# CORE College of Nursing (CON) Student Handbook

Table of Contents

[Introduction 4](#_Toc25244386)

[**Philosophy of Nursing Education** 4](#_Toc25244387)

[**CON Mission Statement** 4](#_Toc25244388)

[**CON Vision** 5](#_Toc25244389)

[**Guiding Principles** 5](#_Toc25244390)

[**MSU CON Student Honor Code** 6](#_Toc25244391)

[**MSU Spartan Code of Honor** 6](#_Toc25244392)

[Support Services 7](#_Toc25244393)

[East Lansing Campus Resources and Facilities 7](#_Toc25244394)

[**University Resources** 7](#_Toc25244395)

[Office of the University Ombudsperson 7](#_Toc25244396)

[Student Parking Policy 8](#_Toc25244397)

[Office of Student Affairs 8](#_Toc25244398)

[Student Communication 8](#_Toc25244399)

[Technology & Acceptable Use Policies 9](#_Toc25244400)

[**Technology Requirements** 9](#_Toc25244401)

[Laptop Requirement 9](#_Toc25244402)

[Learning Technologies 10](#_Toc25244403)

[**Mobile Device Policy** 10](#_Toc25244404)

[Email 11](#_Toc25244405)

[Student List Serve 11](#_Toc25244406)

[Writing 11](#_Toc25244407)

[Writing Standards for the CON 11](#_Toc25244408)

[Student Rights & Policies 12](#_Toc25244409)

[Student Rights under the Family Educational Rights and Privacy Act (FERPA) 12](#_Toc25244410)

[Patient/Client Confidentiality - HIPAA 12](#_Toc25244411)

[Inclement Weather Policy 13](#_Toc25244412)

[Grief Absence Policy 14](#_Toc25244413)

[Resource for Persons with Disabilities 15](#_Toc25244414)

[Impaired Student Nurse Policy 15](#_Toc25244415)

[Intellectual Integrity Policies 19](#_Toc25244416)

[Student Scholarly Activities 19](#_Toc25244417)

[Guidelines for Integrity in Research and Creative Activities 20](#_Toc25244418)

[Policy Regarding Training in the Responsible Conduct of Research 20](#_Toc25244419)

[Academic Policies & Procedures 22](#_Toc25244420)

[Academic Standards 22](#_Toc25244421)

[Dismissal from the CON 22](#_Toc25244422)

[Withdraw Policies 22](#_Toc25244423)

[Professionalism Guidelines 24](#_Toc25244424)

[Academic Integrity 24](#_Toc25244425)

[Professionalism 28](#_Toc25244426)

[Legal Regulation of Nursing Practice 28](#_Toc25244427)

[Academic Mid-Semester Progress Reports 29](#_Toc25244428)

[Student Progress Reports 29](#_Toc25244429)

[Technical Standards 29](#_Toc25244430)

[CON Technical Standards 29](#_Toc25244431)

[Evaluation of Student Instruction 31](#_Toc25244432)

[Evaluation and Student Instructional Rating System (SIRS) 31](#_Toc25244433)

[Grading Policy 33](#_Toc25244434)

[Grade Rounding 33](#_Toc25244435)

[Attendance Policy 34](#_Toc25244436)

[Exams & Learning 35](#_Toc25244437)

[Final Exam Policy 35](#_Toc25244438)

[Proctoring Exams 35](#_Toc25244439)

[Online Learning 36](#_Toc25244440)

[Clinical Policies & Procedures 38](#_Toc25244441)

[Student Clinical Attire Policy 38](#_Toc25244442)

[Transportation to and from Community Agencies 38](#_Toc25244443)

[Guidelines for Occurrence Reporting 38](#_Toc25244444)

[Client/Patient/Resident Injury/Incident Involving Student 39](#_Toc25244445)

[Student Exposure Protocol 39](#_Toc25244446)

[Educational Experiences while Pregnant 40](#_Toc25244447)

[Forms 40](#_Toc25244448)

[Compliance Policies & Procedures 40](#_Toc25244449)

[Compliance 40](#_Toc25244450)

[HIPAA (Health Insurance Portability and Accountability Act) Training 41](#_Toc25244451)

[BBP (Blood Borne Pathogen) Training 41](#_Toc25244452)

[BLS (Basic Life Support) for Healthcare Providers 41](#_Toc25244453)

[Criminal Background Check, Drug Screening, and Fingerprinting\* 41](#_Toc25244454)

[ACE-MAPP 42](#_Toc25244455)

[Emergency Procedures 42](#_Toc25244456)

[General Safety Tips 42](#_Toc25244457)

[Active Violence Safety Guidelines 43](#_Toc25244458)

[MSU Emergency Alert Systems 43](#_Toc25244459)

[References 44](#_Toc25244460)

## Introduction

### Philosophy of Nursing Education

The CON, as an integral part of Michigan State University (MSU), subscribes to the land-grant philosophy and its tripartite mission including outreach that bridges the areas of teaching, research, and service. The College provides leadership for the education of nurses at the undergraduate and graduate levels who practice within integrated, dynamic, and diverse health care systems. All faculty members are committed to scholarship in teaching, research, service, and practice.

The goal of professional nursing education is to promote competence and leadership in evidence-based nursing practice, scholarship, and research spanning from the community to the international level. Nursing education is a lifelong process that applies the concepts and theories from nursing, the humanities, and the natural and behavioral sciences. Learning is most effective when individual learner needs are considered, and active learner participation is facilitated. This objective is best accomplished in an atmosphere that promotes educational access and respect for diversity.

The beginning practitioner of nursing, a caring professional, skilled clinician, effective communicator, and clinical scholar who promotes the well-being of individuals, families, and populations in health and illness, is awarded the Bachelor of Science in Nursing (BSN).  The beginning advanced practice nurse, a specialist prepared in theory application, role development, evidence-based practice, application ethics, shaping policy/organizations, health promotion, and illness prevention/management to meet the diverse needs of specific populations, is awarded the Master of Science in Nursing (MSN). With an expanded area of expertise in leadership involving these areas and quality improvement, the advanced practice nurse is awarded the Doctor of Nursing Practice (DNP). The nurse scientist awarded the Doctor of Philosophy (PhD) in Nursing is prepared to conduct an independent program of research with rigorous scientific inquiry that extends knowledge to advance nursing practice, steward the profession, shape health policy, and impact the health and well-being of populations.

Accepted by MSU CON faculty: May 11, 1994  
Amended by faculty vote: November 16, 2001  
Amended by faculty vote: November 20, 2016

### CON Mission Statement

The mission of MSUs CON is to enhance the health of the community by providing excellence in nursing education, nursing research and nursing practice. We will advance the profession of nursing and serve as an advocate for optimal health care for all people. The mission will be accomplished through our strategic priorities:

* **Education**: Provide a balanced array of educational programs to prepare nurse leaders for practice, research, and education.
* **Research**: Increase research activity in focused areas of excellence and expand team science.
* **Practice**: Lead nursing practice partnerships that translate nursing science into practice to improve health outcomes.

Approved 5/10/2011 Faculty Meeting

### CON Vision

The MSU CON is a leader in creating positive change in healthcare outcomes locally, nationally, and globally through excellence in nursing education, research, and practice.

Approved 9/16/2011 Faculty Meeting

### Guiding Principles

The undergraduate nursing programs achieve the college’s mission through a learner-centered academic environment. The role of the teacher in learner-centered academic environments is to be a facilitator of active and engaged learning, fostering trusting student-teacher relationships through flexibility and creativity. As students become involved in their learning, they share accountability for learning outcomes with teachers in ways that facilitate the development of **caring, professional, and knowledgeable** nurses. These nurses use **individual, community, and systems perspectives** to **advocate** for quality care of diverse patients in dynamic and variable health care environments. Nursing care promotes **health and the well-being** of patients at the local, regional, national, and global level.

The **Clinical Nurse Specialist APRN** program is designed to prepare registered nurses (RNs) for an advanced practice role as a clinical nurse specialist (CNS). The CNS is prepared to provide a professional leadership role in the design and implementation of strategies to improve patient and organizational outcomes. Upon completion of the program, graduates will be prepared to sit for American Nurses Credentialing Center (ANCC) certification as an Adult-Gerontology CNS ***or*** American Association of Critical Care Nurses (AACN) certification as an Adult-Gerontology CNS.

The **Nurse Anesthesia APRN** program is full-time and designed to educate RNs in academic knowledge, technical skills, and clinical skills to assume leadership and professional roles in nursing practice as accomplished advanced practitioners in nurse anesthesia. Individuals who meet the requirements are eligible for certification as certified registered nurse anesthetists (CRNAs) and licensure as advanced practice registered nurses (APRNs).

The **Nurse Practitioner APRN** program is designed to prepare RNs to achieve advanced nursing practice in primary care. Graduates are eligible for certification as Primary Care Family NPs, Adult-Gerontology Primary Care NPs, or Psychiatric Mental Health NPs. The program is fully accredited by the Commission on Collegiate Nursing Education.

Clinical experience is an essential component of the program. Experiences in primary care settings are available in many locations throughout the state. Clinical experiences are based on each student’s goals and needs, and the availability of clinical sites. Clinical experiences involve active participation in the interdisciplinary management of health care services for patients and their community. The focus is on health promotion, health maintenance, illness prevention, episodic care, and long-term care.

The **Doctor of Philosophy (PhD)** program is designed to prepare BSN and/or Master’s prepared nurses to become nurse scientists capable of developing an independent rigorous program of research that advances knowledge to advance nursing practice, steward the profession, shape health policy, and impact the health and well-being of populations. A major program emphasis is to prepare graduates for careers in intervention and translation science in the areas of wellness behaviors/risk reduction and self/symptom management with chronic conditions.

### MSU CON Student Honor Code

In order to facilitate a climate of academic excellence and integrity, the faculty of the CON adopted the following Honor Code during the Spring 2003 semester. Students are expected to contribute to the legitimacy of their degree by reporting any breeches to this honor code. Student confidentiality will be maintained in all investigated cases. Students found in breach of the CON academic standards will be reviewed under the academic dishonesty guidelines presented in the Violation of Student Regulations section.

**As a student in the MSU CON**

* I vow to hold my peers and myself to the highest measure of honesty and integrity.
* I commit myself to respectful and professional conduct in all classroom and clinical interactions.
* I will neither give nor receive any unauthorized assistance in completing my assigned academic work.
* I will always prepare completely to care for my patients before attending clinical.
* I will hold all personal matters coming to my knowledge in the practice of my calling in confidence.
* I will do all in my power to maintain and elevate the standard of my chosen profession.

### MSU Spartan Code of Honor

The Spartan Code of Honor Academic pledge embodies the academic integrity principles held by MSU through personal commitment to uphold ethical behavior in studies, research, and beyond. Below is the Academic Pledge.

"As a Spartan, I will strive to uphold values of the **highest ethical standard**. I will practice honesty in my work, foster honesty in my peers, and take pride in knowing that **honor is worth more than grades**. I will carry these values beyond my time as a student at Michigan State University, continuing the endeavor to build personal integrity in all that I do."

More information about the Spartan Code of Honor is available on the Associated Students of MSU website: <http://asmsu.msu.edu/initiatives/spartan-code-of-honor/>.

## Support Services East Lansing Campus Resources and Facilities

ACCESS TO HEALTH COMPLEX BUILDINGS  
Hours for access to Buildings are posted on the outer doors. Generally, all buildings are locked weekends and at 6:00 pm in the evening.  Smoking is prohibited anywhere on the MSU campus.

TELEPHONE CALLS  
Incoming emergency calls may be routed through the CON (517) 353-4827.

STUDENT COMMONS  
The Student Commons is located in C115, first floor of the Bott Building for Nursing Education and Research. The Student Commons has microwaves, refrigerators, a coffee maker, a copy machine, and various other resources. Important and interesting announcements are also posted in this space.

### University Resources

Resources available to all MSU students are available via the Spartan Student Handbook: <http://splife.studentlife.msu.edu/>

### Office of the University Ombudsperson

Conflicts, disagreements, and issues sometimes arise during the course of a program. If you find yourself in this situation and have exhausted the internal resources for resolving the issue, you may contact the Office of the University Ombudsperson.

The Office of the University Ombudsperson assists students, faculty, and staff in resolving university-related concerns. Such concerns include student-faculty conflicts, communication problems, concerns about the university climate, and questions about what options are available for handling a problem according to MSU policy. The University Ombudsperson also provides information about available resources and student/faculty rights and responsibilities. The office operates as a confidential, independent, and neutral resource. It does not provide notice to the university - it does not speak or hear for the university.

Contact the Ombudsperson at any point during an issue when a confidential conversation or source of information may be needed. The Ombudsperson will listen to your concerns, give you information about university policies, help you evaluate the situation, and assist you in making plans to resolve the conflict.

Contact information:

Office of the University Ombudsperson  
129 N. Kedzie Hall  
(517) 353-8830

### Student Parking Policy

Students may register their vehicle and obtain a commuter lot parking permit application from the MSU Police in person or online (<http://police.msu.edu/parking-services/permits/>). Your permit privileges are not valid until you affix your permit to your windshield properly. To register your vehicle, you must present a current student ID, a valid driver’s license and your vehicle registration. For additional questions, please refer to the MSU police office.

Students are not permitted to park in the Clinical Center parking lot for any reason.

### Office of Student Affairs

The MSU CON is committed to providing a quality nursing program for capable and motivated students from a range of ethnic, cultural, and economic backgrounds. Support programs provide opportunities to strengthen student achievement through academic counseling and advising, career and financial planning, and peer and professional interaction. For specific information or assistance regarding supportive services in nursing, contact Student Affairs 517-353-4827. Or visit the first floor of the Bott Building.

## Student Communication

### MICHIGAN STATE UNIVERSITY POLICIES

* Student responsibilities specific to email such as activating the account can be found at<https://tech.msu.edu/about/guidelines-policies/student-email-communications/>
* Review the University’s Social Media Guidelines at <https://cabs.msu.edu/social-media/resources/social-media-guidelines.html>

### SOCIAL MEDIA

The College of Nursing adheres to the “[ANA’s Principles for Social Networking and the Nurse: Guidance for Registered Nurses](http://www.nursesbooks.org/Main-Menu/eBooks/Principles/Social-Networking.aspx)”.  In this document, nurses and nursing students are referred collectively as “nurses.” This reference means that nursing students and faculty follow the guidelines and report breaches in the use of social media using appropriate lines of communication (e.g., students observing an actual or possible breach in social networking report the breach to their faculty member). <http://www.nursesbooks.org/Main-Menu/eBooks/Principles/Social-Networking.aspx>

### EMAIL AND COMMUNICATION

1. All email communications is to take place in the MSU email system.
   1. Expect email to be replied within 48-72 hours not including weekends.
   2. Any email generated outside of MSU email system will not be answered.
2. Text messaging is by individual faculty preference and will require follow-up via MSU email.

## Technology & Acceptable Use Policies

### Technology Requirements

#### MICHIGAN STATE UNIVERSITY POLICIE

* As a user of MSU information technology (IT) entails certain expectations and responsibilities which are stated in the **ACCEPTABLE USE POLICY FOR MSU INFORMATION TECHNOLOGY RESOURCES** policy and can be accessed from <https://tech.msu.edu/about/guidelines-policies/aup/>

#### SYSTEM/BROWSER COMPATIBILITY

|  |  |
| --- | --- |
|  | **Minimum Required** |
| Operating System | Windows 7 or greater, MAC OS X 10.9 or greater |
| Browser | Mozilla FireFox, Edge, Safari, Google Chrome |

\* NOTE: Students cannot rely on mobile devices, tablets, or Chromebooks as their primary computer.

#### REQUIRED TOOLS (may vary for different courses)

* **Microsoft Office 2010 or greater** All MSU students can receive a free version of the Microsoft Office Suite by visiting office.com and logging in using their MSU NetID and password.

#### RECOMMENDED PERIPHERALS

* Web Cam for Web conferencing (not used in all courses)
* Microphone and Speakers for Web conferencing (not used in all courses)
* Anti-Virus/Anti-Spyware for security
* Warranty Coverage for devices
* USB Flash Drive for transferring data

For more information about technology at MSU visit [http://tech.msu.edu](http://tech.msu.edu/)

For 24/7 technical assistance contact the MSU Helpdesk at 517-432-6200 (or toll free at 1-800-500-1554)

#### Laptop Requirement

Nursing students admitted to undergraduate and graduate nursing programs at the MSU CON are required to have a laptop computer for all classes. The laptop is the primary computer for all computerized classroom activities at the College. NOTE: the screen size must be large enough so images/pictures can be easily viewed (i.e., no Smartphone, iPad, or iPod) and screen size must be small enough to avoid crowding table space in the classroom. **In addition, students’ laptops must be:**

* **Capable of operating in class without dependence on a power cord**
* **Be able to connect to MSU’s campus network and the Internet using Wi-Fi without the use of an Ethernet cable.**
* Additional testing software may be required.
* **Additional information can be found in the MSU Computer Requirement**<https://tech.msu.edu/about/guidelines-policies/computer-requirement/>

#### Learning Technologies

MSU’s College of Nursing uses a variety of technologies to enhance and support student learning and assessment activities. Whether your class is in a physical space, online or both, you can access readings, PowerPoint presentations, discussions, quizzes and exams through the internet. NOTE: A high speed internet is required, as well as certain hardware and software specifications (see Computer Technology Requirements above).

#### LEARNING MANAGEMENT SYSTEMS (DESIRE2LEARN - D2L)

CON courses will utilize a D2L course space. You access online course spaces via the internet. A MSU NetID and password are required to log in. Some common online course space tools include:

1. Discussion Forums—Instructors often post discussion scenarios for students. Much as you share verbal information in a classroom discussion, you share written information in a discussion forum by writing your thoughts and posting them to a discussion thread for all students to read and respond.
2. Drop Box—Many times assignments are submitted electronically using a drop box tool.
3. Quizzes and Exams—whether a class is in-person or online, quizzes and exams are usually given electronically; either with Exam software or placed in D2L.

#### D2L

D2L HELP documents—this source provides detailed instructions for using D2L tools. (link URL: <http://help.d2l.msu.edu>).

For all questions related to D2L contact the MSU Helpdesk—this resource is available 24 hours a day, seven days a week at 517-432-6200 (on campus X 5-2345) or toll free at 1-800-500-1554.

#### MOBILE APPLICATIONS

* Mobile applications may be required for specific course; more information will be made available in the course syllabus or program requirements.

## Mobile Device Policy

MOBILE APPLICATIONS

Mobile applications may be required for a specific course. More information will be made available in specific course syllabi or program requirements.

THE MSU LEARNING AND ASSESSMENT CENTER

The expectations for the handling of mobile devices possessed by learners participating in events at the Learning and Assessment Center (LAC) are as follows:

1. Mobile devices are defined, but not limited to, cellular phones, smartphones, tablets, and iPads.
2. It is strongly recommended that faculty, curriculum assistants and/or other college staff inform learners to leave mobile devices outside the LAC (e.g., home, vehicle, etc.).
3. Upon arriving at the LAC, learners will be instructed to turn off mobile devices and leave them in a designated area.
   * Learners will not be permitted to maintain possession of mobile devices during the event.
   * If a learner is not in compliance, they will be dismissed from the event and the lead faculty member and/or contact will be notified immediately.
4. The LAC or CON will not assume responsibility for loss or damage of any mobile device.
5. Lead faculty shall have the prerogative of allowing mobile devices and will inform the LAC Facilitator/Educator of such during the event planning process.

CLINICAL SITES

The use of mobile devices in clinical settings must conform to the guidelines of the organization. Students are responsible to confirm guidelines with faculty and preceptors.

## Email

Students are responsible for activating and regularly checking their MSU e-mail accounts. This is the only e-mail address that MSU will centrally maintain for sending official communications to students, and the only e-mail address that MSU will use for sending official communications to students after they enroll. The CON is increasing the utilization of this means of communication and it will be the form for numerous important announcements and information. Failure to read official MSU communications sent to the students’ official MSU e-mail address does not absolve students from knowing and complying with the content of those communications. Please refer to the “[MSU Student E-mail Communications Notice](https://tech.msu.edu/about/guidelines-policies/student-email-communications/)”.

## Student List Serve

The CON student listservs were created to provide a means whereby the MSU CON can disseminate information of interest to its students in a timely, increasingly accessible, and cost efficient manner. The list serves as the primary and most immediate source of communication and information announcements. Students are enrolled in the CON student listserv by the CON and remain a member until graduation from the program.

# Writing

## Writing Standards for the CON

The CON requires students refer to the Publication Manual of the American Psychological Association (APA) (current edition) when completing any written assignments or activities. Any student having difficulty with the process of writing a paper should contact his/her course faculty for assistance. Assistance is also available by appointment at the MSU Writing Center. For more information about the Writing Center, visit [http://writing.msu.edu](http://writing.msu.edu/).

# Student Rights & Policies

## Student Rights under the Family Educational Rights and Privacy Act (FERPA)

Pursuant to the Federal Family Educational Rights and Privacy Act (FERPA), the university has established policies governing the privacy and release of student records. The university has designated certain personally identifiable information as directory information, which the university may release at their discretion to anyone who makes a request. Directory information has been defined as the name, local address and telephone number, MSU NetID, permanent address and telephone number, current enrollment status or dates of attendance, program level, class, major, current term candidacy for degree and/or teacher certification, information pertaining to awards and honors achievements, MSU degree(s) earned and dates, recommendation to the State of Michigan for teaching certificate and effective dates, participation in officially recognized MSU activities and sports-including weight and height of athletic team members, recognition documents of student organizations, employment status as a graduate teaching assistant or research assistant, and office address and office phone number.

A student may restrict the release of directory information by notifying the Office of the Registrar, located at 150 Administration Building. <https://reg.msu.edu/roinfo/notices/privacyguidelines.aspx>

Students have the right to inspect and:

* Review their education records
* Seek amendment of the records they believe to be inaccurate, misleading, or otherwise in violation of their privacy rights
* Consent to disclosures of personally identifiable information contained in their records, except to the extent that the law authorizes disclosure without consent
* File a complaint with the U.S. Department of Education concerning alleged failures of the university to comply with the law

More information and forms are available at the Office of the Registrar website: <https://reg.msu.edu/ROInfo/Notices/PrivacyGuidelines.aspx>

## Patient/Client Confidentiality - HIPAA

The MSU College of Nursing supports and expects CON students maintain the privacy and confidentiality of patients/clients at all times. In addition, students also must follow agencies policies regarding use of and access to electronic medical records.

All documentation and reports must be consistent with HIPAA regulations. Therefore, it is expected that students will not use names, initials, or date-of-birth in written reports or assignments. Details of client interactions may be discussed with appropriate faculty, students and agency personnel within the context of the clinical experience. Care should be exercised to avoid these conversations being overheard by others.

Patient information or clinical situations should never be discussed on social networking sites (Facebook, YouTube, Twitter, etc.). Further, professional contact with clients should be limited to the professional setting. Social networks are not considered professional. See Social Networking Policy.

Violations of client confidentiality/HIPAA will result in sanctions up to and including dismissal from the nursing program, as well as federal prosecution, fines, and imprisonment. Any violations of client confidentiality/HIPAA will result in disciplinary action, up to and including immediate dismissal from the nursing program. Violations will be reviewed by Associate Dean of Academic Affairs to determine the severity of the violation and temporary dismissal from the program until the review is completed. Any duplication information protected health information is a violation. The following may not be all inclusive.

Listed below are some examples of situations that would violate privacy and confidentiality expectations for MSU nursing students engaged in any clinical course

* Creating images of patients, clients, or their family members including screen shots, still shots and video recordings for any purpose.
* Creating any image of the medical record or report sheets or other patient/client information including screen shots, still shots and video recordings for any purpose.
* Creating audio files with voices of patients, clients, or their family members for any purpose.
* Clinical site/agency or health care provider’s name.
* Leaving the premises with any protected identifiable health information.
* Posting any information related to the care of patients, clients, or their family members in any form of social media, including but not limited to Facebook or Twitter.
* Using the phone, text, or email functions of a personal communication device in patient/client rooms or treatment areas, except for the purpose of retrieving data from electronic medical reference application for use in that patient/client’s care. In order to fall within this exception, the use of the personal communication device must be done in a manner consistent with agency policy and only after advising the patient, client, and their family member what is being done and how it contributes to the care being provided.
* Engaging in personal emailing, texting, phone calls, social media use, or any other personal communication with any current or former patient or their family member
* Communication (personal or electronic) with other individuals not immediately involved in the care of a patient or client about information gained from documents provided from or about a patient, client, or their family member in the course of providing care. The only exception to this rule is the inclusion of de-identified information in assigned course activities and shared with faculty or other students involved in that specific learning activity.

References

Office for Civil Rights. (2017). HIPAA for Professionals. Retrieved from <https://www.hhs.gov/hipaa/for-professionals/index.html>

<http://www.nursingworld.org/FunctionalMenuCategories/AboutANA/Social-Media/Social-Networking-Principles-Toolkit/Tip-Card-for-Nurses-Using-Social-Media.pdf>

## Inclement Weather Policy

In the event of inclement weather, the Vice President for Finance and Operations is designated as the official spokesperson for severe weather procedures and will make decisions and give out information as needed.

Notification may be provided in one or more of the following formats:

1. Emergency Text Messaging Notification (this is a voluntary opt-in program for text messaging) To register, please visit [https://etext.msu.edu](https://etext.msu.edu/)
2. Public Broadcast services
3. Reverse 911 (this allows MSU to call phones numbers within the university to provide emergency alert and safety information, including instructions to stay in place)
4. The MSU Homepage (<https://msu.edu/>)
5. Building Emergency Action Teams via pager (these trained personnel advise and assist the university community in emergencies)

When MSU cancels classes due to inclement weather, all classes and clinicals are canceled as well. If students are participating in a clinical off campus when MSU cancels classes, please contact your clinical instructor for instructions.

## Grief Absence Policy

The faculty and staff should be sensitive to and accommodate the bereavement process of a student who has lost a family member or who is experiencing emotional distress from a similar tragedy so the student is not academically disadvantaged in his/her classes. The full MSU Grief Absence Policy is available on the MSU Student Life website: <http://splife.studentlife.msu.edu/regulations/selected/grief-absence-policy>

It is the responsibility of the student to:

1. Fill out the absence request form, available at: <https://reg.msu.edu/StuForms/Stuinfo/GriefAbsenceForm.aspx>
2. Notify their advisor/faculty advisor and course faculty of the need for a grief absence in a timely manner, but no later than one week from the student's initial knowledge of the situation
3. Provide appropriate verification of the grief absence to the Associate Dean of Academic Affairs
4. Complete all missed work as determined in consultation with the advisor/faculty advisor and course faculty

It is the responsibility of the Associate Dean of Academic Affairs to:

1. Determine with the student the expected period of absence; it is expected that some bereavement processes may be more extensive than others depending on individual circumstances
2. Receive verification of the authenticity of a grief absence request upon the student’s return
3. Make reasonable accommodations in collaboration with course faculty so the student is not penalized due to a verified grief absence

Students who believe their rights under this policy have been violated should contact the University Ombudsperson.

## Resource for Persons with Disabilities

Students with disabilities should contact the Resource Center for Persons with Disabilities to establish reasonable accommodations. For an appointment with a disability specialist, call (517) 353-9642 (voice), (517) 355-1293 (TTY), or visit [MyProfile.rcpd.msu.edu](http://nursing.msu.edu/CORE%20Student%20Handbook/MyProfile.rcpd.msu.edu).

## Impaired Student Nurse Policy

1. POLICY: The purpose of this policy is to confirm that possessing or being under the influence of alcohol or illegal substances while engaged in College of Nursing activities is strictly prohibited. This policy also provides guidance for accessing resources to provide assistance with substance use problems.

II.                 DEFINITIONS Include the terms highlighted in the handbook’s glossary

1. “Alcohol” means: beer, wine, and all forms of distilled liquor containing ethyl alcohol.
2. “Clinical Activities” shall refer to those duties or activities required of Michigan State University (MSU) College of Nursing (CON) students, whether on the campus of Michigan State University or at an outside clinical agency, which involve direct patient care or interaction with a patient, clinical staff, or research subject for purposes of health care, or a CON academic program.
3. “Drug” means any substance that has known mind or function-altering effects on a human subject (i.e., psychoactive substances), including, but not limited to, substances controlled by State or Federal laws.
4. “Drug Paraphernalia” means all equipment, products, and materials of any kind, which are used for injecting, ingesting, inhaling, or otherwise, introducing a drug into the human body. This includes, but is not limited to, all equipment, products, and materials prohibited or controlled by State or Federal laws, and this excludes equipment being used to complete assigned clinical activities.
5. “Student” is an undergraduate or graduate student enrolled in the CON.
6. “Supervisor” is the person assigned to oversee a student while engaged in performance of a clinical program, clinical activities or any other activity associated with the CON. This person may be a professor/instructor in the CON, or an employee of the facility at which a clinical experience takes place acting as the clinical preceptor/ mentor.

III.              DRUG AND ALCOHOL POSSESSION AND USE

1. Prohibitions. Except as provided in paragraph B below:
   1. No student engaged in clinical activities shall possess, use, consume, transport, promote, or sell alcohol, drugs, or drug paraphernalia at a clinical site or while engaged in CON related activities.
   2. No student may report to a clinical site or engage in clinical activities while under the influence of or impaired by alcohol or drugs, to any degree. This is a zero tolerance policy.
   3. All students of the University are subject to the MSU Drug and Alcohol Policy.  <http://splife.studentlife.msu.edu/regulations/selected/msu-drug-and-alcohol-policy-all-university-policy-applicable-to-university-employees-as-well-as-students>
2. Exceptions. The following circumstances constitute exceptions to this policy:
   1. Prescribed and over-the-counter drugs. The use or possession of prescribed or over-the-counter drugs and/or drug paraphernalia is not prohibited by this policy, if legally obtained, used for the purpose for which it was prescribed or manufactured, and if taken at the prescribed or authorized dosage; provided that use of the drug and/or drug paraphernalia does not interfere with the safe and efficient performance of the student’s clinical activities.
   2. Distribution of legally ordered medications as a part of a clinical practice experience.
3. Students who participate in clinical activities at outside facilities may also be subject to the rules and regulations of the host facility. This may include drug and/or alcohol testing pursuant to host facility policies.

IV.              DRUG AND ACOHOL TESTING PROCEDURES

1. In order to assure compliance with the policy and as a condition of continuing to participate in clinical activities, students are required to cooperate with the procedures outlined herein, including drug and alcohol testing. Failure to cooperate with the procedures may result in termination of a student’s clinical activities, which will carry with it serious consequences for the student’s ability to complete the required objectives of his or her course of study in the CON.
2. A student may be required to complete drug and/or alcohol testing if there is a finding of reasonable suspicion that the student has used drugs or alcohol while engaged in clinical activities. Reasonable suspicion shall be determined by the supervisor, based upon various factors, including but not limited to misuse, possession or distribution of drugs or alcohol, observation of signs or symptoms commonly associated with impairment such as: impaired mental ability, inability to maintain balance, odor of alcohol, boisterous or slurred speech, drowsiness, dilated pupils, staggering, awkward movements or erratic behavior. In making a determination of reasonable suspicion, the supervisor may take into account observations of lay persons, other staff, or faculty of the CON and/or agency health care professionals.
3. When finding of reasonable suspicion is made, the following steps will be implemented by the CON:
   1. The supervisor shall remove the student from the classroom, CON activity or clinical area and will privately address the student to discuss the behavior(s) observed. The supervisor will specifically inquire about whether the student has used drugs or alcohol and if so, the details of such use. The supervisor shall consult with the Associate Dean of Academic Affairs (ADAA), and shall make a determination as to whether to refer the student for drug and alcohol testing.
   2. If the supervisor and/or ADAA decide to send the student for testing, the student shall be notified that he or she will be tested for the presence of drugs and/or alcohol. The student will incur costs associated with the testing. A student who refuses to undergo testing shall be presumed to have violated this policy.
   3. Transportation to and from the location for testing will be arranged by the supervisor. The student will be accompanied by a CON supervisor at all times to the testing site.
   4. Tests shall be conducted pursuant to the testing protocols of the clinical agency or the Office of the University Physician. Samples shall be collected by the clinical agency or the designated screening clinic of the Office of the University Physician. Test results will be interpreted by the University Physician, who shall verify documentation of appropriate chain of custody and shall make the determination of whether a test is positive for the presence of drugs or alcohol. In the case of a positive test, the student shall be contacted by the University Physician, who shall determine whether there is any legitimate explanation for the positive test. If no legitimate explanation can be verified by the University Physician, he or she shall advise the ADAA of the CON of the testing results.
   5. After testing is complete, the supervisor will assist the student in finding transportation.
   6. The supervisor will prepare a written report documenting the observed student behaviors on a student occurrence form and submit same to the ADAA.
   7. The University will make reasonable efforts to maintain confidentiality in the administrative handling of matters relating to student drug and alcohol testing.
4. A student who has been sent for drug and alcohol testing shall be suspended from participation in clinical activities until the results are returned. Test results shall be provided by the University Physician to the ADAA. If the results are negative and the student also meets the technical standards for participation in clinical activity, the student shall be permitted to resume his or her regular clinical activities immediately with make-up time scheduled as needed to achieve course outcomes. If the test results are positive for the presence of drugs or alcohol, or if the student refuses to submit to testing, the following steps shall be followed.
   1. A meeting will be held with the student, the course faculty and the program director to discuss the incident, allow all parties to provide any relevant information, and to discuss sanctions and/or academic consequences related to the alleged violation. Sanctions may include suspension from all clinical programs, a failing grade for a given course, or dismissal from the CON.
   2. If the CON does not initiate dismissal proceedings, the student will be required to attend a substance use assessment at the MSU Counseling Center or with a certified or licensed professional capable of providing this service. The student will sign a consent form to allow release of the assessment results to be provided to the ADAA. The student shall be required to follow any treatment plan which may be recommended as a result of the substance use assessment.  Refusal to undergo substance use assessment or failure to comply with any recommended treatment will result in the student’s dismissal from the CON. Following successful completion of any such treatment plan and/or upon certification by an appropriate substance abuse counselor that the student is fit to return to clinical activities, the student may be permitted to resume full participation in the CON curriculum.
   3. Any student who holds an RN license and who has a confirmed positive drug screen will be offered an opportunity to self-report to the Michigan Health Professional Recovery Program (HPRP) for subsequent evaluation and treatment recommendations. If the student is diagnosed with abuse of or dependence on a substance, the student must comply with a monitoring program.  If a student who is a licensed nurse fails to participate in Michigan HPRP, the CON will notify the Board of Nursing.
   4. The College of Nursing will file a complaint with the student judicial process when a positive drug test result is received. The CON will be notified of the outcome of this process.

V.                APPEALS: Students disciplined as a result of this policy may use the student appeal process as outlined in the MSU College of Nursing Handbook and the MSU Student Rights and Responsibilities or Graduate Students Rights and Responsibilities document, as appropriate.

VI.              REINSTATEMENT TO CLINICAL PROGRAM/ACTIVITIES

1. In order to apply for reinstatement to clinical activities after a suspension, a student must provide to the CON the findings, reports, and/or recommendations of any drug and alcohol counselors or health care providers related to the student’s violation of this policy and subsequent treatment. Relevant student judicial findings and sanctions must also be provided to the college.
2. A student who has been removed from a clinical program for a violation of this policy may be permitted to return to the clinical program upon fulfillment of the following conditions:
   1. Expiration of any academic suspension or disciplinary suspension.
   2. Written documentation of successful completion of all recommended drug and alcohol services and compliance with any sanctions or requirements issued pursuant to the student judicial process.
   3. Agreement to voluntarily participate in random drug or alcohol screening for a designated period of time, the cost of which must be paid by the student.
3. A student’s return to any clinical experience will be contingent upon acceptance by the clinical partner/agency.

VII.            ASSISTANCE TO STUDENTS WITH DRUG OR ALCOHOL PROBLEMS

1. Students with drug or alcohol problems, whether or not engaged in clinical activities, are encouraged to voluntarily seek assistance through the MSU Counseling and Psychiatric Services (CAPS). <https://caps.msu.edu/>
2. Any student in the College of Nursing who is convicted of a drug or alcohol related offense including Minor in Possession will report this occurrence to the ADAA within 7 days. Failure to do so will be in violation of the Academic Integrity Policy.

# Intellectual Integrity Policies

# Student Scholarly Activities

CON students are obligated to hold themselves and their peers responsible for maintaining academic integrity in written work and in patient care situations, and to abide by the regulations governing academic integrity set forth by MSU and published in Spartan Life.

Ethical principles ensure the accuracy of scientific and scholarly knowledge and protect intellectual rights. Principles include reporting of results, plagiarism, publication credit, sharing data, and copyright.

Research misconduct and questionable research practices within the college are defined consistently with the university document on intellectual integrity.

RESEARCH MISCONDUCT

Misconduct in scientific or scholarly activities means fabrication (e.g., making up data or results), falsification (e.g., changing data or results), plagiarism (e.g., using the ideas or words of another person without giving appropriate credit), or other practices that seriously deviate from those that are commonly accepted within the scientific community (see below) for proposing, conducting, or reporting research. It does not include honest error or honest differences in interpretations or judgments of data or results.

Serious deviations from accepted practice involve intent and consist of:

1. Intentionally misrepresenting data that might lead to serious errors in practice or other critical applications.
2. Intentionally destroying or altering (raw or analyzed) data or results of a research project.
3. Intentionally sequestering or otherwise preventing access to data by other qualified members or a research project team.
4. Intentional abuse of confidentiality (e.g., unauthorized dissemination of ideas or data gained from access to privileged information, for example, in the review of manuscripts or proposals.)
5. Retaliation of any kind against a person who reported or provided information about suspected or alleged misconduct and who had acted in good faith.

QUESTIONABLE RESEARCH PRACTICES

Questionable research practices are actions that violate traditional values of the research enterprise and that may prove detrimental to the research process. Examples of questionable research practices include:

1. Failing to keep adequate research records, especially for results that are published and/or are relied upon by others.
2. Failing to retain significant research data or results for a reasonable period.
3. Refusing to give peers (who are not of the project team) reasonable access to unique research materials or data that support published papers.
4. Exploiting or inadequately supervising research subordinates.
5. Intentionally misrepresenting speculations as fact or releasing preliminary research results without providing sufficient data to allow peers to judge the validity of the results or to reproduce the experiments.
6. Conferring or requesting authorship based on inadequate contributions.
7. Refusing authorship or the right to publish independently for improper or inadequate reasons.
8. Failure to report observed misconduct.

## Guidelines for Integrity in Research and Creative Activities

Students are expected to adhere to the Intellectual Integrity Policies of the CON, the Guidelines for Integrity in Research and Creative Activities of Michigan State University, and the Guiding Principles for Ethical Research of the National Institutes of Health. The MSU Guidelines for Integrity in Research and Creative Activities identifies the key principles of:

1. Honesty in proposing, performing, and reporting research
2. Recognition of prior work
3. Confidentiality in peer review
4. Disclosure of potential conflicts of interest
5. Compliance with institutional and sponsor requirements
6. Protection of human subjects and humane care of animals in the conduct of research
7. Collegiality in scholarly interactions and the sharing of resources
8. Adherence to fair and open relationships between senior scholars and their co-workers

The full text of these guidelines is available on the Graduate School website: <https://grad.msu.edu/researchintegrity/>

The number of cases of scientific misconduct due to apparent unintentional plagiarism continues to be substantial. Consider using “iThenticate,” the anti-plagiarism software available on D2L as part of the “Turn-It-In” package. iThenticate is set up so that faculty, postdocs, and graduate students can check their manuscripts for unintentional plagiarism before submitting them. Read more on iThenticate at the Technology at MSU website: <https://tech.msu.edu/teaching/tools/ithenticate>.

## Policy Regarding Training in the Responsible Conduct of Research

The Michigan State University CON aims to foster a scholarly environment that promotes responsible and ethical research conduct. The MSU CON will not tolerate research misconduct. This policy outlines the CON policy on the training and regulation of academic integrity in research and publication to promote compliance with the highest scholarly standards.

The Federal and MSU Offices of Research Integrity outline the regulations and procedures that will help ensure the quality and integrity in research and publications, and recommend a combination of self-regulation, adherence to individual and professional standards, and reference to the highest research traditions and best practices that characterize academic research institutions.

PURPOSE

This policy delineates the requirements for the necessary and mandatory training and oversight in the responsible and ethical conduct of research to all MSU CON Master’s and Doctoral students, as well as all students (undergraduate to postdoctoral), research staff, and faculty who are supported by federal funding to conduct research.

APPLICABILITY

This policy applies to all persons conducting federal level research for the CON, as well as all students enrolled in graduate programs delivered by the CON.

DEFINITIONS

* Research: the exploration, discovery, interpretation, revision, and sharing of knowledge, including the creation of works for the enlightenment and intellectual stimulation of humans across all disciplinary fields from the arts and humanities to the sciences
* “Person conducting research:” student assistants at all levels, postdoctoral researchers, graduate assistants, postdoctoral fellows, research associates, trainees, visiting researchers, and faculty
* Responsible Conduct of Research: conducting research in ways that fulfill the professional responsibilities of researchers, as those responsibilities are defined by their professional organizations, MSU, and, when relevant, governmental and other entities that support and regulate research
* Research Integrity: the quality of possessing and steadfastly adhering to high professional principles, standards, and obligations, as prescribed by professional organizations, MSU, and, when relevant, governmental and other entities that support and regulate research
* Research Ethics: the critical study of the moral problems associated with, or that arise in the course of, pursuing research

PROCEDURE

All persons who conduct research and graduate students in the CON shall be trained in the responsible conduct of research, research integrity, and ethical responsibilities. Evidence of successful completion of a minimum of five hours of formal training is required initially. Training shall be updated annually (minimum of three hours).  
  
All training will be based on the Research Integrity guidelines and handbook published by the Office of Research Integrity ([https://ori.hhs.gov](https://ori.hhs.gov/)/). Training will consist of face-to-face training, voice-over recordings, and an online module. All training will be evaluated with an appropriate validation procedure.  
  
All persons conducting federal level research (including student assistants at all levels, postdoctoral researchers, graduate assistants, postdoctoral fellows, research associates, trainees, visiting researchers, and research staff and faculty) will complete five hours of training and provide evidence of satisfactory completion of the training within the first three months of employment or at the time of assignment to a research activity, followed by three hours of training in each subsequent year.

Please note the following:

1. Evidence of completion will be tracked by the MSU CON Nursing Center for Nursing Research, Scholarship and Innovation (CNRSI) Coordinator or designee.
2. The CNRSI coordinator will report training to the Graduate School each semester.

POLICY VIOLATIONS

Misrepresentation of the information required to be documented or reported under this policy may result in disciplinary action, up to and including dismissal.

*Approved by GPC on October 1, 2010*

# Academic Policies & Procedures

## Academic Standards

Progression through the nursing programs are monitored by the CON. Progression is dependent on the individual program requirements. Failure to meet the progression requirements may result in a dismissal from the nursing program

## Dismissal from the CON

Students will be dismissed from the CON when one of the following occurs:

1. Students earn a final grade below program requirements in any required course.
2. Students engage in any act that is a serious violation of the Criminal Code of Michigan or seriously compromises the welfare or integrity of another person.
3. Students who experience physical, behavioral, psychological, or other difficulties that interfere with his/her ability to meet academic objectives and/or professional standards.

## Withdraw Policies

**Withdraw for Medical Reasons**

When a student identifies a need to withdraw for medical reasons, they should first meet with their academic advisor in the Office of Student Affairs and faculty advisor, as appropriate. The advisor will provide guidance on the appropriate steps to request a medical withdraw. Once the student has met with an academic advisor and has collected the appropriate documentation, they will be asked to submit a formal request to the College of Nursing’s Associate Dean for Academic Affairs.

Additional Information regarding Withdraws for Medical Reasons can be found, here:<http://undergrad.msu.edu/medicalwithdrawal>

**Voluntary Withdraw from a Course**

Students seeking to withdraw from a course are strongly encouraged to meet with their advisor. Withdrawing from a course has consequences associated with time to graduation, financial aid, clinical placements, and progression.

**Please note:** nursing (NUR) courses are offered on a limited basis and space is restricted. Because of this, students who voluntarily withdraw from nursing courses are not guaranteed a space in the course the next time it is offered.

Information about Change of Enrollment can be found under the General Procedures and Regulations in the Academic Programs Catalog, here: <https://reg.msu.edu/AcademicPrograms/Text.aspx?Section=112#s496>

Information about Refunds of Course Fees and Tuition can found under the Refund Policy in the Academic Programs Catalog, here: <https://reg.msu.edu/AcademicPrograms/Text.aspx?Section=112#s443>

**Voluntary Withdraw from Nursing Program**

*Permanent Withdraw:*

Students seeking to withdraw from the College of Nursing permanently are strongly encouraged to meet with their advisor prior to withdrawing from the program.

Undergraduate students who plan to continue at Michigan State University are required to change their major. To do so, they will need to meet with an academic advisor in the designated major they plan to transition into. Please contact the College of Nursing Office of Student Affairs to discuss the appropriate process.

*Suspension of progress for 1 year or less:*

Students seeking to withdraw from the College of Nursing sequence are strongly encouraged to meet with their advisor.

Students who voluntarily withdraw from their program for 1 year or less are required to complete the (validation of intent) form, which can be found here: [Withdrawal Form](https://msu.co1.qualtrics.com/jfe/form/SV_0lenG0UVvbpikHX).

Before the student returns, they are required to formally request, in writing, permission to return to the Associate Dean for Academic Affairs. The Associate Dean for Academic Affairs and the program’s director or coordinator will review the requests and forward to the appropriate College of Nursing committee. Please refer to the readmission policy for further details.

*Suspension of progress for one year or more:*

Students who voluntarily withdraw from their program for one calendar year or more are required to complete the (*validation of intent*) form, which can be found here: [Withdrawal Form](https://msu.co1.qualtrics.com/jfe/form/SV_0lenG0UVvbpikHX).

Student who are not enrolled for three semesters (one calendar year) or more must apply for readmission to Michigan State University. More information about readmission and the appropriate application can be found, here: <https://reg.msu.edu/StuForms/ReAdmission/Readmission.aspx>

Before the student returns, they are required to formally request, in writing, permission for readmission from the Associate Dean for Academic Affairs. The Associate Dean for Academic Affairs and the program’s director or coordinator will review the requests and forward to the appropriate College of Nursing committee. Please refer to the readmission policy for further details.

Students who have been away from their program for one calendar year or more are considered noncompliant until all of the clinical requirements are met. Please refer to the Compliance Policy for more information. 

**Withdraw from the University**

Information about withdrawing from the University can be found under the General Procedures and Regulations in the Academic Programs Catalog, here: <https://reg.msu.edu/AcademicPrograms/Text.aspx?Section=112#s498>

# Professionalism Guidelines

## Academic Integrity

**Overview**

“Academic Integrity is honest and responsible scholarship” and is the “foundation for university success” (Office of the University Ombudsperson [OUO], n.d.).  The expectation is that students at all levels of academic learning will submit original work and give credit to other peoples' ideas. <https://ombud.msu.edu/academic-integrity/What%20is%20Academic%20Integrity.html>

Academically dishonest behavior presents an ethical and moral dilemma in learning, particularly on-line. With easy access to expanded technology and abundant resources on-line, the magnitude of academic dishonesty has increased, at MSU and nationally.

Maintaining academic integrity involves:

* Creating and expressing your own ideas in course work
* Acknowledging all sources of information
* Using appropriate, scholarly web sites, journals, books, etc.
* Completing assignments independently or acknowledging faculty sanctioned collaboration
* Accurately reporting results when conducting physical assessments, quality improvement projects, research or other type of work where subjective or objective information is collected and documented
* Honesty related to and during quizzes and examinations
* Following all course guidelines and expectations

Academic integrity is the foundation for successful completion of the MSU nursing education experience. Learning how to express original and creative ideas, citing sources, working independently or cooperatively and equally in assigned groups, and reporting results accurately and with integrity are skills that carry students beyond their academic career.  Academic dishonesty cheats the student of valuable learning experiences but can also lead to a failing grade on assignments, a failing grade in a course, or even expulsion from the university (OUO, n.d.).

Academic integrity in the College of Nursing (CON) includes:

* Civility and Tolerance
* Honesty and Truth
* Plagiarism
* Professionalism

The **American Nurses Association (ANA) Code of Ethics** serves as the nursing professions ethical standard across all roles, settings, and practice levels (ANA, 2015). The ethical values, obligations, and expectations of every individual who enters the profession are spelled out in nine provisions with interpretive statements. Related to academic integrity, Provisions 5, 6 and 9 correlate with CON expectations for all levels of students.

* **Provision 5**: The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.
  + Preservation of wholeness of character and integrity
  + Continuation of professional and personal growth
* **Provision 6:** The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting*(academic environment)* and conditions of employment that are conducive to safe, quality health care.
  + Moral virtue
  + Ethical obligation
  + Responsibility for the academic environment

* **Provision 9:**The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.
  + Articulation and assertion of values
  + Integrity of the profession

**Civility and Tolerance**

Civility is the ability to discuss differing viewpoints without hostility, abuse, or personal attacks and requires mutual respect (Porath, Gerbasi, & Schorch, 2015).

Incivility consists of unacceptable behaviors: disrespect to faculty, staff, and classmates; inflammatory or derogatory verbal or written language; bullying; being tardy or leaving class early; and, cheating (Gallo, 2012; Saltzberg & Clark, 2015).

MSU Academic Council approved the following statement for all Spartans and those attending university events (2010, April 20). “…to promote tolerance and civil behavior and to hold themselves to high standards that reflect the university’s commitment to respect viewpoints that may be different from their own. Only by respecting individuals with diverse perspectives and ideas can we build an environment of civility that is conducive to advancing knowledge and transforming lives”. <https://www.hr.msu.edu/policies-procedures/university-wide/tolerance_civility.html>

**Plagiarism**

 “Plagiarism is copying another person’s text or ideas and passing the copied material as your own work” (Cobbett, 2016, p.1). Plagiarism is fraud and carries the possibility of harsh consequences: a failing grade in the assigned activity or course, loss of reputation, loss of student employment, and expulsion from the university. This definition includes tables, table legends, graphics, figures and figure legends which you copy into your text.

Types of plagiarism: accidental/unintentional, blatant or of self. However, regardless of the type of plagiarism, students are held to the same standard and face the same academic consequences.

This definition of plagiarism applies for copied text and ideas, regardless of:

* The source of the copied text or idea
* Whether the author(s) of the text or idea which you have copied actually copied that text or idea from another source
* Whether or not the authorship of the text or idea which you copy is known
* The nature of your text (journal paper/article, webpage, book chapter, paper submitted for college courses, etc.) into which you copy the text or idea
* Whether or not the author of the source of the copied materials gives permission for the material to be copied
* Whether you are or are not the author of the source of the copied text or idea (self plagiarism)

Refer to the following MSU websites, including the Ombudsperson, for updated information:

* Plagiarism, including types <https://ombud.msu.edu/academic-integrity/plagiarism-policy.html>
* Integrity of Scholarship and Grades

<https://reg.msu.edu/AcademicPrograms/Text.aspx?Section=112#s534>

* Academic Misconduct and Protecting Oneself from Charges of Academic Misconduct at <https://ombud.msu.edu/academic-integrity/Academic%20Integrity%20at%20MSU.pdf>

*Plagiarism Identification & Justice Process - Student Responsibility for Plagiarism*

Any student identified as having plagiarized, needs to follow the CON justice process below:

* The faculty member completes an Academic Dishonesty Report (ADR). The report goes to the student, the director or coordinator of the program, the CON ADAA, and the Dean of the Undergraduate or Graduate School (as appropriate).  Refer to the Ombudsperson Office and the ADR located at <https://ombud.msu.edu/academic-integrity/academic_dishonesty_report.html>
* The student develops a written action plan to prevent further plagiarism
* The signed document becomes part of the student’s permanent file in the Office of Student Affairs

**Professionalism**

Preparation for the professional practice of nursing requires more than the acquisition and application of knowledge. The term professionalism embraces a set of attitudes, skills and behaviors, attributes and values that are expected from those to whom society has extended the privilege of being considered a professional. Therefore, in addition to the academic standards listed, the student must demonstrate:

* Appropriate interpersonal relations and communication with patients/clients, peers, faculty, staff and other health care personnel
* Civility, humility, hospitality
* Responsible fulfillment of all class and practicum obligations, including the provision of safe nursing care
* Honesty and integrity in all academic and professional matters
* Ethical behavior and conduct including any involvement in social media engagement
* The ability to interact with course faculty when there are questions and/or concerns regarding evaluation
* Ability to accept and utilize constructive feedback as a foundation for future growth and development

Faculty reserve the right to dismiss a student from practicum experiences if the student is ill, unprepared, or deemed to be a risk to patient/client safety and well-being. Dismissal from the practicum experience, for any reason – excluding documented student illness – is deemed unexcused, thus carrying the requisite grade consequence as described in the course syllabus.

Failure to meet each professional development CON expectations or course objectives may result in the student earning a grade of 0.0 for the course.

**References:**

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Porath, C. L., Gerbasi, A., & Schorch, S. L. (2015). The effects of civility on advice, leadership, and performance. *Journal of Applied Psychology, 100*(5), 1527-1541. doi:10.1037/apl0000016

Saltzberg, C. W., & Clark C. M. (2015). A bold call to action: Mobilizing nurses and employers to prevent and address incivility, bullying, and workplace violence. *American Nurse Today, 10*(8).

## T udenProfessionalism

Preparation for the professional practice of nursing requires more than the acquisition and application of knowledge. The term professionalism embraces a set of attitudes, skills and behaviors, attributes, and values expected from those to whom society has extended the privilege of being considered a professional. Therefore, in addition to the academic standards listed, the student must demonstrate the following:

* Appropriate interpersonal relations and communication with patients/clients, peers, faculty, staff, and other health care personnel
* Civility, humility, and hospitality
* Responsible fulfillment of all class and practicum obligations, including the provision of safe nursing care
* Honesty and integrity in all academic and professional matters
* Ethical behavior and conduct, including any involvement in social media engagement
* The ability to interact with course faculty when there are questions and/or concerns regarding evaluation
* Ability to accept and utilize constructive feedback as a foundation for future growth and development

Faculty reserve the right to dismiss a student from practicum experiences if the student is ill, unprepared, or deemed to be a risk to patient/client/resident safety and well-being. Dismissal from the practicum experience, for any reason – excluding documented student illness – is deemed unexcused, thus carrying the requisite grade consequence as described in the course syllabus.

Failure to meet each professional development CON expectations or course objectives may result in the student earning a grade of 0.0 for the course.

## Legal Regulation of Nursing Practice

Students enrolled in the CON must conduct themselves as to conform with nursing practice regulations of the State of Michigan as presented in the Michigan Public Health code Act 368 of 1978 and as amended, or in the Nursing Practice Act of the state in which they are practicing if it is not Michigan. Students must also demonstrate judgment maturity. In assessing the quality of a student’s academic and clinical performance, the faculty takes account of the student’s judgment maturity, as well as the professional development guidelines noted above. The CON may refuse enrollment, discontinue enrollment, or refuse re-enrollment of any student who violates the state nursing practice regulations, or who, in the professional judgment of the faculty, exhibits a serious deficiency with respect to her or his judgment maturity or conformity with the professional development guidelines.

## Academic Mid-Semester Progress Reports

Mid-semester progress reports are provided to students deemed at academic risk based upon academic performance up to the mid-semester. Students identified through this process will be referred to the Office of Student Affairs. The student and a faculty member will develop an academic support plan.

## Student Progress Reports

In order to facilitate academic review of students’ progression through the major, the following procedures are outlined:

1. At the midpoint of each semester, Student Progress Reports are generated for students who are having difficulty meeting, or not meeting, clinical or theory course objectives.
2. For students having difficulty meeting the course objectives, the Student Progress Report is to be completed and signed by the faculty member(s) involved and discussed with the student. The student is to sign the report to indicate that he/she has read it. Any student having difficulty meeting course objectives MUST write specific plans for improvement on the report and submit to course faculty.
3. Student Progress Reports are reviewed by the director or coordinator of the program in order to provide for a systematic process of:
   1. Evaluating and summarizing students’ academic performance.
   2. Evaluating continued progress to make recommendations for:
      1. Assistance
      2. Progression/Retention
      3. Dismissal

The Student Progress Reports, recommendations made by the director of the program and/or the relevant program committee, and any ensuing actions are considered confidential in nature. All reports are retained in the student's file in the Office of Student Affairs. After a Student Progress Report is reviewed, the director of the program may request a follow-up report.

# Technical Standards

## CON Technical Standards

It is inherent that a candidate for a nursing degree possesses certain abilities and skills. The technical standards set forth below establish the essential qualities that are considered necessary for students at the Michigan State University CON to achieve the knowledge, skills, and levels of competency necessary for both nursing education and practice. Reasonable technical accommodation can be made in certain areas. However, the student must be able to perform in a reasonably independent manner with such accommodation. The use of a trained intermediary is not acceptable in many clinical situations, as a student’s judgment is then mediated by someone else’s power of selection and observation.

I. OBSERVATION SKILLS

A student in the CON must be able to accurately:

* Observe a patient, both at a distance and close at hand
* Acquire information from written documents
* Visualize information as presented in images from paper, films, slides, or video
* Interpret graphic images as well as digital or analog representations of physiologic phenomenon

Such observation and information acquisition requires the functional use of visual, auditory, and somatic senses, enhanced by the functional use of other sensory modalities. In any case where a nursing student’s ability to observe or acquire information through these sensory modalities is compromised, the student must demonstrate alternative means and/or abilities to acquire the essential information conveyed in this fashion.

II. COMMUNICATION SKILLS

A student in the CON must be able to accurately:

* Communicate in English, both verbally and in written form
* Speak, hear, and observe patients by sight to elicit information; describe changes in mood, activity and posture; and perceive nonverbal communications
* Communicate effectively and sensitively with patients both orally and in writing.
* Communicate effectively and efficiently, in oral and written form, with all members of the health care team.

Such communication requires the functional use of visual, auditory, and somatic senses, enhanced by the functional use of other sensory modalities. In any case where a nursing student’s ability to communicate through these sensory modalities is compromised, the student must demonstrate alternative means and/or abilities to meet communication standards.

III. MOTOR SKILLS

A student in the CON must possess motor skills to accurately:

* Perform palpation, percussion, auscultation, and other assessment techniques
* Perform clinical procedures
* Execute motor movements reasonably required to provide general and emergency care, such as airway management, placement of intravenous catheters, cardiopulmonary resuscitation, and application of pressure to control bleeding

Such actions require coordination of both gross and fine muscular movements, equilibrium, and functional use of the senses of touch and vision.

IV. SOCIAL AND BEHAVIORAL ABILITIES

A student in CON must possess the coping skills and intellectual abilities to:

* Exercise sound clinical judgment
* Recognize knowledge and skill limitation and seek appropriate guidance
* Complete all assigned responsibilities for the care of patients in a timely fashion
* Develop mature and effective relationships with patients, health team members, and faculty
* Function effectively in stressful situations in the healthcare setting
* Maintain a physically and emotionally safe environment for patients
* Adapt to changing environments, display flexibility, and learn to function in the face of uncertainties inherent in the clinical setting
* Communicate with and care for, in a nonjudgmental way, all persons including those whose culture, spiritual beliefs, race, ethnicity, socioeconomic status, gender, gender-identity, sexual orientation, and/or age are different from their own

V. INTELLECTUAL-CONCEPTUAL, INTEGRATIVE AND QUANTITATIVE ABILITIES

A student in the CON must be able to problem-solve. Effective problem solving, a critical skill demanded of nurses, requires all of the abilities above. In addition to the above, a nursing student must be able to:

* Remain awake and alert while in clinical
* Perform problem-solving skills in a timely fashion
* Measure, calculate, analyze, integrate, and synthesize data from clinical and other sources
* Integrate didactic knowledge into clinical practice to analyze data, determine outcomes for care and provided interventions, and timely assess the outcomes of interventions

*Adapted from College of Human Medicine Technical Standards 4-2009*  
*Reviewed by the Office of the General Counsel 4-2009*

# Evaluation of Student Instruction

## Evaluation and Student Instructional Rating System (SIRS)

Evaluation is an important component of the educational process. All students are expected to participate in evaluation processes within the college. The following list includes the forms of evaluation that you will be presented with during your educational program.

* Course Evaluation (SIRS)—every semester
* Faculty Evaluation for each course (SIRS)—every semester
* End of Program Evaluation—end of Final Semester
* Alumni Evaluation—one year after graduation

**SIRS**

Purpose

The Student Instructional Rating System (SIRS). SIRS are used in the CON to foster student input in the instructional process for the following purposes:

* To elicit students’ perception of course effectiveness in achieving objectives
* To elicit students’ perception of faculty teaching effectiveness
* To elicit student data for determination of continuation or deletion of instructional modes
* To provide data for college self-evaluation, accreditation quality improvement, and self-study

Policies

1. The CON SIRS will adhere to the Michigan State University Student Instructional Rating System.
2. The CON SIRS include separate forms for course and faculty evaluations.
3. Each semester, all students in all courses being taught, including every section of each course, will be asked to complete the college SIRS online for each course enrolled and each instructor.
4. Students shall not be required or requested by faculty members to identify themselves on rating forms. Student identity is confidential and anonymous.
5. Evaluation forms will be collected in a manner that will protect the students’ anonymity.
6. All completed SIRS forms shall be submitted online to the Office of Academic Affairs. The data will be analyzed to provide frequency distributions, means, and standard deviations for each item for individual faculty and courses. This will be done each semester.
7. Results shall be returned to the instructor after all grades have been submitted for information and assistance in improving course instruction and design.

Procedures

1. SIRS forms are available for completing online the last two weeks of class and before final exams.
2. In team-taught courses, a system that complies with the intent of the Student Instructional Rating System Policy.
3. Data are analyzed and the results distributed to the faculty after final course grades have been submitted and, when possible, before the beginning of the next semester. Original raw data are available to faculty in their file.
4. Students are expected to be professional, honest, fair, and constructive in all responses.

**END OF PROGRAM EVALUATION**

Purpose

The end of program evaluation is used in the CON for the following purposes:

* To elicit students’ perception of effectiveness in achieving objectives
* To elicit student data for determination of needs and expectations in teaching and learning practices
* To provide data for the CON self-evaluation, quality improvement, and accreditation compliance

Policies

1. The CON will obtain student feedback upon completion of the program
2. The data will be analyzed and reviewed to inform program improvement

Procedures

1. End of Program evaluations will be available for completing online several weeks before and after graduation
2. Student notification will be sent via last known email and/or mailing address
3. Data from End of Program Surveys indicating student outcomes and satisfaction with the program will be documented in the relevant standing committee minutes

**ALUMNI EVALUATION**

Purpose

The Alumni evaluations are used in the CON for the following purposes:

* To elicit alumni perception of program effectiveness
* To elicit alumni report of their professional activities
* To provide data for college self-evaluation, quality improvement, and accreditation compliance

Policies

1. The alumni survey will obtain feedback within one year post-graduation for advanced practice registered nurse (APRN) program graduates
2. The data will be analyzed and reviewed to inform program improvement

Procedures

1. Alumni feedback surveys will be distributed online within one year after graduation
2. The former student will be notified via their last known email and/or mailing address
3. Data from alumni evaluations indicating student outcomes and satisfaction with the program will be documented in the relevant standing committee minutes

# Grading Policy

## Grade Rounding

The MSU 4.0 grading system will be utilized to report final course grades. All graded assignments, including course exams, will be recorded to the hundredth place (two decimal points). The total points/percent for the final course grade will be rounded to a whole number using the 0.5 rules. Totalpoints/percent at ≥ 0.5 will be rounded up, while those 0.49 and below will be rounded down to thenearest whole number. There is no opportunity for “extra credit” in the courses.

* **Example**: a grade ending in 0.01 to 0.49 will be rounded down to the nearest whole number. For example, a grade of 89.49 will be rounded down to a final grade of 89.
* **Example**: a grade ending in 0.5 to 0.99 will be rounded up to the nearest whole number. For example, a grade of 89.5 will be rounded up to a final grade of 90.

The following grading scale will be used:

|  |  |
| --- | --- |
| **%** | **GRADE** |
| 93.5-100 % | 4.0 |
| 88.5-93.49% | 3.5 |
| 83.5-88.49% | 3.0 |
| 78.5-83.49% | 2.5 |
| 74.5%-78.49% | 2.0 |
| 69.5%-74.49 | 1.5 |
| 64.5%-69.49% | 1.0 |
| <64.49% | 0.0 |

## Attendance Policy

Class attendance, in both on-campus and online classes, is considered the responsibility of the students and is an essential and intrinsic element of the academic process. A student’s absence from class does not relieve him/her from responsibility for punctual fulfillment of any course requirement, such as a quiz, examination, or written assignment, nor are instructors under any obligation to repeat a test, teaching, or information given which was missed because of discretionary absence. Each instructor has the responsibility of telling students what part of their final grade is determined by regular class attendance.  Students are required to inform faculty members and their clinical agency of any absences.

See the Ombudsperson’s website for a discussion of student observance of major religious holidays, student-athlete participation in athletic competition, student participation in university-approved field trips, medical excuses and a dean's drop for students who fail to attend class sessions at the beginning of the semester. <https://ombud.msu.edu/>

The specific guidelines for attendance are below.

**Classroom Attendance**. Classroom attendance is expected. A student who is absent from class may not have an opportunity to make-up graded work and may have additional assignments to make-up missed class time. Attendance for online courses constitutes logging into class and participating in course learning activities as set forth in the course syllabus.

**Clinical and Lab Experience Attendance**. Attendance at clinical practice and lab experiences is required and necessary to achieve learning outcomes, and will be monitored by course faculty. A student who is absent from clinical practice or lab experiences will need to make-up graded work and may have additional assignments to make-up missed clinical time at the discretion of the faculty member. In addition, a student who comes to the clinical practice setting late or with deficiencies in understanding or knowledge will be removed from the clinical setting for that day and may be asked to complete additional assignments to achieve course objectives.

**Unavoidable Absences**. Unavoidable absences due to events such as an illness or family emergency, death in the family, or severely ill family member sometimes occur. Students who are unavoidably absent from the classroom session or clinical or lab experiences are expected to notify his/her instructor and preceptor when applicable prior to session or experience so that alternate plans to achieve learning outcomes can be made. In the case of absences due to illnesses or injuries, a healthcare provider’s statement may be required for the student to return to the clinical setting.

**Inclement Weather**. Inclement weather rarely causes the university to close. When such an event does occur, classroom sessions or clinical and lab experiences are also cancelled and do not have to be made up.

# Exams & Learning

## Final Exam Policy

The CON adheres to MSU Final Exam Policy: <https://reg.msu.edu/ROInfo/Calendar/FinalExam.aspx>.

## Proctoring Exams

To protect the integrity of exams and to facilitate an optimal test taking environment for students, the following policy applies when proctoring an exam (either on campus or off campus) for the student who does not take the exam with the rest of his/her cohort. The following sign in sheet will be used and followed by each student:

**EXAM SIGN-IN**

The Spartan Code of Honor Academic Pledge

“​As a Spartan, I will strive to uphold values of the highest ethical standard. I will practice honesty in my work, foster honesty in my peers, and take pride in knowing that honor in ownership is worth more than grades. I will carry these values beyond my time as a student at Michigan State University, continuing the endeavor to build personal integrity in all that I do​”

My signature indicates that I agree not to share the content of this exam with anyone else, either now or in the future as the exam is the property of MSU CON. I also agree that the answers I provide are my own answers and I have not had assistance in obtaining the answers. Students found breaching the security of this exam or engaging in academic misconduct (cheating) will be penalized at the highest level allowed according to the guidelines in the CON student handbook and/or MSU governance guidelines.

| **Student Name** | **ID**  **√** | **Read**  **SCH** | **Belongings given to the Proctor or Student Media Center Staff: phone, drink/water bottle, purse and/or back pack, hats, any WiFi enabled devices (i.e. watch--including Fitbit style devices)** | **Student Signature** |
| --- | --- | --- | --- | --- |
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**ID** = students must show a recent picture ID in order to be admitted to the exam

**SCH** = students must read the Spartan Honor Code

**All students will adhere to the Spartan Code of Honor**.

## Online Learning

ONLINE COURSES

The definitions below can be found in the Office of the Registrar webpage: <https://reg.msu.edu/UCC/onlineprograms.aspx>

The College of Nursing adheres to the following interpretations:

"**Online**" indicates the program is offered totally online. Texts, reading lists, proctored examinations and/or other non-instructional experiences may be required as stipulated. Students enrolled in an online program may be required to attend on campus activities not to exceed 20% of the time. Some courses may require scheduled synchronous activities.

"**Hybrid**" indicates a program that blends online instruction with required or scheduled in-person contact, including examinations, laboratories, etc. At least 50% or more of the courses required for the degree or certificate are delivered through online instruction.

**State and Federal Regulations**requires colleges have legal approval to operate in every state in which it has students. MSU participates in the State Authorization Reciprocity Agreement (SARA), which is an agreement among states that establishes the national standards for the interstate offering of postsecondary distance-education courses and program. Additional information can be found at<https://esp.msu.edu/USDOEProcess.pdf>

ATTENDANCE

* Students may be dropped from a course for non-attendance by a Dean's Drop after the fourth class period, or the fifth class day of the semester, whichever occurs first.<https://reg.msu.edu/ROInfo/Notices/Attendance.aspx>
* Attendance is defined as physical attendance or participation in an academically-related activity, including but not limited to the submission of an assignment, an examination, participation in a study group or an online discussion. Instructors who do not take attendance may utilize key assessment points (e.g., projects, papers, mid-term exams, and discussions) as benchmarks for participation
* Students are required to check Desire2Learn (course management software) and MSU e-mail throughout the week.
* Students are held responsible to the materials and communications in the course.

OFF-CAMPUS PROCTORING

**Proctoring Exams**

To protect the integrity of exams and to facilitate an optimal test taking environment for students, the following policy applies when proctoring an exam (either on campus or off campus) for the student who does not take the exam with the rest of his/her cohort. The following sign in sheet will be used and followed by each student:

**Exam Sign In**

**The Spartan Code of Honor Academic Pledge**:

“​As a Spartan, I will strive to uphold values of the highest ethical standard. I will practice honesty in my work, foster honesty in my peers, and take pride in knowing that honor in ownership is worth more than grades. I will carry these values beyond my time as a student at Michigan State University, continuing the endeavor to build personal integrity in all that I do​”

My signature indicates that I agree not to share the content of this exam with anyone else, either now or in the future as the exam is the property of MSU CON. I also agree that the answers I provide are my own answers and I have not had assistance in obtaining the answers. Students found breaching the security of this exam or engaging in academic misconduct (cheating) will be penalized at the highest level allowed according to the guidelines in the CON student handbook and/or MSU governance guidelines.

| **Student Name** | **ID**  **√** | **Read**  **SCH** | **Belongings given to the Proctor or Student Media Center Staff: phone, drink/water bottle, purse and/or back pack, hats, any WiFi enabled devices (i.e. watch--including Fitbit style devices)** | **Student Signature** |
| --- | --- | --- | --- | --- |
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**ID** = students must show a recent picture ID in order to be admitted to the exam                                                                              **SCH** = students must read the Spartan Honor Code

**All students will adhere to the Spartan Code of Honor**

**Testing Center:**If you plan to take an exam outside of MSU, at a testing center, it is your responsibility to find an approved participating institution.

The following test centers are approved: The National College Testing Association lists the institutions that are available: <http://www.ncta-testing.org/find-a-cctc-participant>. Additional testing sites may be available with prior authorization from the course faculty.

* Any associated costs is the responsibility of the student.
* Additional exam requirements will be provided by the faculty.
* All electronic copies of exam questions or answers must be deleted from computers and external drives at the conclusion of the exam.
* All hard copies of exam instructions, questions, answers, and students’ notes, must be returned to the test administrator at the conclusion of the exam.

**Remote Proctor Now**: is an online software solution for online examination licensed by MSU. It integrates with D2L so that instructors can set up exams that are facilitated in a secure and proctoring testing environment for a cost per proctored exam. The fee is the student’s responsibility. For additional information please go to <http://help.d2l.msu.edu/remote-proctor-now-student-guide>

# Clinical Policies & Procedures

## Student Clinical Attire Policy

Students must comply with approved clinical attire requirements as a part of safety and professional expectations. Failure to adhere to program and clinical attire policies may result in dismissal from the clinical experience.

## Transportation to and from Community Agencies

Students are responsible for arranging transportation to and from clinical sites. It is not the responsibility of the CON to arrange for transportation to and from clinical/project sites. Students are responsible for all costs associated to their transportation to and from clinical/project sites.  
  
The CON seeks the best educational opportunities and environments for its students; therefore, students may be required to travel as part of their educational experiences. The student is responsible for all expenses accrued for such travel.

## Guidelines for Occurrence Reporting

Any occurrence (including injuries to student, faculty, or patient; threat of legal action or accusation of wrong doing; or any other occurrence deemed atypical or serious by individuals involved) shall be documented on the appropriate form and reported to the CON Office of Academic Affairs and the Associate Dean for Academic Affairs.

**STUDENT ACCIDENTS**

Reporting the Student Injury/Exposure

It is the responsibility of the supervising faculty to report any injury involving students. An Injury/Property Damage Report (<https://rmi.msu.edu/_assets/rmidocuments/InjuryPropertyDamageReport.pdf>) form should be used to report student accidents occurring while the student is engaged in classroom, laboratory, or other type of academic activity. A student Exposure Report (<https://www.uphys.msu.edu/files/attachment/12/original/report_z.pdf>) form should be used to report student exposure to Tuberculosis, Blood Borne Pathogens, and Zoonotic Disease.

Student Injury/Exposure

Faculty will assist the student in attending to medical needs prior to initiation of the reporting process. The Office of Academic Affairs must be notified of the occurrence of an injury or incident immediately by supervising faculty. The forms above must be completed and submitted to the CON Office of Academic Affairs within 24 hours of the incident.  
  
Agency reports should be submitted by faculty to the appropriate office at the site where the accident occurred as required by agency policy. Clearance from a physician may be required to return to labs and/or clinical based on the injury sustained.

Emergency Health Care for Students in Clinical Agencies

The hospital or agency does not assume liability for any accident or illness during the student’s assignment. Injuries received during clinical assignment are considered class injuries by the MSU Olin Health Center.  
  
Health service for students is available at the MSU Olin Health Center. Whenever possible, the student should go to the MSU Olin Health Center for care. Each student is responsible for his/her transportation.  
  
Clinical agencies will make emergency medical treatment available if possible, or direct the student to the nearest hospital, the cost of which shall be assumed by the individual student.  
  
If necessary, faculty may transport ambulatory ill or injured students to an appropriate treatment site. Mode of transportation will depend on the extent of illness or injury. On campus, a van is available at the Olin Health Center (517-353-4700) to provide transportation for those students to Olin who are not ill enough for an ambulance or emergency transport.

## Client/Patient/Resident Injury/Incident Involving Student

Reporting of any client/patient/resident occurrence involving a student or a faculty member who is supervising student experiences requires completion of the Health Care Occurrence Report <http://nursing.msu.edu/Images_Docs/Student_Images/docs/Occurence_Report_involving_patient.docx> form. If the occurrence takes place at a hospital or other clinical setting, also report the incident according to the agency policy (faculty may sign form as supervising faculty).

The occurrence form must be completed and submitted to the Office of Academic Affairs **within 24 hours**. Faculty will notify the Associate Dean for Academic Affairs immediately. The Office of Academic Affairs will notify appropriate offices, including the Office of Student Affairs. CON Dean’s Office, and the Office of Risk Management and Insurance.

## Student Exposure Protocol

If you have been exposed to tuberculosis or blood borne pathogens:

1. Wash off or flush out exposure.
2. If exposed to one of the below: ACT QUICKLY. **Do not delay seeking evaluation and treatment. Go to the nearest emergency room.**

|  |  |
| --- | --- |
| EXPOSURE | EVALUATION TIME |
| Human Blood | Immediate (within 1 hour) |
| Monkey Blood | Immediate (within 1 hour) |
| Rabies | Within 1 day |
| Tuberculosis | Contact Site Coordinator |

1. *If immediately available*, notify faculty and preceptor prior to going to emergency department
2. If you cannot find help, call the 24-hour hotline at 1-877-STUCK50 or 1-877-788-2550

For further information about information about occupational exposures, treatment guidelines, and university reporting requirements, visit the University Physician's website: <http://www.uphys.msu.edu/resources/healthcare-professional-student-information-f>

Report all possible exposures to CON, Associate Dean of Academic Affairs at 517-432-1172 or 1-800-605-6424 within 24 hours in addition to course faculty if not previously notified.

## Educational Experiences while Pregnant

The following factors are considered in determining if and when the student’s education must be interrupted. Each case is handled individually.

1. Interest and desire of the student to continue in the educational program.
2. Documented recommendation from the student’s health care provider.
3. Policies of the institution or agency where the student will be engaged in clinical experiences.
4. Potential for exposure to a hazardous environment, such as radiation or a communicable disease.
5. For NA students: Documented hazards to unborn fetuses of anesthetists exposed to anesthetic vapors.

## Forms

[Injury/Property Damage Report](https://rmi.msu.edu/_assets/rmidocuments/InjuryPropertyDamageReport.pdf)—Use to report student accidents occurring while the student is engaged in classroom, laboratory, or other types of academic activities  
  
[Health Care Occurrence Report Involving a Patient](http://nursing.msu.edu/Images_Docs/Student_Images/docs/Occurence_Report_involving_patient.docx)—Use for reporting any patient occurrence involving a student or faculty supervising student experiences  
  
[Health Professions Students Exposure Report](https://www.uphys.msu.edu/files/attachment/12/original/report_z.pdf) —Use to report student exposure to Tuberculosis, Blood Borne Pathogens and Zoonotic Disease

# Compliance Policies & Procedures

## Compliance

All College of Nursing students must comply with Centers for Disease Control and Prevention Guidelines for Health-care workers and meet the College of Nursing (CON) Compliance requirements which includes submitting documentation. Students are expected to be in compliance with all requirements by the first day of class and maintain compliance throughout the program. Students will be considered out of compliance if a designated immunization or other item required to be submitted to the University Physician’s Office, Office of Student Affairs (OSA), ACEMAPP, or other agency is not updated by the designated deadline. Any student who is out of compliance will be disenrolled from his/her classes.

Student compliance is monitored and maintained in a joint effort between the Office of the University Physician and the CON OSA. All medical documentation related to immunizations must be submitted **directly** to the University Physician. All remaining documentation is submitted to the CON OSA. It is the student’s responsibility to verify his/her records have been updated.

“**Compliance information and requirements can be found on the College of Nursing webpage under “Student Resources” and is articulated in detail in the program handbooks.”**

Contact Information:

HCP Student Immunizations, Office of the University Physician, Olin Health Center, 463 East Circle Drove, Room 346, East Lansing, MI 48824-1037

Office of Student Affairs, College of Nursing, Bott Building for Nursing Education and Research, 1355 Bogue Street, Room C120, East Lansing, MI 48824

517-353-4827; fax: 517-432-8251

## HIPAA (Health Insurance Portability and Accountability Act) Training

HIPAA privacy rules became effective in April 2003. All individuals who work in healthcare professions and individuals with access to protected health information (medical records, patient data, etc.), including health profession students, are required to receive training. HIPAA training may also be required at each healthcare system.  
  
The Office of Student Affairs will update the student’s Compliance record as evidence that the training has been completed.

## BBP (Blood Borne Pathogen) Training

All CON students will complete the online EHS Bloodborne Pathogen Awareness Training. Students are recommended to print and retain any confirmation pages provided by the training module for their own records

## BLS (Basic Life Support) for Healthcare Providers

BLS training for healthcare workers is required upon a student’s entry in the CON program and renewed prior to expiration (certifications can be for either one or two years). Certification at the “lay” rescuer level is not sufficient; BLS must be either Healthcare Provider or Professional Rescuer. Information about training sessions on campus are provided in new student information, at orientation, and as they become available.

Approved training providers include the [American Heart Association](http://cpr.heart.org/AHAECC/CPRAndECC/Training/HealthcareProfessional/BasicLifeSupportBLS/UCM_473189_Basic-Life-Support-BLS.jsp) or the [Learning and Assessment Center](http://msu.enrollware.com/registration/schedule.aspx) at Michigan State University.

## Criminal Background Check, Drug Screening, and Fingerprinting\*

The MSU Drug and Alcohol Policy (published in the [MSU Student Handbook and Resource Guide](http://splife.studentlife.msu.edu/)) prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students on MSU property or as part of any of its activities.  
  
The Joint Commission on the Accreditation of Healthcare Organizations (JCAHO) guidelines have resulted in many practice sites opting to require background checks for nursing students working in clinical settings. Additionally, many clinical, non-JCAHO accredited sites affiliated with the university for educational purposes have adopted this requirement for drug screening as well. The clinical programs of Michigan State University CON require students to participate in the care of patients in various healthcare settings. Accordingly, passing a criminal background check and drug screening is a condition for participation in the clinical component of all nursing (graduate and undergraduate) programs.  
  
A background check, drug screening and fingerprinting\* are required upon acceptance into the CON. Additionally, students will be required to complete a drug screening and background check annually. Refusal to comply or falsification of records will result in dismissal from the program. Information about how to complete the background check and drug screening, and fingerprinting requirements is forwarded to all students in the new student admission packet. Results must be received prior to the first day of the semester (start date of classes).  
  
The CON uses a 10 Panel Test drug screen (amphetamines, opiates, tetrahydrocannabinol (THC), Phencyclidine (PCP), cocaine, benzodiazepines, barbiturates, methaqualone, propoxyphene, and methadone).

**\*Fingerprinting (TBSN and AO Programs ONLY)**  
Students have the right to update, challenge, or correct any discrepancies with the results of the fingerprinting.  [An appeal form is available here](http://nursing.msu.edu/Images_Docs/BSN_Images/Fingerprint-Appeal-Process.pdf).

## ACE-MAPP

The MSU CON utilizes the ACE-MAPP (ACE Matching and Placement Program) System, which is a compliance database and an online learning system that members (nursing schools and healthcare agencies) utilize to process clinical placement requirements for students.  
  
Enrollment in the ACE-MAPP System is an annual requirement for TBSN and AO students prior to their nursing experience in a clinical setting. The annual cost for a student is $50. More information about this system is provided at Traditional BSN and AO Orientations and online.  
  
Occasionally, graduate students may be required to use this system depending on the student’s clinical placement site.

# Emergency Procedures

## General Safety Tips

* Remain vigilant and reduce distractions such as using a cell phone or digital devices
* Familiarize yourself with the campus to know the quickest way to get help
* Take extra precaution at night by walking with a friend or group of friends
* Safely dispose expired, unwanted, or unused prescription drugs in the collection bin located in the main lobby at the MSU Police Department
* Detailed safety tips and instructions can be found on the [MSU Police Website](http://police.msu.edu/resources/safety-tips/)

## Active Violence Safety Guidelines

Secure-in-Place is a protective action to take when an active violence incident occurs. For an active violence incident, if you are not able to “Run” or evacuate, then “Hide” or secure-in-place. That means finding a hiding place that is secure, safe and protects you from the threat.  Some examples include:  bathrooms, file storage areas, or locked offices.  
  
Below are suggestions for what to do and what not to do when officers arrive on scene of an active violence incident.  
  
**Things to do:**

* Raise your arms
* Spread your fingers
* Follow officer commands

**Things not to do:**

* Do not point at the police or at the offender
* Do not make quick movements toward officers such as attempting to hold on to them for safety
* Do not have anything in your hands
* Do not pull the fire alarm as a method of initiating an evacuation of the building

## MSU Emergency Alert Systems

MSU uses the Everbridge mass notification platform to provide time-sensitive messages to our community.  
  
Everbridge provides a self-help portal to manage your contact data and delivery methods. We have already established your account using your MSU e-mail and phone, but you may login with your MSU NetID and password to provide additional information. The portal also allows you to disable any delivery method as well as establish “quiet times” so alerts will not disturb you during class or at night.

More information and the portal login can be found on the [MSU Alert Website](http://alert.msu.edu/).

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