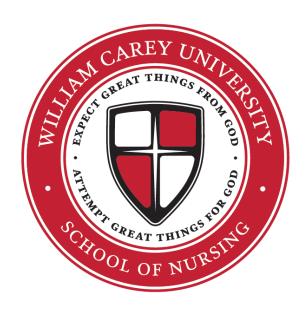# William Carey University
College of Health Sciences

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School of Nursing
Graduate Student Handbook

2025-2026

INTRODUCTION

This handbook is prepared as a resource for students enrolled in the Doctor of Philosophy in Nursing Education and Administration (PhD), Doctor of Philosophy in Nursing Education (DNP to PhD), and Master of Science in Nursing (MSN) programs at William Carey University (WCU). The handbook contains information regarding the policies and procedures that govern and guide graduate students and faculty. WCU reserves the right to modify, amend, withdraw, and otherwise regularly update the procedures and policies contained in this handbook at any time and for any reason. Any changes made are communicated to students through email, Canvas, announcements in class, or by other means deemed necessary by the faculty or administration of the School of Nursing, College of Health Sciences, or WCU. Students are also advised to consult the *WCU Graduate Catalog*.

The purpose of this handbook is to serve as a guide for students enrolled in the School of Nursing. It is used as a supplement to *The Translation* and the applicable *WCU Graduate Catalog*. It contains information about administrative and academic policies, curriculum, and coursework.

As a student, you are responsible for reading this handbook in its entirety. Failure to read this handbook and other sources of regulations governing college life at WCU does not excuse the student from the requirements and regulations described therein.

As part of admission, this means that you are accountable for your activities on campus and at WCU-sponsored activities. A failure to abide by WCU or Program policies may result in probation, suspension, or expulsion from the program or college, depending on the nature of the incident.

As a student, you are responsible for payment of any medical treatment necessary as a result of any injury or exposure to disease associated with professional practice experience.
This handbook does not constitute a contract express or implied, of any kind, between WCU and its students. The plans, policies, and procedures described in this handbook are subject to

change by the University at any time. This edition of the handbook does repeal and supersede all previous editions of the handbook.

This handbook does not replace *The Translation or* the applicable *WCU Graduate Catalog.* Students are advised to consult the WCU Graduate as well as the University student handbook, *The Translation.* In the event of a discrepancy with this departmental handbook, *The Translation* and WCU policy will govern.

The School of Nursing Graduate Student Handbook is intended to address informational needs unique to the School of Nursing. In all other instances, the policies and procedures as outlined in *The Translation* and the *WCU Graduate Catalog* will be followed and will take precedence.

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Section I

ACADEMIC COURSE LOAD/CURRICULUM DESCRIPTION

The curriculum schema was developed so that courses proceed from simple to complex, with students beginning with foundational courses that present basic concepts, principles, and theory overviews. Subsequent courses will be progressively more complex and require the student to analyze, expand upon, synthesize, and utilize the basic content.

The Master of Science in Nursing (35 credit hours) degree is designed to be completed in 12-month or 24-month options. Students may attend part-time, but the course of study must be completed within six years of initial enrollment. The program is presented in an online format. Courses are conducted via Canvas (the online learning management system) with in-person clinical experiences in selected settings.

The Doctor of Philosophy in Nursing Education and Administration (60 credit hours) degree is designed to be completed in two or three years. Students may attend part-time, but the course of study must be completed within six years of initial enrollment. The program is presented in a hybrid (web-enhanced) format. Students meet in person two times a year, and the rest of the content and student activities are conducted via Canvas (an online learning management system).

The Doctor of Philosophy in Nursing Education (60 credit hours with 17 hours of applicable DNP credit) degree is designed to be completed in two years. Students may attend part-time, but the course of study must be completed within six years of initial enrollment. The program is presented in a hybrid (web-enhanced) format. Students meet in person two times a year, and the rest of the content and student activities are conducted via Canvas (an online learning management system).

Each PhD student must complete a dissertation. There will be a comprehensive examination to determine mastery of the Ph.D. content.

The School of Nursing, in collaboration with the university, defines full-time study as 9 credit hours for students enrolled in graduate programs.

ACADEMIC STANDING

MSN

Refer to the *WCU Graduate Catalog* for Academic Standing and information regarding grades below a B. Additional Academic Standing requirements are:

-A grade of F must be repeated for a grade of C or higher

Three or more years after dismissal, an appeal to reapply (in writing) may be presented to the Nursing Leadership Team, explaining why the student will have greater chances of success if readmitted. Students who were dismissed and readmitted to the program must meet the current catalog requirements for admission and must start the program over with the curriculum in the current catalog.

PhD in Nursing Education and Administration; DNP to PhD in Nursing Education

Refer to the *WCU Graduate Catalog* for Academic Standing and grades below a B. Additional Academic Standing requirements are:

1. All courses must be completed with no grade below a B.
2. A grade of C must be repeated for a grade of B or higher.
3. Any student who makes an F in a Ph.D. course will be dismissed from the program and be ineligible to be readmitted.

ACADEMIC INTEGRITY

William Carey University seeks to create an environment that encourages the continued growth of moral and ethical values, which include personal honesty and mutual trust. The University places the highest value on academic integrity and regards any act of academic dishonesty as a serious offense. Academic dishonesty is considered unethical and in violation of WCU's academic standards and Christian commitment.

A full explanation of the procedures for responding to instances of academic dishonesty is contained in the university's student handbook, *The Translation.*

Plagiarism- Plagiarism is using someone else's thoughts or words as one's own. Plagiarism is an act of academic dishonesty and will not be tolerated. Plagiarism can result in failure of a project, failure of a course, or dismissal from WCU. Student viewing of the online presentation on plagiarism on the WCU Library website is HIGHLY recommended. Faculty submit all assignments to Turnitin.com as a plagiarism detection tool. Students of the School of Nursing must also generate a Grammarly account to be used for all writing assignments. Grammarly is an automated grammar checker and plagiarism detector. There are no additional fees associated with the Grammarly account.

The School of Nursing considers each course assignment to be essential to achieving the graduate outcomes of the PhD and MSN programs; therefore, the student should turn in original work for each course. Although thoughts and excerpts from previous, similar assignments are permissible, they should be synthesized, integrated, and referenced in subsequent assignments and may only represent a small portion of the completed assignment, and only if allowed by the course faculty. No student may turn in an assignment from one course in the program in its entirety to meet the requirements of a different course (self-plagiarism). The Academic Integrity Form is in the appendices.

ADMISSION CRITERIA

The School of Nursing admits students without regard to age, sex, race, disability, national origin, or religion. To begin the admission process, students must submit an application and all required forms and transcripts to the Graduate Admissions Office. Once all application materials are received, the program coordinator will review the file. If the student meets the criteria for admission to the graduate program, a letter of acceptance will be sent to the student. If the student applying to the graduate program is denied admission, a letter explaining the deficiencies will be provided to the student. Admission decisions may be appealed to the Associate Dean for the School of Nursing. Refer to the current *WCU Graduate Catalog* for Admission Criteria for MSN, PhD, and DNP to PhD programs.

ADVISEMENT

The general curriculum schema for each program is available on the website and/or from the program advisor. Prospective students should make an appointment (in person, by phone, or by email) for initial advisement with the program advisor to map out a plan of study. A student wishing to change their registration or plan of study should contact the program coordinator or program director to discuss the decision prior to changing their schedule.

The advisement process is intended to guide the student through the curriculum in order to complete degree requirements. The ultimate responsibility for completion of the degree requirements lies with the individual student. Changes to the original plan of study may delay completion and graduation from the program.

ATTENDANCE AND PREPARATION

As part of the preparation for the professional graduate role, the faculty expect students to adhere to the highest level of punctuality, attendance, and participation in all scheduled classroom and online activities. Absences may seriously affect the work of the whole class as well as that of the student who is absent. Students are required to participate in all in-person and online classroom meetings (when required) and all online activities, as outlined in the course syllabi, to meet course contact hour requirements.

Students must meet university requirements for attendance for online/hybrid courses, which include 80% course attendance. For online courses, students must submit assignments by the deadlines delineated in the syllabus to meet attendance requirements. For hybrid classes, students must submit online assignments by deadlines indicated in the syllabus and attend in-person meetings. Students are responsible for their own transportation.

The School of Nursing graduate programs adhere to the following guidelines. In no circumstances will a student receive credit for a course if he/she has not met the WCU requirement of meeting at least 80% of the scheduled classroom and online time requirements. In the online learning environment, attendance is determined by participation in discussions, submitting assignments on time, and entering the course in Canvas on a regular basis. If no

assignments are due in a week-long period, the student must log into the course in Canvas at least once a week to be counted as present and participating in the course.

Written Assignments

1. Students are expected to complete all writing assignments at the graduate level of scholarly writing.

2. All written assignments are to be typed and in APA format unless otherwise indicated by the instructor. Incorrect APA format and style, grammar, inaccurate spelling, and typos are unacceptable and may result in failure of the written assignment.

3. Written work submitted late will be assessed a penalty as determined by the individual instructor and as stated in the course syllabus.

Section II

CANVAS

The online platform used by WCU is Canvas. Canvas is the primary means by which students and faculty communicate for all courses in the graduate program. The course orientation materials and learning modules are housed on Canvas. Communication between students and faculty is predominantly through WCU email. Threaded discussions are used frequently as learning strategies and as part of course requirements. Course assignments are submitted via the "Assignment" dropbox function. Therefore, students must create a Canvas account as soon as possible. To create a Canvas account, follow the instructions from the WCU's information technology department. This username and password will be used by the student on all WCU accounts, including WCU student email, student Indigo Portal, and Canvas.

The student is expected to login to Canvas frequently during the week to check for communications from the instructor. If the student needs assistance, he/she should contact the IT help desk at and notify the course instructor.

CASTLEBRANCH

Students must use Castlebranch to document and maintain required compliance records such as licensure, criminal background check, health insurance, and health requirements by the end of the first term in the program. All requirements in Castlebranch must be complete for the duration of the term before any preceptorship hours can begin. Castlebranch fees and record updates are the student's responsibility.

CITI TRAINING

All students must complete the following CITI Training Modules for clinical competence:

1. HIPAA-HIPAA Basics for Healthcare Professionals
2. Information Privacy Security-FERPA
3. Information Privacy Security- Information Security
4. Infection Prevention in Healthcare Settings
5. Biosafety and Biosecurity- Introduction to Biosafety
6. Biosafety and Biosecurity- OSHA Bloodborne Pathogens
7. Biosafety and Biosecurity- OSHA Personal Protective Equipment Training

The student is required to submit certificates of completion in Castlebranch. Additional CITI Training will be required for the dissertation process and other courses. Refer to the dissertation resources for the required research CITI training modules. CITI modules must be renewed as required.

CLINICAL COURSEWORK

As registered nurses, the School of Nursing expects graduate students to independently identify appropriate clinical experiences. However, all clinical experiences must be approved by the faculty member teaching the course in which the clinical assignment is made prior to the completion of any clinical hours. Faculty are available for consultation regarding appropriate clinical sites and assist the student with clinical placement if necessary. Students are to follow professional dress and the agency's dress code guidelines while in a clinical setting.

COMPLIANCE DOCUMENTS

Students must have all compliance documents submitted by the end of the first term. Students must submit their documents to their medical compliance management account (CastleBranch). For those taking any class with a clinical/practicum component, compliance documents must be uploaded to the medical compliance management account before beginning that course and the compliance must be complete for any items expiring that term. Any delay in turning in this documentation will delay students starting clinical/practicum hours. The student must maintain compliance throughout the program.

All students enrolled in the program are required to complete the School of Nursing requirements listed below by the end of the first term in the program. Failure to comply with all health requirements will result in the inability to attend the clinical portion of a course and failure of the course. All health requirements must remain current as long as the student is enrolled, and documentation must be submitted to Castlebranch.

Any student who is enrolled in clinical courses and not in full medical compliance or will not be in full medical compliance for the entire clinical course may not attend any clinical hours without completing medical requirements prior to the beginning of the term. Any clinical time missed because the student fails to comply will result in the student not being allowed to do any clinical hours. Any missed clinical time must be made up.

The clinical agency has the final approval authority prior to the start of clinical and may have additional clinical requirements the student must meet.

1. Measles, Mumps, & Rubella (MMR): Submit documentation of one of the following: 2 vaccinations or positive antibody titer.
2. Varicella (Chicken Pox): Submit documentation of one of the following: vaccinations or positive antibody titer.
3. Hepatitis B: Submit documentation of one of the following: 3 vaccinations or positive antibody titer (lab report required). The hepatitis B declination form is in the appendices.
4. TB (Tuberculosis): Submit documentation of one of the following:
    (a) A negative two-step Mantoux tuberculin administered and read by a licensed medical/nursing person certified in the techniques of tuberculin testing (skin tests placed 7-19 days apart or 10-12 months apart (both tests must be submitted at the same time)
    (b) Negative IGRA from the last 12 months. Acceptable IRGA tests are QuantiFERON®-TB Gold In-Tube test (QFT-GIT) or T-SPOT® TB test (T-Spot).
    If the student has a past positive TB screening result, the student must provide a clear chest x-ray completed within one year and submit an annual

evaluation of TB signs and symptoms with a negative result. The annual evaluation will be dated one year from the date of the x-ray. The student will utilize the WCU annual TB screening form in the appendices.

 If current screening results are positive, the student must follow their provider's recommendations for treatment. A student with active TB may not attend clinicals. Once the student's provider confirms the TB status is inactive, the student must submit a clear chest x-ray and an evaluation of TB signs and symptoms with a negative result. The student must complete an annual evaluation dated one year from the date of the x-ray. The student will utilize the WCU annual TB screening form in the appendices.

5. Tetanus, Diphtheria, and Pertussis (Tdap): Submit documentation of the Tdap vaccine from within the past 10 years. Tetanus vaccine is not acceptable to meet this requirement.

6. Influenza: Submit documentation of an annual flu vaccine administered between September 1st and November 1st. If the student does not receive the flu vaccination, the Influenza Vaccination Declination Form must be submitted stating one of the following reasons: • serious allergy to eggs. • another severe allergy to a flu vaccine ingredient. • serious reaction or allergic response to past flu vaccinations. • Guillain-Barré syndrome (a type of temporary severe muscle weakness) within 6 weeks after receiving a flu shot. If the student does not receive the flu vaccination, the student must comply with the clinical agency's policy and may be denied clinical placement.

7. Physical Examination: Submit the WCU School of Nursing History and Physical form signed by your health care provider and performed during the past 1 year. Annually, students will either (a) Submit a "No Change" Form on January 1 of each year or (b) Submit a new History and Physical Form on January 1 of each year if there has been a change in the student's History and Physical.

8. 10-Panel Urine Drug Screen: Submit documentation of a negative 10-panel urine drug test that has been performed within the past 12 months. The drugs in the 10 panel must include Marijuana, Cocaine, Amphetamines, Opiates, Propoxyphene, PCP, Barbiturates, Benzodiazepines, Methaqualone, and

Methadone. No renewal is required, but a random drug screen may be required by the School of Nursing. Review the Drug Testing section for results on non-negative specimens.

9. Criminal History Record Check Letter: Submit your clear Criminal History Record Check Letter. The document should be the notarized PDF letter sent to the student upon completion of the background check. The check must be within the past two years. Renewal will be set for 2 years. The requirement is on admission for MSN students and before the end of the first term for PhD students.

10. Professional License: (on admission and as required renewal): Students must maintain an active, unencumbered Registered Nurse license throughout the program. Verification of your licensure must be through the state website or nursys.com. The renewal date for all disciplines will be set for January 1 of each year. Students must report any changes in the status of their licensure to the Dean of Nursing. Changes in licensure may halt progression in the program.

11. CPR Certification: Submit a current American Heart Association or American Red Cross BLS for healthcare provider certification card. The front and back of the card must be submitted at the same time. The renewal date will be set based on the expiration of the certification.

12. Signed Acknowledgement of receipt of HIPAA Privacy Guideline

13. Permission to Release Information Form

14. Signed Graduate Handbook Acknowledgement Form

15. Signed Academic Integrity Policy Form

16. Completed CITI Training Certificates.

17. Submit verification of health insurance. Renewal will be set for August 14th annually.

18. Students will follow current university, school of nursing, and clinical agency guidelines regarding COVID-19. Students are required to submit documentation of one of the following:

(1) COVID-19 complete vaccination

(2) COVID-19 School of Nursing Exemption Letter (Students can request a medical or religious exemption to the program coordinator.)

(3) COVID-19 clinical agency declination letter. If vaccination exemption or declination is accepted, the student must comply with agency requirements.

COMPUTER TECHNOLOGY REQUIREMENTS

Technology is an essential and integral aspect of web-enhanced (hybrid) courses. The student must have access to a computer and a stable connection to the internet on a regular basis. A high-speed internet connection is preferred. The student will need access to Word, PowerPoint, and Excel programs, scanning documents to pdf, etc. Students will also need access to audio through speakers and the capability to record video and/or audio for selected web-enhanced assignments. Students submitting contracts or compliance documents online must scan and submit documents as a .pdf file. JPEG files will not be accepted. Students are also required to have webcam capabilities. Online testing may be monitored through a proctoring service. The student will be responsible for fees associated with online proctoring.

Minimum hardware requirements:

Computers for student use must meet the minimum requirements as established in Canvas. Basic computer specifications can be found in the Canvas Orientation in all Canvas courses.

COMPREHENSIVE EXAMINATION FOR PHD STUDENTS

The purpose of the comprehensive examination is for the student to demonstrate achievement of graduate outcomes and readiness to function in the roles related to doctoral-prepared nurses. Each student must indicate content mastery by successfully writing a comprehensive examination, which consists of essay questions from the major content areas of coursework taken throughout the program. The answers to the essay questions must be thorough, concise, and directly answer all parts of the question. The narrative of answers must be grammatically correct, flow logically, and contain minimal spelling errors. Students should prepare for the comprehensive examination by reviewing course outcomes and all course content for 700 and 800-level courses. If the student receives credit for transfer courses, the student is responsible

for the course content. The student is responsible for maintaining all syllabi in preparation for the comprehensive examination.

To be eligible to sit for the comprehensive exam, the student must be in good standing with the University as well as the School of Nursing. The student must have earned an A or B on all doctoral-level courses and be currently registered.

The comprehensive examination is administered virtually through an online virtual platform at a scheduled time established by the School of Nursing. Students are required to sit for the comprehensive examination at the scheduled time. No comprehensive examination will be rescheduled, except in extenuating circumstances that are reviewed and approved by the Vice President of the College of Health Sciences.

Each comprehensive examination question will be assigned a grade of "Pass" or "Fail". All questions are blind-reviewed by two graders considered to be content experts for the comprehensive examination question. If there is a difference in assigned grading between the two graders, a third grader with content expertise will review the question to determine a grade. Graders will not have access to any feedback or documentation cited by other graders.

Students must receive a "Pass" for each question to receive an overall "Pass" for the comprehensive examination. If a student fails one or more questions, the student will be required to remediate and retake a new question for outcomes from the same course. The student will not be eligible to sit for a second attempt without completing the required remediation. If the student is unsuccessful on the second attempt at the comprehensive examination, the student will meet with the Graduate Coordinator or designee to develop a required remediation plan for content in which the student was unsuccessful. Graduation will be deferred, and a third attempt at comprehensive examinations will be allowed if the student completes scheduled remediation as required.

The student will not be eligible to sit for a fourth attempt of the comprehensive examination unless the student pays for and retakes the course in which a pass on the comprehensive

examination question has not been achieved. The student will retake the course during the term scheduled to be offered by the School of Nursing. The second grade of the course will be the grade reported on the degree audit. The student must earn a grade of "A" or "B" in the course to be eligible to retake the comprehensive examination again. If a student is unsuccessful on the fourth attempt of the comprehensive examination, no further attempts will be permitted. The fourth failure of the comprehensive examination will result in program dismissal.

Progression rules for the School of Nursing will be applied for any retakes of required courses. All opportunities to sit for the comprehensive examination will be scheduled by the School of Nursing.

The comprehensive examination structure may change for students admitted in Fall 2025, and students will be notified once revisions are determined.

CONTRACTING CLINICAL PRACTICUM FOR STUDENTS

Designated MSN and PhD courses include a clinical component (see current *WCU Graduate Catalog course descriptions* for clinical courses). Students are expected to contract with a preceptor who is employed with an approved facility with a current affiliation agreement for the clinical experience and number of hours indicated in the course syllabus. Students will present the signed preceptor agreement to the assigned course faculty for approval within the time frame designated by the instructor. Preceptor agreements must be scanned in a .pdf format. JPEG files will not be accepted.

Students who request to complete clinical hours at a facility or with a preceptor that charges for students to participate will assume the full cost of participation in clinical hours at the chosen site. Payment of this fee does not eliminate the requirement of faculty approval of the preceptor and/or chosen facility.

Failure to meet requirements, including failure to gain faculty approval of the preceptor experience, may result in failure of the course.

An affiliation agreement must be verified prior to the clinical course. If an affiliation agreement is not current through the course's term, the student must submit for an affiliation agreement renewal through the School of Nursing. If there is not an affiliation agreement, the student must request to set up an affiliation agreement through the School of Nursing. The student must contact the program coordinator regarding the affiliation agreement a few terms before the intended clinical because the agreements can take a few months to complete.

CRIMINAL BACKGROUND CHECK

All students enrolled in nursing must have clearance of criminal background checks on admission for the MSN program and by the end of the first term in the PhD program. This is a mandatory requirement pursuant to Section 43-11-13 of the Mississippi Code of 1972 as amended, Mississippi State Department of Health, Division of Licensure and Certification in accordance with R.S. 37:921, or the state in which the student resides or practices. The criminal background check must be fingerprinted and completed through the Mississippi Department of Health, including a notarized letter of clearance (MSN or PhD) or through the WCU Castlebranch criminal background check packages through fingerprinting (PhD only). The criminal background check expires two years after the date of fingerprinting. The criminal background check must remain current throughout the program. All costs associated with the criminal background check are the responsibility of the student. Documentation of the criminal background check must be submitted to Castlebranch.

Below is the list of disqualifying offenses that would prevent students from performing patient care in the clinical facilities. These offenses are those listed in Article 43-11-13 of the Mississippi Code of 1972:

> Felony conviction, guilty plea, or plea of no contest to a felony, for any of the following:
> Possession or sale of drugs.
> Murder
> Manslaughter
> Armed Robbery
> Rape

Sexual Battery

Sex Offenses Listed in Section 45-33-23(f)

Child Abuse

Arson

Grand Larceny

Burglary

Gratification of Lust

Aggravated Assault

Felonious Abuse and/or Battery of a Vulnerable Adult

After initial enrollment, any subsequent disciplinary action, arrest, charge, addiction, or impairment shall also be reported immediately to the Dean of Nursing. Failure to report any and all subsequent disciplinary actions, arrests, or impairment will constitute falsification of records and may result in loss of licensure as a registered nurse and may halt progression in the program. Any violations may halt progression in the program.

All costs associated with criminal background checks are the responsibility of the student.

Section III

DEGREE APPLICATION AND GRADUATION

Refer to the Registrar's Office instructions for guidelines for completing the degree application and information regarding late submissions of degree applications. Although faculty advisors assist with registering students for the courses necessary to satisfy degree requirements, the responsibility lies ultimately with the student.

The student should contact the program advisor to review and sign the degree application. The student and the advisor must sign the application before the application is submitted, or the application will not be accepted by the Registrar's Office. Once the degree application is signed by both the student and advisor, the degree application must be submitted to the Registrar's Office by the deadline set by the Registrar. See the *WCU Graduate Catalog* for more requirements for degree conferral and graduation.

DISCIPLINARY ACTION

Students are expected to conduct themselves properly in the classroom and the clinical setting. If it becomes apparent that any student, by misconduct, is doing harm to self or others, the University will use all appropriate means of discipline. Admonition, official reprimand, disciplinary probation, suspension, and expulsion are all possible penalties and will be chosen according to the gravity of the situation.

 The University reserves the right to require at any time the withdrawal of a student whose conduct or academic work is in question.

DISMISSAL/WITHDRAWAL

Withdrawal Policy

Students may choose to withdraw from the program. Students who wish to fully withdraw from the program must follow the withdrawal procedure in the *WCU Graduate Catalog* and complete a School of Nursing exit interview.

Dismissal Policy

Behaviors and Actions that Warrant Dismissal from the School of Nursing

The School of Nursing provides an environment of trust, honesty, and respect based on Christian values and professional and ethical nursing standards. In addition to academic causes of dismissal, any behavior deemed unethical, unjust, or unprofessional while in the clinical nursing student role may warrant dismissal. Examples of such behaviors include, but are not limited to:

-plagiarism or cheating

-unsafe or unethical clinical performance

-falsification of records and written assignments, misrepresentation of attendance at assigned clinical or community activities

-defacing or destroying School of Nursing property, clinical agency property, or another student's property

-fighting and/or bullying behavior

-unethical or illegal conduct, including the use of social media and internet activity

-blatant disrespect displayed to a faculty member

-threatening or harassing behavior

The Dean of Nursing has the sole authority in matters pertaining to the dismissal of students in the School of Nursing.

DISSERTATION PROCESS FOR PHD STUDENTS

To successfully complete the requirements of the PhD program, each student must complete a research dissertation. The dissertation process is guided by a dissertation committee through five research and dissertation process courses. Each student must orally defend the dissertation to a PhD dissertation committee and other interested persons. See dissertation requirements in NUR 7070, 8060, 8070, 8080, and 8090 course syllabi. The student may be enrolled in NUR 8010 for three terms only and by permission only. Included in the dissertation process is an oral proposal defense upon the proposal of research and an oral final defense when the research is complete.

DRUG TESTING

All students are required to have a negative 10-panel drug screen within the last year. This requirement must be met prior to the end of the first term. Drug screens will be completed through Castlebranch at their designated locations. The students will pay Castlebranch for the drug screen fee. All costs associated with the 10-panel drug screen are the student's responsibility. Random drug screening can be performed at the discretion of the School of Nursing. Refusal by a student to submit to testing will result in immediate dismissal from the School of Nursing. If any student leaves prior to completing the drug screening requirement, the result will be considered an automatic refusal. The School of Nursing reserves the right to require a specimen collected under direct observation at any time.

Any admitting student who tests positive for illegal drugs must withdraw from nursing courses and may result in failure of nursing courses in which they are currently enrolled. The student may reapply for admission in six months and will be admitted based on admission criteria as any new student making an application. Any student who produces an adulterated specimen must complete repeat testing through a hair sample drug screen, and the student will incur the cost of testing. The result of the repeated hair sample drug screen will determine admission to the program.

Any continuing student who tests positive for illegal drugs must meet with the Associate Dean to determine the course of action, which may include dismissal from the nursing program, resulting in failure of nursing courses in which they are currently enrolled. If the action taken is for dismissal of the student from the program, the student may make a written appeal for re-admission in six months to the nursing leadership team. Any student who produces an adulterated specimen must complete repeat testing through a hair sample drug screen, and the student will incur the cost of testing. The result of the repeated hair sample drug screen will determine continued enrollment in the program.

William Carey University School of Nursing does not make exceptions for marijuana use, even for medical purposes.

Despite its legal status and permitted medical uses under Mississippi state law and the laws of other states, marijuana is still an illegal substance under federal law. The federal *Controlled*

Substances Act includes marijuana as an Illegal Drug. Under the federal *Drug-Free Schools and Communities Act* and its implementing regulations, any college or university that receives funding from any federal program must have a program to prohibit the unlawful possession and use of illegal drugs, including marijuana. The University's above-stated policy prohibiting the possession or use of Controlled Substances includes marijuana, regardless of the marijuana's form or method of consumption and regardless of whether it is for medical use.

EVALUATION OF FACULTY AND COURSES BY STUDENTS

Students will have the opportunity to evaluate various aspects of the program on a schedule established by WCU and the School of Nursing. The evaluation may include courses, faculty, electronically-mediated instruction, and the hybrid format. This information is extremely important and is considered in the revision of the program.

EXIT INTERVIEW

A student leaving the program prior to graduation is required to meet with the program coordinator (in-person, by phone, or by email) to complete an Exit Interview survey. This information is important and is considered in the ongoing processes for improvement of the program. In the event that a student refuses to meet with the program coordinator, the program coordinator is responsible for completing an Exit Interview survey form for that student, noting the student's refusal to participate.

EXTENDED DISASTER LEAVE

In the event of closure or cancellation of classes due to a natural/man-made disaster or other emergency cause, general information will be forwarded to local media, posted on the WCU website, and sent via automated process to the WCU student email address or cell phone through Sader Watch. Specific information regarding the continuation of coursework will be posted on the University's course management system (Canvas). For alerts regarding emergency situations, sign up to receive notifications through SaderWatch, the WCU emergency text message service. Instructions can be found on the University's website.

FOLLOW-UP SURVEYS

The program coordinator or the Evaluation Committee will contact the student within one year of graduation to assess the student's progress in attaining professional goals. The student will submit a personal email address to the coordinator for communication after graduation.

GRADUATE STUDENT ROLE

The School of Nursing faculty and administration believe that graduate students are self-motivated to learn and expand their professional behavior. Students are expected to maintain a positive professional attitude that allows for academic growth. Additionally, the student is expected to follow the directions stated in the course syllabus or given by instructors. Failure to follow directions may result in a reduction of course grade or failure of the class. Each student is accountable for achieving a higher level of leadership, consultation, collaboration, communication, advanced practice, and scholarship.

Behavior During the Practicum

- The student must consider possible agencies for conducting practicum experiences, and determine if a current affiliation agreement exists between the facility and the School of Nursing.
- The student must contact the course faculty and program coordinator if an affiliation agreement needs to be obtained. Facility agreements can take several weeks to confirm, so this must be identified early in the program.
- A plan for each practicum experience must be pre-approved by the course faculty member.
- Students are expected to dress and behave in a professional manner at all times during practicum experiences. Unprofessional behaviors may result in failure of the course.
- Unsafe behaviors will result in failure of the practicum and the course.
- The student will use their WCU Student ID badge identifying themselves as a WCU Graduate Student.
- Students must follow all policies of the clinical agency and must obtain policies from the preceptor or representative of the agency.
- Students may use cell phones as the clinical agency requires. Cell phones must remain on silent.

Section IV

GRIEVANCE PROCEDURES

ACADEMIC GRIEVANCE PROCESS

An academic grievance is a dispute concerning some aspect of academic involvement arising from an administrative or faculty decision which the student claims is unjust, arbitrary, or capricious. Students enrolled in a health science major, who believe they have a grievance related to their respective program regarding departmental policies, must follow the procedure outlined below.

Informal Appeal

Students are responsible for making every attempt possible to resolve issues informally and immediately. This includes meeting with the course instructor to make a written request to resolve the issue. If the issue remains unresolved, the informal process may be enacted. The informal procedure should include:

1. The faculty member should notify the program coordinator of the meeting and failed attempt to resolve the issue. The faculty member should prepare a summary of the points discussed and the outcome of the meeting with the student. This documentation should be placed in the student's file. Issues that are unresolved at the end of a term will be addressed when the next term resumes. Faculty members are not available to discuss issues between terms or outside scheduled working hours.

2. If the issue remains unresolved, the student may file a written statement to the campus program coordinator within one working day of meeting with the course instructor. The program coordinator will arrange a meeting with the involved parties within three working days to attempt to find a resolution. If the issue is resolved, the program coordinator should document the actions taken. The documentation should be placed in the student's file.

3. If the issue remains unresolved, the student may file a formal grievance requesting resolution of the issue. Forms for this procedure are below and should be submitted

within 10 working days of the original occurrence to the Associate Dean to enact the Formal Grievance Process.

4. The student may continue to attend class but not clinical until a resolution has been reached or the appeal process has been exhausted.

Formal Grievance

The procedure for formal grievance is as follows:

1. The student will submit a completed grievance form to the Associate Dean outlining the details and rationale for the grievance. This form must be submitted within 14 days of the original grievance or no later than 5:00 PM (CST) of the first Wednesday of the following term, whichever comes first. (If the Associate Dean is the instructor involved in the grievance, the Dean of Nursing will automatically assume the role of Associate Dean in the Formal Grievance process.)

2. Upon receipt of the grievance request, the Associate Dean will review the matter to determine if the issues meet one of the following three criteria. A formal grievance is allowed only in cases where there is evidence from the complainant of one of the following:

   - Unfair or unjust treatment of the student by the instructor which resulted in the student being evaluated on some other basis than the student's academic performance and/or the student being required to adhere to expectations that are different from expectations of other students or policy.
   - Miscalculation on the part of the instructor in determining the final course grade.
   - A departure from the standards of evaluation stated in the course syllabus.

3. The Associate Dean may deny or overturn a grievance without convening a committee.

4. The Associate Dean may convene an ad hoc grievance committee to consider the matter. The Associate Dean will serve as chairperson for the grievance committee. The committee chairperson will notify all involved parties and organize a time and place for the hearing.

5. Grievance hearings will be convened expeditiously and no later than the end of the second week of the following term. Hearings will be scheduled during business hours on the campus that the grievant attends. Guidelines for the hearings include:

a. Anyone appearing before the grievance committee shall have the right to have a student representative at the meeting. This person will not address the committee. Attorneys and legal counsel are deemed inappropriate at this stage of a grievance and will not be permitted in hearings.

b. Each party shall be given full opportunity to present evidence and witnesses that are relevant to the issue at hand. Each party will also be given the opportunity to question any witnesses and also be informed of any evidence and its source. This shall not be considered to be an opportunity for confrontation.

c. The chairperson is to make sure that each member of the committee has an equal opportunity to speak and that full and fair review of the facts takes place. In the event of a tie vote, the chairperson casts the deciding vote.

d. Only information that has been reviewed by both parties involved prior to the hearing may be addressed in the hearing.

6. In all cases, the chairperson of the committee will convey the committee's recommendations in writing to all parties within five working days of the hearing. Copies should be sent to the instructor, program coordinator, and Associate Dean and Dean.

7. Decisions made by the grievance committee are to be immediately enforced by both faculty and students, even if an appeal is planned.

8. Each party shall have the right to appeal. The appeal must be done in writing and submitted to the Dean within seven working days of the hearing.

a. The Dean will review the recommendation by the grievance committee and a decision will be made to accept, modify, or reject recommendation.

b. The Dean will notify all involved parties in writing of the final decision within the School of Nursing. A copy of the decision will be sent to the Vice President of Academic Affairs.

9. Should new information become available, a final appeal may be submitted to the Vice President of Academic Affairs within 7 working days of the Dean's decision.

Continued Enrollment

In the case where the grievance is at the end of a term and about a course where passing is necessary for progression, the student may not enroll in courses for the next term nor attend

clinical. The student may sit in the classes (not clinical) until the grievance process is complete. At that point, the student must enroll or discontinue class attendance, whichever is appropriate. If the student is allowed to progress, the student will be allowed to make-up any missed time in the clinical setting without penalty.

Confidentiality of Proceedings

Confidentiality shall be maintained in all procedures. Students are not allowed to tape any meetings or hearings during the grievance process.

Interpretation and Revision

Any question of interpretation regarding the Academic Grievance Process shall be referred to the Associate Dean and Dean or his/her designee for final determination. The Leadership Team of the School of Nursing shall review the academic grievance procedures annually.

William Carey University
School of Nursing
ACADEMIC GRIEVANCE FORM

Date Received

The form is to be completed if the grievant is not satisfied and **only** after having followed all steps in the informal resolution process. The form is to be completed at each step in which the grievance is advanced. The grievant is responsible for forwarding all forms to the appropriate parties.

Name of Grievant:	Date:
Mailing Address:	Program:
	Campus:
Telephone Number/s:	E-mail Address:

Grievance Statement
(Include identity of grievant and any witnesses.)

Resolution Sought

Signature of Grievant:	
Date:	

GRIEVANCE FORM (page 2)

Step 1: Associate Dean's Reply to Grievant

	Grievance Denied. No further action needed. Resolutions appropriate. No further action needed.
	Grievance Committee will be convened to consider matter.
Signature of Associate Dean:	
Date:	
Response of Grievant (Please initial):	_____ I am satisfied with the answer to my grievance. _____ I am not satisfied with the answer to my grievance and wish to appeal to the Associate Dean of Nursing.

Step 2: Grievance Committee Decision

Signature of Committee Chairperson:	
Date:	
Response of Grievant (Please initial):	_____ I am satisfied with the answer to my grievance. _____ I am not satisfied with the answer to my grievance and wish to appeal to the Associate Dean of Nursing.

Step 3: Appeal to the Associate Dean

	Decision Upheld
	Decision Modified
	Decision Overturned
Signature of Associate Dean:	
Date:	

NON-ACADEMIC GRIEVANCE POLICY

A non-academic grievance is a formal difference or dispute between a student and a faculty member about the interpretation and/or application of the policies and procedures of the School of Nursing and the University that negatively affects the student. A non-academic grievance may be based on, but not limited to one of the following claims:

-policies and/or procedures applied unfairly or in a different manner that it was applied to other students

-policies and/or procedures applied unfairly or inequitable in the classroom or clinical setting

-disciplinary actions applied unfairly or inequitable than it was applied to other students

-failure to apply ADA accommodations as prescribed

-failure to follow policies and procedures of the School of Nursing outside of the syllabus and the course.

The Dean of the School of Nursing has the sole authority in matters pertaining to non-academic grievances in the School of Nursing.

Procedure to File a Non-Academic Grievance:

Informal Appeal

Students are responsible for making every attempt possible to resolve issues informally and immediately. This includes meeting with the course instructor to make a written request to resolve the issue. If the issue remains unresolved, the informal process may be enacted. The informal procedure should include:

1. The faculty member should notify the program coordinator of the meeting and failed attempt to resolve the issue. The faculty member should prepare a summary of the points discussed and the outcome of the meeting with the student. This documentation should be placed in the student's file. Issues that are unresolved at the end of a term will be addressed when the next term resumes. Faculty members are not available to discuss issues between terms or outside scheduled working hours.

2. If the issue remains unresolved, the student may file a written statement to the campus program coordinator within one working day of meeting with the course instructor. The program coordinator will arrange a meeting with the involved parties within three working days to attempt to find a resolution. If the issue is resolved, the program coordinator should document the actions taken. The documentation should be placed in the student's file.

3. If the issue remains unresolved, the student may file a formal grievance requesting resolution of the issue. Forms for this procedure are below and should be submitted within 10 working days of the original occurrence to the Associate Dean to enact the Formal Grievance Process.

Formal Grievance

The procedure for formal grievance is as follows:

1. The student will submit a completed grievance form to the Associate Dean outlining the details and rationale for the grievance. This form must be submitted within 14 days of the original grievance or no later than 5:00 PM (CST) of the first Wednesday of the following term, whichever comes first. (If the Associate Dean is the instructor involved in the grievance, the Dean of Nursing will automatically assume the role of Associate Dean in the Formal Grievance process.)

2. Upon receipt of the grievance request, the Associate Dean will review the matter to determine if the issues meet the criteria listed above. The Associate Dean may convene an ad hoc grievance committee to consider the matter. The Associate Dean will serve as chairperson for the grievance committee.

3. The committee chairperson will notify all involved parties and organize a time and place for the hearing.

4. Hearings will be convened expeditiously and no later than the end of the second week of the following term. Hearings will be scheduled during business hours on the campus that the grievant attends.

5. Guidelines for the hearings include:
   a. Anyone appearing before the grievance committee shall have the right to have a student representative at the meeting. This person will not address the committee. Attorneys and legal counsel are deemed inappropriate at this stage of a grievance and will not be permitted in hearings.
   b. Each party shall be given full opportunity to present evidence and witnesses that are relevant to the issue at hand. Each party will also be given the opportunity to question any witnesses and also be informed of any evidence and its source. This shall not be considered to be an opportunity for confrontation.
   c. The chairperson is to make sure that each member of the committee has an equal opportunity to speak and that full and fair review of the facts takes place. In the event of a tie vote, the chairperson casts the deciding vote.

d. Only information that has been reviewed by both parties involved prior to the hearing may be addressed in the hearing.

6. In all cases, the chairperson of the committee will convey the committee's recommendations in writing to all parties within five working days of the hearing. Copies should be sent to the instructor, program coordinator, and Associate Dean and Dean.

7. Decisions made by the grievance committee are to be immediately enforced by both faculty and students, even if an appeal is planned.

8. Each party shall have the right to appeal. The appeal must be done in writing and submitted to the Dean within seven working days of the hearing.

    a. The Dean will review the recommendation by the grievance committee and a decision will be made to accept, modify, or reject recommendation.

    b. The Dean will notify all involved parties in writing of the final decision within the School of Nursing. A copy of the decision will be sent to the Vice President of Academic Affairs.

Confidentiality of Proceedings

Confidentiality shall be maintained in all procedures. Students are not allowed to tape any meetings or hearings during the grievance process.

Interpretation and Revision

Any question of interpretation regarding the Academic Grievance Process shall be referred to the Associate Dean and Dean or his/her designee for final determination. The Leadership Team of the School of Nursing shall review the academic grievance procedures annually.

William Carey University
School of Nursing
NON-ACADEMIC GRIEVANCE FORM

Date Received

The form is to be completed if the grievant is not satisfied and **only** after having followed all steps in the informal resolution process. The form is to be completed at each step in which the grievance is advanced. The grievant is responsible for forwarding all forms to the appropriate parties.

Name of Grievant:	Date:
Mailing Address:	Program:
	Campus:
Telephone Number/s:	E-mail Address:

Grievance Statement
(Include identity of grievant and any witnesses.)

Resolution Sought

Signature of Grievant:	
Date:	

GRIEVANCE FORM (page 2)
Step 1: Associate Dean's Reply to Grievant
Grievance Denied. No further action needed. Resolutions appropriate. No further action needed.
Grievance Committee will be convened to consider matter.

Signature of Associate Dean:	
Date:	
Response of Grievant (Please initial):	_____ I am satisfied with the answer to my grievance. _____ I am not satisfied with the answer to my grievance and wish to appeal to the Associate Dean of Nursing.

Step 2: Grievance Committee Decision

Signature of Committee Chairperson:	
Date:	
Response of Grievant (Please initial):	_____ I am satisfied with the answer to my grievance. _____ I am not satisfied with the answer to my grievance and wish to appeal to the Associate Dean of Nursing.

Step 3: Appeal to the Associate Dean
Decision Upheld
Decision Modified
Decision Overturned

Signature of Associate Dean: Date:

GUIDELINES

Each student is required to read the information on HIPAA regarding the protection of patients' privacy through CITI training. A signed acknowledgment form must be signed and submitted to Castlebranch. A certification of completion of HIPAA CITI must be submitted to Castlebranch.

INCIDENT REPORTS

If at any time a student encounters a situation that requires reporting, the student is to fill out the incident report of the clinical facility. A copy must be provided to the faculty of that course, the program coordinator, and the Associate Dean. William Carey University is not responsible for any costs associated with incidents occurring in the clinical setting.

INCOMPLETE PROGRESSION

Incomplete status in a course must be applied for in writing to the faculty of record of the course, approved by the Associate Dean, and must meet university requirements for incomplete status.

LATE ASSIGNMENT POLICY

Late assignment policies are determined by each instructor and published in the course syllabi.

LENGTH OF PROGRAM

There are various MSN and PhD program completion options. However, the complete program of study must be accomplished within six years of enrollment in the first course. Additional options may be devised based on the specific student's needs. Each student must meet with the campus program advisor to develop a degree plan.

LIBRARY

All graduate students will be required to utilize library resources throughout the programs. Please refer to *The Translation* for details concerning the library. Library services are available to all students in the School of Nursing through campus collections, inter-library loans, electronic databases, and cooperative agreements with other libraries. Updates on library services are communicated to faculty and students via e-mail and the university web page. Refer to the university library's website more information on the library.

NONDISCRIMINATION STATEMENT

Review the nondiscrimination statement in *The Translation*.

Section V

PHILOSOPHY

Joseph and Nancy Fail School of Nursing
William Carey University

Mission Statement

The William Carey University School of Nursing seeks to provide quality nursing programs with Christian principles as the cornerstone of a professional education in a challenging, yet nurturing environment. Students will be prepared to practice evidence-based, culturally sensitive nursing care. The undergraduate student will be prepared to enter the nursing profession with a foundation in scholarship, leadership, service, and life-long learning in a diverse global society. The graduate student will be prepared to enter educational or leadership roles within diverse healthcare communities.

Philosophy

The faculty of the Joseph and Nancy Fail School of Nursing of William Carey University fully supports the purpose of the University which focuses on the individual student developing his or her highest potential in scholarship, leadership, and service. Within the framework of the University's purpose, the nursing faculty has developed the following statement of beliefs.

Humankind evolves holistically as sentient beings who possess a unique biological and cultural heritage, and who are potentially capable of unlimited mental, emotional, and spiritual growth. In the search for fulfillment of needs, individuals are constantly changing and choosing alternatives in unique, imaginative, and rational ways. Each individual has biological and physiological interaction with his own environment, culture, and society.

Society is comprised of individuals interacting on multidimensional levels, forming groups to meet needs and goals. These groups or social institutions include, but are not limited to, the family, government, school, church, and community organizations. It is within these institutions that individuals grow and develop. The individual, family, groups, community, and society are viewed as clients of Nursing. In a democratic society, participation and input from

all members serve to maintain basic human rights of life, liberty, and the pursuit of happiness which are derived from common goals, values, and beliefs. All individuals have the right to pursue health care and information upon which to base health-related decisions. Individual and aggregate health units are core components in the continuance of a free society and reflect the productivity of its members.

Environment refers to the physical, both internal and external, as well as the psychosocial realms within which the individual experiences interactions. The relationship of humankind with the various environmental systems has an important impact on behavior. It is believed that these interactions influence health as well as decisions related to health. These interactions with the environment, in turn, influence the individual's place on the health continuum.

Health refers to a client's position on a health continuum. An individual's ability to impact his/her position on this health continuum relates to the ability of the individual to adapt to constantly changing stimuli within the environment. Individuals' prior interactions within their family, groups, community, and society will impact upon their action toward or response to the stimuli they currently face. Nursing actions can facilitate a positive response to the stimuli presented.

Nursing actions are centered toward the facilitation of self-care of the client that positively impacts the individual's position on the health continuum. By fostering self-care activities, individuals take increased responsibility for their own health, and consequently, the health of their family and community.

Nursing is both an art and a science, combining knowledge and principles from the liberal arts, the biological, physical, social, behavioral sciences, and religious domains. Nursing provides a holistic viewpoint and a caring approach to assist clients in realizing their health potential for maximum wellness. Nursing practice occurs within the framework of the nursing process with emphasis on the client's active participation in the helping relationship. The nursing professional is a dynamic and integral part of the health care delivery system that

responds to ever changing health needs of individuals, families, groups, and communities. In a practice discipline, nurses demonstrate mastery of a vast body of unique skills. Nurses practice independently and interdependently. Examples of nursing practice include consulting and working in concert with other nurses and health care professionals, assuming accountability and autonomy for their own nursing practice, accepting responsibility for the management of nursing care, and serving as client advocates with individuals, families, groups, communities, and within society.

Professional nursing is based on theory and research. The goal of professional nursing is to promote client well-being and provide information that clients may use to make health decisions. Nurses function within the realms of health promotion, primary prevention, and health maintenance, as well as rehabilitation, restoration, and palliative care for individuals, families, groups, and communities. Nursing is an essential service to humankind that provides primary, episodic, and long-term care. Nursing serves those who are essentially well, those who are ill or infirm, those who are developing, and those who are declining.

Leadership involves the guiding, teaching, and directing of others. The leader is the role model who has the ability to direct or motivate an individual or group toward the achievement of predetermined goals. Leadership qualities include self-confidence, self-awareness, strong personal values and beliefs, and accountability. Nursing education fosters leadership by equipping the nurse to guide the health care team, hold leadership positions, and impact society as an advocate for health.

Communication is the basic component of all human interactions. Effective communication is the essence of any helping relationship. Professional communication includes data collection, information exchange, and therapeutic relationships with individuals, families, groups, and communities. Interpersonal influence is exercised through skillful communication to achieve specific goals. Within an organization, interpersonal and professional communication skills are utilized to design, implement, and evaluate plans of care for individuals, families, groups, and communities.

Change and adaptation, the dynamic processes that include growth and development throughout the life span, are required to maintain equilibrium in a fluctuating environment. Adaptation refers to the constant process by which the individual attempts to maintain unity within mind, body, and spirit in response to changes in the internal and external environment.

Critical thinking is the basis for both the scientific process and the nursing process which require logic, objectivity, the use of empirical data, and analytical thinking. The nursing process, based on the scientific process, is the foundation for research, which permits one to understand, critically analyze, and apply findings to nursing practice and approach nursing practice with knowledge, confidence and a spirit of inquiry.

Education is the systematic effort of an institution and its faculty to guide the learning process by which students acquire particular skills and arrive at unique ways of thinking, communicating, decision-making, and enhancing self-awareness. The educational institution is accountable to society and the student for preparing individuals to meet the needs of society.

The teaching/learning process incorporates multi-cultural ideas and experiences of both the student and the faculty to promote a climate that fosters learning by free exchange of ideas, opinions, expressions of creativity, and enhancement of social bonds. The interchanges that occur during the teaching/learning process require active participation and personal investment in learning.

Nursing education integrates principles from liberal arts, the biological, physical, social, behavioral sciences, the spiritual domain, and nursing. Nursing education fosters leadership, professional accountability, critical thinking, creativity, and the synthesis of scientific knowledge. A broad knowledge base enables the development of undergraduate nursing competencies necessary to function as a nurse generalist in various health care settings. Graduate nursing competencies utilize scientific foundations and theoretical frameworks to implement essential knowledge and skills in advanced nursing practice. The BSN programs provide the foundation for professional nursing practice. The master's program builds on the

BSN to educate nurses to assume roles in nursing education and administration in schools of nursing and healthcare facilities. The PhD program represents the highest level of education to produce leaders in the field of education and administration and influence the future of the nursing profession.

Revised: 10/17 dhc

PROGRAM OUTCOMES AND CURRICULUM MAP

MSN Graduate Outcomes

The graduate will:

I.   Integrate knowledge gained from advanced nursing, relevant sciences, population health, quality improvement, and organizational sciences for the continual improvement of nursing practice and nursing education in diverse settings.

II. Incorporate leadership, collaboration, and organizational skills into nursing educational practice utilizing ethical and critical decision-making, effective working relationships, and a systems-based perspective to promote high-quality and safe patient care.

III. Employ the evaluation of outcomes for quality improvement related to nursing practice, nursing education, and healthcare policy.

IV. Apply research outcomes, evidence-based practice, and collaborative skills to affect accountable change in nursing practice, nursing education, and healthcare policy.

V.   Integrate practice, legal, and ethical considerations of current and emerging patient care and communication technologies to enhance patient care and nursing education.

VI. Incorporate knowledge of current nursing policy and nursing policy development through systems-based practice utilizing advocacy strategies to influence health and health care.

VII. Engage in interprofessional collaboration to advance nursing practice and nursing education.

VIII. Integrate the principles of culturally competent person-centered care to advance nursing practice and nursing education.

IX. Utilize Christian principles within nursing practice and nursing education.

The MSN curriculum is mapped to the AACN Essentials (2021) Domains and Concepts and the NLN Novice Nurse Educator Comptencies and is located in the appendices. The AACN Essentials (2021) Competencies are mapped in the course syllabi.

PhD in Nursing Education and Administration Graduate Outcomes

The graduate will:

I.   Integrate current, dynamic, educational, and administrative evidence-based practices that address trends and issues in nursing education and healthcare environments.

II.   Function as a leader to promote and advocate for the profession of nursing in nursing education and healthcare systems.

III.   Utilize scientific principles and ethical integrity in the role of the nurse researcher to design, implement, and disseminate research to advance the scholarship and practice of nursing.

IV.   Engage in collaborative relationships with colleagues, interprofessional teams, and communities of interest to enhance educational and healthcare system processes.

V.   Analyze core processes essential to the management of education and healthcare systems.

VI.   Integrate Christian principles in nursing leadership roles.

DNP to PhD in Nursing Education Graduate Outcomes

The graduate will:

I.   Integrate current, dynamic, educational, evidence-based practices that address trends and issues in nursing education and healthcare environments.

II.   Function as a leader to promote and advocate for the profession of nursing in nursing education and healthcare systems.

III.   Utilize scientific principles and ethical integrity in the role of the nurse researcher to design, implement, and disseminate research to advance the scholarship and practice of nursing.

IV.   Engage in collaborative relationships with colleagues, interprofessional teams, and communities of interest to enhance educational system processes.

V.   Analyze core processes essential to the management of education systems.

VI.   Integrate Christian principles in nursing leadership roles.

PROGRESSION

The student will be able to progress based on the satisfactory completion of previous terms and a status of good standing in the graduate programs. See individual syllabi for progression policies for specific courses. See the current *WCU Graduate Catalog* for progression requirements for each program.

RELEASE OF INFORMATION/PHOTOGRAPHS

William Carey University has a responsibility to protect the privacy of our students. Typically, only directory information is released without the student's written permission. Other information, such as medical or CPR status, will be released to clinical agencies, upon request, where students are completing program assignments or practicum. Students who do not wish this information to be released should contact the Associate Dean. Information on the Family Educational Rights and Privacy Act (FERPA) of 1974 can be found in *The Translation* or at https://www.wmcarey.edu/page/institutional-policy-privacy-rights-students. The release form is located in the appendices and must be completed and submitted to CastleBranch.

The School of Nursing and College of Health Sciences takes photographs at a number of events in which students participate. These photographs are used for such purposes including, but not limited to, poster presentations and recruiting documents. Students who do not wish to have their photographic images used for such purposes should contact the Associate Dean. The photography release form is located in the appendices must be completed and submitted to CastleBranch.

SOCIAL MEDIA RESPONSIBILITY POLICY

William Carey University, Joseph and Nancy Fail School of Nursing, supports usage that leads to positive outcomes for its students and the school of nursing. Social media technology affords interaction with individuals and organizations that establish strong connections and participation. Social media can also be a factor for increasing student engagement on campus and assistance for transitioning to college life, all of which may be considered positive effects. The negative effects of social media technology are likewise a university and school of nursing concern that stems from the limited context available in digital communication. Online social spaces provide privacy limitations, and students using social media are expected to be careful, respectful, responsible, and accountable.

Unacceptable behavior by university and school of nursing students through such technology includes but is not limited to the following:

*behavior that promotes or produces an unlawful end;

*action that promotes an act of violence or harm;

*action that meets university standards of harassment, defamation, and obscenity;

*action that is counterproductive to the mission of the School of Nursing and the University;

*postings that may be unprofessional or negative in the role of the student nurse, the school of nursing and/or the nursing profession;

*HIPAA related and sensitive information related to patient care or the clinical setting;

*action that violates guidelines outlined in the handbook.

William Carey University's policy on student and employee use of social media will be strictly enforced. Student violation of this policy will warrant disciplinary action up to dismissal from the nursing program.

TESTING

The student will be responsible for all fees associated with online monitoring (proctoring) during exam administration. Students must follow all testing policies designated by the faculty member for each course that includes testing.

TRANSFER CREDIT

MSN

Transfer credit is available for any student. A maximum of 6 hours may be transferred from another university. Approval of transfer hours is considered on an individual basis. The student must apply for transfer credit to the program coordinator before the first term in the nursing program. Baccalaureate-level credit cannot be accepted for master's level courses. Transfer credit cannot be received for NUR 6160 and NUR 6170. There is a transfer credit fee for each hour of transfer credit. Refer to the WCU's graduate transfer requirements for more information.

PHD

Transfer credit is available for any student. A maximum of 15 hours may be transferred from another university. Approval of transfer hours is considered on an individual basis. The student must apply for transfer credit to the program coordinator before the first term in the nursing program. Master's level credit cannot be accepted for doctoral-level courses. Transfer credit cannot be received for NUR 7070, NUR 7260, NUR 8060, NUR 8070, NUR 8080, NUR 8090, and NUR 8100. There is a transfer credit fee for each hour of transfer credit. Refer to the WCU's graduate transfer requirements for more information.

DNP to PHD

Transfer credit is available for any student. A maximum of 6 hours may be transferred from another university. Approval of transfer hours is considered on an individual basis. The student must apply for transfer credit to the program coordinator before the first term in the nursing program. Master's level credit cannot be accepted for doctoral-level courses. Transfer credit cannot be received for NUR 7070, NUR 7260, NUR 8060, NUR 8070, NUR 8080, NUR 8090, and NUR 8100. There is a transfer credit fee for each hour of transfer credit and DNP credit. Refer to the WCU's graduate transfer requirements for more information.

TRANSITION TO THE 2025-2026 GRADUATE CATALOG

Effective Fall 2025, the William Carey School of Nursing is implementing a new curriculum for students entering the 2025 - 2026 catalog year. Current students enrolled under a previous catalog year who experience a course failure, withdraw from a course, or do not have continuous enrollment will be required to transition to the 2025 – 2026 academic catalog requirements. The transition may include a change in course credit hours and/or additional courses required for graduation.

UNIFORM/PROFESSIONAL DRESS POLICY

Students must present a professional appearance during any clinical experience, including visits to prepare for clinical experience in an agency, participating in observational experiences, or conducting interviews and assessments in the community. Students will follow the dress code of the institution used for clinical requirements. A WCU Student ID badge will be worn on the upper left front side of the uniform. Professional appearance includes consideration of jewelry, hair, cosmetics, nails, hygiene, and clothing. The preceptor will provide guidelines specific to clinical sites.

UPSILON THETA CHAPTER OF SIGMA

Mission

The international honor society of nursing, Sigma, formerly known as Sigma Theta Tau International, provides leadership and scholarship in practice, education, and research to enhance the health of all people. We support the learning and professional development of our members who strive to improve nursing care worldwide.

Membership

Membership is by invitation only to baccalaureate and graduate nursing students who demonstrate excellence in scholarship, and to nurse leaders exhibiting exceptional achievements in nursing.

Products and Services

From its inception, Sigma has recognized the value of scholarship and excellence in nursing practice. In 1936 the honor society became the first U.S. organization to fund nursing research. Today, the honor society supports these values through its numerous professional development products and services that focus on the core areas of education, leadership, career development, evidence-based nursing, research, and scholarship. These products and services advance the learning and professional development of members and all nurses who strive to improve the health of the world's people. More information on Sigma is at https://www.sigmanursing.org/**.**

Upsilon Theta Chapter

On July 21, 2007, Upsilon Theta was chartered as an official chapter of Sigma. This prestigious achievement affirms the School of Nursing's commitment to academic excellence. Students in the graduate and undergraduate nursing programs and community nursing leaders are invited annually to join Upsilon Theta of Sigma, the honor society of professional nursing.

Appendices

WILLIAM CAREY UNIVERSITY SCHOOL OF NURSING
2025-2026 GRADUATE STUDENT HANDBOOK ACKNOWLEDGMENT

I acknowledge that I have received and/or am being provided with electronic access to the Graduate School of Nursing Student Handbook.

I acknowledge that I have read and understand the policies, procedures, and information included in the William Carey University (WCU) School of Nursing 2025-2026 Graduate Handbook Addendum, as well as the responsibilities and expectations of the SON.

I understand that changes or additions to these policies and procedures may be made while I am enrolled in the Nursing program. Notification in writing of the policy and/or procedural changes will be binding upon me.

My signature below constitutes my *receipt and understanding* of the policies and procedures in the School of Nursing 2025-2026 Graduate Student Handbook.

Student Printed Name:

Student Signed Name:

Student ID Number:

Date:

History and Physical
JOSEPH AND NANCY FAIL SCHOOL OF NURSING
WILLIAM CAREY UNIVERSITY

Name (type or print): _____ Phone: _____
　　　　　　　　　(First)　　　　　(Middle)　　　(Last)

Address: _____
　　　　　　　　(Street)　　　　　　　　(City & State)　　　　　　　　(Zip)

Date of Birth: _____ Gender: _____ WCU Student ID Number: _____

In Case of Emergency Notify: _____ Phone: _____

Address: _____

Do you have hospitalization insurance? _____

Name of Insured: _____ Contract No.: _____

TO BE FILLED IN BY THE APPLICANT. Do you have, have you ever had, or are you now receiving treatment for any of the following conditions? (Check "Yes" or "No")

1. Rheumatic fever or heart problems	No ( )　Yes ( )	16. Have you ever withdrawn from any secondary school or any college for health reasons?	No ( )　Yes ( )
2. Liver trouble or jaundice	No ( )　Yes ( )		
3. Asthma or tuberculosis	No ( )　Yes ( )		
4. Ulcers or gastroenteritis problems	No ( )　Yes ( )	17. Do you have any illness or medical condition that requires regular treatment or alteration of your manner of living?	No ( )　Yes ( )
5. Diabetes	No ( )　Yes ( )		
6. Back or joint problem	No ( )　Yes ( )		
7. Kidney trouble	No ( )　Yes ( )		
8. Major surgery or injury	No ( )　Yes ( )	18. Does any physical condition make you miss school?	No ( )　Yes ( )
9. Severe headache	No ( )　Yes ( )		
10. Epilepsy or convulsions	No ( )　Yes ( )	19. Is there any medical reason for restriction of your activity in the school which you are applying?	No ( )　Yes ( )
11. Obesity	No ( )　Yes ( )		
12. Gynecological problem	No ( )　Yes ( )		
13. Hernia	No ( )　Yes ( )	20. Have you ever been hospitalized?	No ( )　Yes ( )
14. Hypertension	No ( )　Yes ( )	21. Do you have any disabilities as defined by the 1990 American Disability Act for which "reasonable accommodation or modification" is necessary?	No ( )　Yes ( )
15. Do you have, have you ever had, or has any health care provider said you have an emotional disorder?	No ( )　Yes ( )		

Details: Answers of "Yes" to any question (1 through 21) should be accompanied by appropriate official documentation as to diagnosis/treatment and **any required accommodations**.

ALL STATEMENTS ABOVE ARE TRUE TO MY KNOWLEDGE:

Print Name: _____ Date: _____

Signature: _____

TO BE COMPLETED BY THE HEALTH CARE PROVIDER:

Height: _____ in.   Weight: _____ lbs.   Skeletal Size: Small _____ Med _____ Large _____ Extra Large _____

Pulse: _____   BP: _____   Heart Sounds: _____

Allergies: _____

Eyes: Are glasses/contacts worn?   No ( )   Yes ( )   **Ears**: Is hearing normal?   No ( ) Yes ( )
         Is color vision defective?   No ( )   Yes ( )   Are drums intact?   No ( ) Yes ( )
                                                                Is a hearing aid worn? No ( ) Yes ( )
    Note: Wearers of contact lenses should be advised to have a pair of glasses for alternate use.

Skin	Normal ( )	Abnormal ( )	Heart	Normal ( )	Abnormal ( )
Head, Face, Neck	Normal ( )	Abnormal ( )	Vascular System	Normal ( )	Abnormal ( )
Nose and Sinuses	Normal ( )	Abnormal ( )	Abdomen	Normal ( )	Abnormal ( )
Mouth and Throat	Normal ( )	Abnormal ( )	Endocrine System	Normal ( )	Abnormal ( )
Teeth	Normal ( )	Abnormal ( )	Spine	Normal ( )	Abnormal ( )
Lungs and Chest	Normal ( )	Abnormal ( )	Neurologic	Normal ( )	Abnormal ( )

Are muscle strength, range of joint motion, and function of extremities normal and all digits present?

May this person, without harm to his/her health, participate in the following?
    Moderately strenuous exercise No ( )   Yes ( )   Lifting and moving patients   No ( )   Yes ( )

Health Care Provider's Opinion: Is there or has there been any physical or emotional problem that is likely to interfere with the student's adjustment or activities within the college and/or clinical setting?
    No ( )   Yes ( )   If "Yes," please elaborate below.

- Please list details of abnormalities noted by history and/or physical examination.

    _____

    _____

    _____

    _____

- Please list any regular prescription/over the counter medications.

    _____

    _____

    _____

    _____

- Please include official documentation for clinical requirements such as immunizations, serum titers, drug screens, etc. (see Student Handbook).

Date of Examination: _____

Signed: _____

Printed Name
And Address: _____

                     _____

                     _____

WILLIAM CAREY UNIVERSITY

SCHOOL OF NURSING

ANNUAL HISTORY AND PHYSICAL NO CHANGE FORM

My health status is unchanged since my last History and Physical examination form submitted.

Student Printed Name:

Student Signed Name:

Student ID Number:

Date:

<u>Exit Interview Form</u>

Adapted from MS Council of Deans and Directors of Schools of Nursing

School of Nursing

Check the best response:
1. Reason for Exit Interview:
    *   Academic_____
    *   Clinical_____
    *   Other (please explain) _____

2. Are you eligible to be readmitted?
    *   Yes_____
    *   No_____

3. What are your future plans?
    *   Reapply to the program _____
    *   Change career goals_____
    *   Other (please explain) _____

4. Check the factors listed below which played a role in your not continuing in the program:
    Academic factors

Reading comprehension_____	Study skills_____
Science background_____	Instructor/student conflict_____
Writing skills_____	Math skills_____
Verbal skills_____	Computer skills_____
Clinical performance_____	Test taking skills _____
Other (please explain) _____	

    Personal factors
         Personal illness/crisis_____
         Time management_____
         Other (please explain)_____

    Family factors
         Family illness/crisis_____
         Child care_____
         Other (please explain)_____

    Work related factors
         Worked too many hours (please explain hours/week)_____
         Other (please explain)_____

    Financial factors
         No financial support_____
         Limited financial support_____
         Other (please explain)_____

5. Did you seek assistance from faculty/counselor for help with the above areas?
   - Yes_____
   - No_____
   - Other (please explain)_____

   If no, was help available to you?
   - Yes_____
   - No _____

6. What could have been done to assist you in successfully completing this program?

STATEMENT OF UNDERSTANDING UNIVERSAL PRECAUTIONS AND HEPATITIS B

William Carey University School of Nursing has provided information regarding blood borne pathogens (meaning pathogenic micro-organisms that are present in human blood and cause disease in humans, and the risk of occupational exposure in the clinical setting). Occupational exposure means reasonable anticipated skin, eye, mucous membranes, or parenteral contact with blood or other potentially infectious materials that may result from clinical performance. These pathogens include but are not limited to hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

Education has been provided in:

1. Standard precautions (meaning an approach to infection control). According to the concept of standard precautions, all human blood and certain body fluids are treated as pathogenic.

2. The work practice control (meaning controls that reduce the likelihood of exposure by altering the manner in which a task is performed; e.g. prohibiting recapping of needles by a 2-handed technique).

3. The engineering controls (e.g. sharps disposal).

Information has been provided to the student regarding the hepatitis B vaccine. This information indicates that if there is exposure to blood or other potentially infectious materials in the clinical aspect of the educational program, there is a risk of acquiring hepatitis B virus (HBV) infection.

The clinical education program is part of the student's prescribed course of study at William Carey University School of Nursing. The student recognizes and agrees that he/she is not considered an employee of the agency for any purpose whatsoever and the student shall assume responsibility for professional and personal liability and vaccinations for risk exposure.

Student Printed Name:

Student Signed Name:

Student ID Number:

Date:

HEPATITIS B (HBV) VACCINATION DECLINATION FORM

All students enrolled in clinical courses at William Carey University School of Nursing will either take the hepatitis B (HBV) vaccination or sign the following declination statement before attending any of the clinical practice in the program.

I understand that during my course of study as a nursing student at William Carey University School of Nursing, I may be exposed to blood and/or other potentially infectious materials. Therefore, I may be at risk of acquiring a hepatitis B (HBV) infection. I understand that the Occupational Safety and Health Administration (OSHA) and the Center for Disease Control (CDC) have set forth recommendations that include vaccination against the HBV. I also understand that, as a student at William Carey University, I am responsible for the expense of the vaccination and all of my health care needs in the event of exposure. However, I decline the HBV vaccination at this time. I understand that by declining this vaccination, I continue to be at risk for acquiring hepatitis B, a serious disease. I understand that I cannot request special consideration in patient assignments because of this risk.

Student Printed Name:
Student Signed Name:
Student ID Number:
Date:

Acknowledgement of Receipt of HIPAA Privacy Guidelines

I have completed CITI training for HIPAA. I have read and understand the privacy regulations set forth in the Health Insurance Portability Accountability Act of 1996. I will not violate these guidelines in any way when working with clients, patients, or residents in healthcare facilities.

Student Printed Name:

Student Signed Name:

Student ID Number:

Date:

WILLIAM CAREY UNIVERSITY

JOSEPH AND NANCY FAIL SCHOOL OF NURSING

ACADEMIC INTEGRITY

Academic dishonesty is considered unethical and in violation of William Carey University's academic standards and Christian commitment. The University reserves the right to require at any time the withdrawal of a student whose conduct or academic work is in question. Among those actions requiring discipline is Academic Dishonesty (cheating). Cheating is not tolerated. This action is defined as the possession and/or use of unauthorized materials, including, but not limited to: notes, calculations, formulas, etc. during an examination. Students are expected to exhibit personal behavior that would not suggest that they are relying on outside sources for information during an examination. Any student possessing, using, reproducing, distributing or receiving unauthorized school tests at any time will be considered cheating. Plagiarism (taking another's writings, ideas, etc. and passing them off as one's own) is cheating.

1. Any student found cheating or exhibiting behavior that suggests cheating on an examination or in the act of plagiarism will have the paper confiscated and a "0" will be assigned.

2. Any cheating by a student may result in dismissal from the School of Nursing and William Carey University.

3. Students who know that other students have cheated and do not come forward with the information may also be held liable.

4. Disciplinary action taken by nursing faculty and the School of Nursing related to academic dishonesty may be appealed through channels as described in *The Translation.*

I have read the statement on Academic Integrity and understand the consequences associated with Academic Dishonesty.

Student Printed Name:

Student Signed Name:

Student ID Number:

Date:

WILLIAM CAREY UNIVERSITY
JOSEPH AND NANCY FAIL SCHOOL OF
NURSING

Authorization to Release Information

Name:
Date of Birth:
Student ID Number:

Students enrolled in clinical nursing courses are required to meet minimum personnel requirements of clinical staff at healthcare agencies partnered with William Carey University to provide clinical education. William Carey University School of Nursing maintains student healthcare records, certifications, and criminal background checks in student files. Clinical agencies may request such files for purposes including, but not limited to, accreditation requirements, incident investigation, and incident reporting and follow-up.

I hereby authorize William Carey University to release requested documents to agencies with clinical affiliation agreements. The documents to be released are described or listed as:

- Criminal background check
- Immunization records
- TB skin test results
- Proof of hepatitis B series or signed declination form
- Physical examination records
- CPR certification
- Proof of liability insurance

I understand that my authorization will remain effective from the date of my signature until completion of the nursing program at William Carey University, and that the information will be handled confidentially in compliance with all applicable state and federal laws.

I understand that I may see the information that is to be sent, and that I may revoke the authorization at any time by written, dated communication. I understand that revocation of the release may impact my ability to meet nursing program requirements at William Carey University. I have read and understand the nature of this release.

Student Printed Name:

Student Signed Name:

Student ID Number:

Date:

INFLUENZA VACCINATION DECLINATION FORM

I acknowledge I will not receive the influenza (flu) vaccine for one of the following reasons. (Please check one).

☐ I have a serious allergy to eggs.

☐ I have another severe allergy to a flu vaccine ingredient. Please list here:

_____.

☐ I have had a serious reaction or allergic response to past flu vaccinations.

☐ I have had Guillain-Barré syndrome (a type of temporary severe muscle weakness) within 6 weeks after receiving a flu shot.

I understand that the flu shot can only be declined for health reasons according to the CDC guidelines on flu vaccinations. By signing this form, I acknowledge that I am declining to receive the flu vaccine due to health reasons specifically noted in this form and not for any other purpose and must follow the flu declination guidelines.

Student Printed Name:
Student Signed Name:
Student ID Number:
Date:

Tradition	*Baton Rouge, LA*	*Hattiesburg*
School of Nursing	*School of Nursing*	*School of Nursing*
William Carey University	*William Carey University*	*William Carey University*
19640 Highway 67	*5615 Corporate Boulevard, Suite 300*	*710 William Carey Parkway*
Biloxi, MS 39532	*Baton Rouge, LA 70808*	*Hattiesburg, MS 39401*
228.702.1825	*225.953.7017*	*601.318.6147*

JOSEPH AND NANCY FAIL SCHOOL OF NURSING

Permission for Photography

For valuable consideration received, I, the undersigned, grant to William Carey University School of Nursing ("Photographer") the absolute and irrevocable right and unrestricted permission concerning any photographs which may be taken of me to use, reuse, publish, and republish the photographs in whole or in part,
individually or in connection with other material, in any and all media now or hereafter known, including the internet, and for any purpose whatsoever, specifically including illustration, promotion, art, editorial, advertising, and trade, without restriction as to alteration; and to use my name in connection with any use if she so chooses. I release and discharge Photographer from any and all claims and demands that may arise out of or in connection with the use of the photographs, including, without limitation, any and all claims for libel or violation of any right of publicity or privacy. This authorization and release shall also inure to the benefit of Photographer to specifically include William Carey University and the Joseph and Nancy Fail School of Nursing and their agents and representatives. I am a legally competent adult and have the right to contract in my own name. I have read this document and fully understand its contents. This release shall be binding upon me and my heirs, legal representatives, and assigns. I recognize that I must notify the faculty and program director/coordinator if I decline the permission for photography.

_____**Accept**   _____**Decline**

Student Printed Name:

Student Signed Name:

Student ID Number:

Date:

Positive Tuberculosis Screening: Annual Screening for Tuberculosis

Student:

In the past, I had a positive Tuberculosis screening result and obtained a clear chest x-ray. I attest that I do not have any signs and symptoms of Tuberculosis currently.

_____   _____

Student Name   Date

_____   _____

Student Signature   Date

_____   _____

Student ID Number   Date

Health Care Provider:

I have screened the individual for signs and symptoms of Tuberculosis, and none are present.

_____   _____

Healthcare Provider Name   Date

_____   _____

Healthcare Provider Signature   Date

"EXPECT GREAT THINGS FROM GOD. ATTEMPT GREAT THINGS FOR GOD."

2025-2026 Revised Curriculum
WCU MSN Graduate Program Outcomes Mapped to the AACN Essentials (2021) Concepts and Domains and the NLN Novice Nurse Educator Competencies

MSN Graduate Program Outcomes	NLN Novice Nurse Educator Competencies	Essentials (2021) 10 Domains	Essentials (2021) 8 Concepts of Nursing Practice
I. Integrate knowledge gained from advanced nursing, relevant sciences, population health, quality improvement, and organizational sciences for the continual improvement of nursing practice and nursing education in diverse settings.	Competency I: Facilitate Learning Competency III: Use Assessment and Evaluation Strategies Competency VII: Engage in Scholarship Competency VIII: Function within the Educational Environment	Domain 1: Knowledge for Nursing Practice Domain 3: Population Health Domain 4: Scholarship for the Nursing Discipline Domain 5: Quality and Safety Domain 8: Informatics and Healthcare Technologies Domain 10: Personal, Professional, and Leadership Development	• Clinical Judgment • Communication • Ethics • Evidence-Based Practice
II. Incorporate leadership, collaboration, and organizational skills into nursing educational practice utilizing ethical and critical decision-making, effective working relationships, and a systems-based perspective	Competency II: Facilitate Learner Development and Socialization Competency V: Function as a Change Agent and Leader Competency VIII: Function within the Educational Environment	Domain 2: Person-Centered Care Domain 4: Scholarship for the Nursing Discipline Domain 5: Quality and Safety Domain 6: Interprofessional Partnerships Domain 7: Systems-Based Practice Domain 8: Informatics and Healthcare Technologies	• Clinical Judgment • Communication • Ethics

to promote high-quality and safe patient care.		Domain 10: Personal, Professional, and Leadership Development	
III. Employ the evaluation of outcomes for quality improvement related to nursing practice, nursing education, and healthcare policy.	Competency I: Facilitate Learning Competency II: Facilitate Learner Development and Socialization Competency III: Use Assessment and Evaluation Strategies Competency IV: Participate in Curriculum Design and Evaluation of Program Outcomes Competency VI: Pursue Continuous Quality Improvement in the Role of the Nurse Educator Competency VIII: Function within the Educational Environment	Domain 4: Scholarship for the Nursing Discipline Domain 5: Quality and Safety Domain 7: Systems-Based Practice Domain 8: Informatics and Healthcare Technologies Domain 9: Professionalism Domain 10: Personal, Professional, and Leadership Development	• Clinical Judgment • Communication • Ethics • Evidence-Based Practice • Health Policy • Social Determinants of Health
IV. Apply research outcomes, evidence-based practice, and collaborative skills to affect accountable change in nursing practice,	Competency I: Facilitate Learning Competency II: Facilitate Learner Development and Socialization	Domain 4: Scholarship for the Nursing Discipline Domain 6: Interprofessional Partnerships Domain 7: Systems-Based Practice	• Communication • Ethics • Evidence-Based Practice • Health Policy

nursing education, and healthcare policy.	Competency IV: Participate in Curriculum Design and Evaluation of Program Outcomes Competency V: Function as a Change Agent and Leader Competency VII: Engage in Scholarship	Domain 8: Informatics and Healthcare Technologies Domain 10: Personal, Professional, and Leadership Development	
V. Integrate practice, legal, and ethical considerations of current and emerging patient care and communication technologies to enhance patient care and nursing education.	Competency II: Facilitate Learner Development and Socialization Competency VI: Pursue Continuous Quality Improvement in the Role of the Nurse Educator Competency VIII: Function within the Educational Environment	Domain 5: Quality and Safety Domain 8: Informatics and Healthcare Technologies Domain 9: Professionalism	• Clinical Judgment • Communication • Ethics
VI. Incorporate knowledge of current nursing policy and nursing policy development through systems-based practice utilizing advocacy strategies to influence health and health care.	Competency II: Facilitate Learner Development and Socialization Competency V: Function as a Change Agent and Leader Competency VIII: Function within the Educational Environment	Domain 1: Knowledge for Nursing Practice Domain 3: Population Health Domain 7: Systems-Based Practice	• Ethics • Health Policy • Social Determinants of Health

VII. Engage in interprofessional collaboration to advance nursing practice and nursing education.	Competency I: Facilitate Learning Competency II: Facilitate Learner Development and Socialization Competency V: Function as a Change Agent and Leader Competency VIII: Function within the Educational Environment	Domain 6: Interprofessional Partnerships Domain 8: Informatics and Healthcare Technologies	• Communication • Ethics
VIII. Integrate the principles of culturally competent person-centered care to advance nursing practice and nursing education.	Competency II: Facilitate Learner Development and Socialization Competency VIII: Function within the Educational Environment	Domain 1: Knowledge for Nursing Practice Domain 2: Person-Centered Care Domain 8: Informatics and Healthcare Technologies Domain 9: Professionalism	• Communication • Compassionate Care • Diversity, Equity, and Inclusion • Ethics
IX. Utilize Christian principles within nursing practice and nursing education.	Competency I: Facilitate Learning Competency II: Facilitate Learner Development and Socialization Competency V: Function as a Change Agent and Leader Competency VIII: Function within the Educational Environment	Domain 8: Informatics and Healthcare Technologies Domain 9: Professionalism Domain 10 Personal, Professional, and Leadership Development	• Communication • Compassionate Care • Ethics