceptable) or knee-length (or longer) skirts. Attire that is not allowed is listed previously.

Shoes
Students should wear one of the following: a professional nursing shoe that is fully closed without air vent openings or sling back, pair of well kept cross trainers, running shoes, clogs or walking shoes in white, black or brown. (update voted by Faculty org. 2/23/2015)

Socks & Stockings
Clean socks or stockings must be worn. You are not allowed to wear shoes without socks or stockings.

White Lab Coat
Three-quarter or waist-long lab coats are appropriate. Ample pocket space is desirable. UMass Dartmouth emblem/patch attached to the left sleeve, near the shoulder. UMass Dartmouth name pin is to be worn on the left chest of your lab coat. Both are available for purchase through the UMass Dartmouth Bookstore.

Therapeutic Nursing Lab Practice Days
Clothing that does not reflect a professional image and/or is deemed revealing or tightly fitted is not to be worn. Attire that is not allowed is listed previously.

Note: On a skills lab practice day, denim jeans/pants and any style shoe except high heels (heel above 2 inches high) ARE allowed.

Note: Faculty will advise the student of additional guidelines that are specific to special lab days.

UMass Dartmouth Name Pin: To be purchased through the UMass Dartmouth Bookstore and worn at all clinical experiences (voted by Faculty org. 2/23/2015)
Hospital Based Clinical Days

UMass Dartmouth College of Nursing uniform unless otherwise instructed by your clinical faculty.

UMass Dartmouth College of Nursing Uniform

The UMassD College of Nursing school uniform is available for purchase through the University of Massachusetts Dartmouth Bookstore. All students are required to purchase the following:

**Sophomores:**
One navy UMass Dartmouth College of Nursing uniform top.
One pair of unisex navy uniform pants

**Junior & Seniors:** There is a minimum of 2 clinical days each week. Recommend:
One (or two) navy UMass Dartmouth College of Nursing uniform top.
One (or two) pair of unisex navy uniform pants

Uniform is to be neat and clean (ironed if needed).

Equipment
- Wrist watch with sweep second hand. Any brand of watch is acceptable. A waterproof watch is recommended.
- Stethoscope
- Bandage scissors

Shoes
Students should wear one of the following: a professional nursing shoe that is fully closed without air vent openings or sling back, pair of well kept cross trainers, running shoes, clogs or walking shoes in white, black or brown. (update voted by Faculty org. 2/23/2015)

Socks & Stockings
Plain white, clean socks or white stockings must be worn. You are not allowed to wear shoes without socks or stockings.

Student Identification
It is required that you be legally identified as a student nurse. Always introduce yourself by name and title (“Student Nurse”) when entering a nursing unit and/or patient’s room.
NOTE: Faculty will advise the student of additional guidelines that are specific to the clinical agency or nursing unit.

Agency/Hospital Badge
Students may be issued a clinical agency “student identification” badge. This badge is to be worn visibly at all times while on hospital/agency property. Badges are to be returned to your clinical instructor at the end of your clinical experience.
College of Nursing Policy for Blood Borne Pathogens

To Prevent Transmission of Blood Borne Pathogens in Health Care Settings

The increasing prevalence of blood borne pathogens increases the risk that health-care workers will be exposed to blood/body fluids from patients infected with blood borne pathogens, especially when blood and body-fluid precautions are not followed for all patients. Thus, this document emphasizes the need for health-care workers to consider ALL patients as potentially infected with blood borne pathogens and to adhere rigorously to infection-control precautions for minimizing the risk of exposure to blood and body fluids of all patients.

The Center for Disease Control and Prevention (CDC) has issued guidelines regarding occupational exposure to blood borne pathogens (including HIV, Hepatitis B and Hepatitis C). The College of Nursing has adopted the following policies in conformity with CDC guidelines.

The following policies are your first line of defense against HIV, Hepatitis B and Hepatitis C, but also against all Blood Borne Pathogens. The following policies:

1. Body substances of all clients are to be considered infectious.

2. Handwashing is the major preventive technique. It should be used:
   a. Prior to and following any patient contact.
   b. Immediately, if contact with any body substance onto the skin or mucous membranes occurs.
   c. After removing contaminated gloves, gowns, or equipment.

3. Needles should not be recapped or broken; deposit in a puncture-resistant container.

4. Gloves should be worn if contact with body substances is anticipated. These include:
   a. Handling of blood, urine, feces, vaginal drainage, saliva, tears, amniotic fluid, breast milk, or wound drainage, including wet dressings and laundry.
   b. When potential contact with body substances is anticipated (IVs, irrigations).
   c. When carrying body substances in containers (bedpans, urinals, specimen containers).

5. Added precautions should be taken if splashing of body substances is anticipated, or if contact with eyes or mouth is expected (masks, goggles, gown).
6. Students should be knowledgeable of the nature and risks of body substance transmitted diseases, the mode of transmission, and the appropriate preventive techniques.

7. Students with cuts, sores or other broken skin areas on their hands should not be in direct contact with patients. Clinical instructor must be notified immediately to determine if clinical practice can be carried out by wearing gloves or by applying an occlusive dressing.

8. Any needle-stick injuries with contaminated needles, cuts with contaminated sharp objects, body substance splashes or contact with mucous membranes should be managed following CDC guidelines. Clinical instructor must be notified immediately. Immediately wash area, report to agency and refer to ED for treatment of exposure. Occupational health referral will be made by ED provider and follow up with occupational health and University Health Services. Documentation of exposure will be required.

9. Spills of body substances should be immediately cleaned from the surface using soap and water then follow agency policy. Gloves should be worn during cleaning and hands washed when gloves removed. The agencies’ recommended bactericidal cleaning procedure should be followed.

The following principles should also be recognized:

1. Blood and body fluids transmitted diseases are not transmitted by ordinary contact with patients (bathing, feeding or touching). They are not transmitted through the air.

2. Blood and body fluids guidelines are for the protection of patients as well as the health care worker.

3. Gloves must be worn when it can be reasonably anticipated that the student may have hand contact with blood, other potentially infectious materials, mucous membranes, and non-intact skin; when performing vascular access procedures and when handling or touching contaminated items or surfaces.

4. When needed equipment or supplies are not available in the clinical area, the instructor should use his/her judgment as to how the student should proceed.

5. After caring for a patient, students should not put hands to face, especially eyes or mouth, prior to washing hands.

6. Students are accountable for the correct implementation of the above procedures.

7. Students are responsible for reviewing agency procedure/policy manual.
Blood Borne Pathogen Policy Signature Sheet

Attached are the College of Nursing’s guidelines reflecting infection control for minimizing the risk of exposure to blood and body fluids from patients, thus preventing transmission of blood borne disease in any health care setting.

Please read all the information in the College of Nursing Student Handbook concerning infection control and retain that information for future reference. Please ask your clinical instructor any questions you have regarding the infection control policy.

Please return this form, signed and dated, by AUGUST 1.

Mail or deliver to:
Dean’s Office
University of Massachusetts Dartmouth
College of Nursing, Dion 202
285 Old Westport Road
N. Dartmouth, MA 02747-2300

I have read and understand my responsibilities in complying with the College of Nursing policy for blood borne pathogens.

Signature

Date
Enrollment Progression and Advising Committee

The Enrollment Progression and Advising Committee (EPAC) is responsible for yearly review of student handbook and recommendation to faculty organization for approval. Students, who can become voting members of this committee, are invited to become members of EPAC.

All Handbook policies and procedures are subject to change. Students will be notified by email and on the CON website in a timely manner.