



UNIVERSITY OF  
NEW ENGLAND

Biddeford & Portland, Maine

**NURSING PROGRAM  
STUDENT HANDBOOK**  
2026-2027

## Foreword

This handbook for nursing students offers a quick reference of practical information to be used in conjunction with the University of New England Undergraduate Catalog and Student Handbook. We suggest that it be kept in a place where you can refer to it regularly during the time you are a student. You are responsible for adhering to the policies as stated in this handbook for Academic Year 2026-2027.

Separate pages will be distributed to you if changes or additions are made while you are a student in the Nursing Program during the 2026-2027 academic year.

This handbook is published by the Nursing Program at the University of New England and is distributed to students enrolled in the undergraduate nursing programs.

Revised/Approved by Nursing Faculty Forum

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The University of New England offers equal opportunity in its employment, admissions and educational activities in compliance with Title IX and other civil rights

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## Directory of Nursing Program Faculty and Staff

**Denise Blais MSN, RN, CNE**

Associate Clinical Professor  
Blewett 232 office # (207) 221-4394  
[dblais@une.edu](mailto:dblais@une.edu)

**Darlene Bourgeois EdD, MSN, RN**

Associate Clinical Professor  
Blewett 213 office# (207) 221-4407  
[dbourgeois1@une.edu](mailto:dbourgeois1@une.edu)

**Jamie Bullock, DNP, MSN, RN, NPC, APRN**

Assistant Director of Nursing Program  
Associate Clinical Professor  
Blewett 228 office # (207) 221-4231  
[jbullock1@une.edu](mailto:jbullock1@une.edu)

**Joseph Carter, MSN, MDiv., RN**

Assistant Director of Experiential Education  
Clinical Professor  
Clinical Coordinator  
Blewett 242 office # (207) 221-4458  
[jcarter4@une.edu](mailto:jcarter4@une.edu)

**Patricia Day, MSN/Ed, RN**

Associate Clinical Professor  
Blewett 231 office # (207) 221-4271  
[pday2@une.edu](mailto:pday2@une.edu)

**Kristen Holt, MSN, RN, CNE, CHSE**

Associate Clinical Professor  
Coordinator of Program Evaluation and Assessment  
Blewett 222 office # (207) 221-4311  
[kholt4@une.edu](mailto:kholt4@une.edu)

**Donna Hyde, MSN/Ed, RN, MGSF**

Director, Nursing Program  
Associate Clinical Professor  
Blewett 205 office # (207) 221-4437  
[dhyde@une.edu](mailto:dhyde@une.edu)

**Gina Kemper, MSN/Ed, RN**

Assistant Clinical Professor  
Blewett 215 office # (207) 221-4289  
[Gkemper@une.edu](mailto:Gkemper@une.edu)

**Dana Law-Ham, Ph.D., RN, FNP, CNE**

Clinical Professor  
Testing Coordinator  
Blewett 212 office # (207) 221-4344  
[dlawham@une.edu](mailto:dlawham@une.edu)

**Elizabeth Mann, MSN, RN, PHNA**

Assistant Clinical Professor  
ABSN Coordinator  
Blewett 223 office # (207) 221-4733  
[emann1@une.edu](mailto:emann1@une.edu)

**Nancy Jo Ross, Ph.D., RN**

Associate Clinical Professor  
Blewett 230 office # (207) 221-4483  
[nross@une.edu](mailto:nross@une.edu)

**Ashley Buckingham, MSN, RN, CHSE**

Director, Interprofessional Simulation & Innovation Center  
Associate Clinical Professor  
Innovation 143 office # (207) 221-4489  
[abuckingham@une.edu](mailto:abuckingham@une.edu)

**Nancy Simpson, MSN, RN, GERO-BC, CNE**

Associate Clinical Professor  
BSN Coordinator Years 1 & 2  
Portland Campus, Blewett 229 office # (207) 221-4488  
[nsimpson@une.edu](mailto:nsimpson@une.edu)

**Chaya Swedberg, DNP, MSN/Ed, RNC-OB, C-EFM**

Assistant Clinical Professor  
Blewett 214 office # (207) 221-4485  
[Cswedberg@une.edu](mailto:Cswedberg@une.edu)

**Esmeralda Ulloa, Ph.D., MSN, RN, PMHNP-BC**

Associate Clinical Professor  
Blewett 227 office # (207) 221-4482  
[eulloa@une.edu](mailto:eulloa@une.edu)

**Nursing Office Staff**

**Sarah Thurlow**

Clinical Placement Coordinator  
Blewett 204 office # (207) 221-4459  
[sthurlow@une.edu](mailto:sthurlow@une.edu)

**Karen Ripley**

Administrative Coordinator  
Blewett 204 office # (207) 221-4490  
[kripley@une.edu](mailto:kripley@une.edu)

## **Program Philosophy**

Nursing, a caring art and science, encompasses the diagnosis and treatment of human responses to health and illness. The nurse serves in multiple capacities, using a variety of theoretical frameworks to guide individuals, families, and communities\* of diverse cultures and backgrounds toward identifying their own needs for health care, healing, and health promotion, moving toward, and maintaining health in their human experiences.

The environment in which the nurse functions is globally diverse, technologically oriented, and rapidly changing. Nursing care is informed by evidence-based practice that includes individual, family, and community preferences and values, clinical expertise, and best research evidence, as well as socio-political influences and issues of justice and equality. Professional nursing practice must be in accordance with established standards as outlined by the American Nurses Association Code of Ethics (ANA, 2025) and the Maine Nurse Core Competencies (MPNEP, 2012).

Professional nursing education is grounded in the integration of academic and experiential learning. A strong educational foundation rooted in the arts, sciences, and humanities enables nurses to improve health care delivery to individuals, families, and communities. The faculty is committed to a curriculum that encourages a diverse, global perspective, expanding each student's professional identity and social conscience. The curriculum cornerstones of clinical judgment, professional values, and interprofessionalism prepare students to be safe and competent nurses. The acquisition of competency-based knowledge, skills, and attitudes prepares future nurses to meet the healthcare needs of diverse populations.

Learning is a collaborative process whereby students and faculty learn from each other, individuals, families, and communities, peers, mentors, and preceptors as well as other health care professionals. Reflective practice forms the basis for development of sound clinical judgment necessary for the provision of safe, quality nursing care. Student centeredness is the cornerstone to optimal learning; faculty is committed to a supportive, caring, and interactive environment that considers the diversity of culture and experience those students bring to the learning environment.

Self-care practices can positively impact student academic achievement, individual, family, and community outcomes, and perceived well-being. Students are encouraged to take responsibility for and become skilled in self-care to ensure personal health, emotional resiliency, and the ability to care for others. As future nurses, students have an ethical duty to care for their own health and safety in order to provide safe care for others.

\*"Individual, family, and community" is referred to as "client" by the National Council of State Boards of Nursing (NCSBN), which also includes significant others and populations.

## **Program Mission Statement**

The mission of the Nursing Program is to facilitate the education of students as safe clinicians and leaders. As professional nurses, students are prepared to promote the ability of individuals, families, and communities in attaining their highest level of wellness. As leaders, students are consumers of evidence-based practice and advocates for individuals, families, and communities.

## **Program Descriptions**

### **Bachelor of Science in Nursing**

The Bachelor of Science in Nursing is an academically rigorous four-year professional program. During the first four semesters, students build a foundation of knowledge in science and humanities while also engaging in introductory coursework in nursing. The student begins the process of knowledge application from theory to actual practice utilizing the sciences and experiential learning.

During the last four semesters, students are deeply immersed in nursing course work and experiential learning which emphasizes clinical judgment, health and human functioning, care and therapeutics, person and environment and health care resources. Nursing skill laboratories, combined with simulation and clinical experiences, occur in a variety of hospital and community settings. These settings, serving diverse populations, actualize the process of integrating theory to practice.

Upon successful completion of the curriculum, The University of New England awards a Bachelor of Science in Nursing degree and students may be eligible to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN).

### **Accelerated Bachelor of Science in Nursing (ABSBN)**

The Accelerated Bachelor of Science in Nursing (ABSBN) is an academically rigorous 12-month professional program designed for highly motivated and committed students who have successfully completed a baccalaureate degree in a major other than nursing. Students build a foundation of knowledge from previous learning and engage immediately in nursing coursework starting in the summer term. Throughout the next 12-months, students are deeply immersed in nursing course work and clinical experiences that emphasize clinical reasoning and judgment, health and human functioning, care and therapeutics, person, environment, and health care resources. Nursing skill laboratories, combined with simulation and clinical experiences, occur in a variety of hospital and community settings. Caring for diverse populations enhances the process of integrating theory into practice.

Upon successful completion of the curriculum, The University of New England awards a Bachelor of Science in Nursing degree and students may be eligible to take the National Council of State Boards of Nursing (NCSBN) Licensure Examination for Registered Nurses (NCLEX-RN).

### **Bachelor of Science in Nursing Program**

#### **End of Program Student Learning Outcomes**

Upon completion of the program, the graduate will be able to:

1. Demonstrate the clinical judgment necessary for provision of safe, evidence-based nursing care that improves health outcomes for individuals, families, and communities. (Clinical Judgment/Evidence-based Practice)
2. Demonstrate use of information management and client care technology that supports the provision of safe, quality nursing care. (Informatics)
3. Demonstrate leadership principles that support effective health care delivery (Leadership).
4. Demonstrate effective interprofessional communication and collaboration that contributes to safe, quality, team-based care. (Interprofessional)
5. Demonstrate professional values including cultural humility and care to self that are inherent in the practice of nursing (Professionalism/Self Care).

### **Nursing Program Accreditation**

The Nursing Program is accredited by the Accrediting Commission for Education in Nursing, Inc. (ACEN). Further information can be obtained from ACEN at 3390 Peachtree Road NE, Suite 1400, Atlanta, GA 30326, phone 1-404-975-5000. Programs leading to RN licensure are approved by The Maine State Board of Nursing (MSBON). Further information can be obtained from MSBON at 161 Capitol Street 158 State House Station, Augusta, ME 04333-0158. Phone: 1-207-287-1133, Fax: 1-207-287-1149.

### **Graduation Requirements**

<b>Credits</b>	<b>4-Year BSN</b>	<b>Accelerated Second Degree BSN</b>
Nursing	64	53
General Ed	56-57	40
Transfer	N/A	N/A
Pre-Reqs.	N/A	27-28
Total	120-121	120-121

### **Licensure**

The website of the Maine State Board of Nursing (<http://www.maine.gov/boardofnursing/>) contains specific information about procedures and eligibility for taking the National Council of State Boards of Nursing (NCSBN) Licensure Exam for RNs (NCLEX-RN) in Maine. Students must be aware that eligibility for state licensure could be denied if certain criteria apply. Students who plan to apply for licensure in a state other than Maine should contact that state's board of nursing for eligibility requirements.

## Fees

Many fees are built into the tuition; however, in addition to the fees described in the college catalog, students may also be responsible for the following at various times throughout the program:

Item	Description	Est. Costs
Computer: A laptop equipped with a camera is required for coursework, exams, videoconferencing, virtual reality, learning management systems	<p><u>Required:</u> Capable of running Windows 10 or 11 (<b>Windows 7 or 8 is not supported</b>), Mac OSX 10.11, or newer (Catalina, Big Sur, or Monterey) Core i5 or better <u>processor</u> Equipped with a minimum of 8GB of RAM</p> <p><u>Recommended:</u> A solid-state drive (minimum of 128GB) Vendor provided warranty (i.e., AppleCare, Dell Recommended)</p> <p>See Appendix C Minimal Computer and Software Requirements</p>	Varies
Books, Resources, Course Material	Each course will specify requirements in the syllabi. Some semesters may use the same book from prior semesters, decreasing costs.	Approx. \$500-\$700 Varies per semester
Transportation	To/From Campus, Clinical/Experiential sites, workshops, required coursework participation, etc.	Variable – most within 1 hr of campus.
Membership in National Student Nurses Association (optional)*	NSNA.org *Students are automatically part of the Student Nurses Association at UNE free of charge	NSNA & State Chapter assign fees UNE No cost
DISA Healthcare Technology platform: Required	DISA Healthcare Technology platform fee (one time) Includes criminal background check, 10-panel drug screen (required), medical document manager for immunizations and repository for required clinical documents – account available to students after graduation as well. International students may have additional fees.	Approx. \$210
CPR: BLS for Healthcare Providers	American Heart Association CPR Certification (Hybrid or in-person format is acceptable.)	Varies
Uniforms Uniform Patch Shoes Name Tags	Styles, brands and specifications of uniform requirements are determined by the Nursing Program. Students must adhere to required specifications (solid blue, black or white color sneakers/shoes made with nonpermeable material.) Uniforms are ordered by students online/choice of shop. UNE uniform patch can be purchased at the UNE bookstore on the Biddeford and Portland campuses. Nametags may be purchased through the following link: <a href="https://www.crownmarking.com/products/UNE-Student-Nurse-Badge">https://www.crownmarking.com/products/UNE-Student-Nurse-Badge</a>	Variable depending on chosen style/model Name Tags \$20.00

Analog watch with second hand (No smart watches in experiential) Stethoscope Adult Size BP Cuff (manual) Pen Light	Can be obtained at multiple store locations. Stethoscope Ex: Littman, Sprague, Prestige (should have dual chest piece – bell & diaphragm). Available for approx \$50-\$100. Stethoscopes and BP Cuffs can be purchased in kits as well.	Varies depending on chosen style/model
Clinical Make-Up Fees	From Excessive/Required Absences	Variable

### UNE Facilities

Students are referred to the UNE Catalog and Student Handbook for detailed information regarding other resources available.

● Student Academic Success Center	● Library
● Student Access Center	● Student Health Center
● Food Service	● Computer/IT Services
● Financial Aid	● Campus Center (Biddeford) ● Finley Rec. Center (Portland)
● Counseling Service	● Student Accounts
● Athletics	● Academic and Career Advising-Professional Services and Career Planning (Biddeford)

### Student Academic Success Center (SASC)

The Student Academic Success Center offers a range of free services to support your academic achievement, including tutoring, writing support, digital project support, learning support, and many online resources. To see and schedule available appointments please use the TutorTrac software. You will find a tile for TutorTrac on your Okta dashboard. To get to TutorTrac from Compass you will find a link in the Academic Resources menu. You are always welcome to visit the SASC in Portland (Proctor 102) or Biddeford (Commons 206) for help. To access our online resources, including links, guides, and video tutorials, visit <https://une1.sharepoint.com/sites/SASC>.

#### Breakdown of Support Offered

The SASC offers

- Tutoring for high-demand course content
- Individual consultations with a learning specialist for coaching in time management, learning, study, and test-taking strategies.
- Peer academic coaching for help with creating study schedules, note-making strategies, and general tips on being a successful student.
- Courses and workshops to help students cultivate productive mindsets and become more resilient learners
- Individual writing support sessions and group writing skill workshops
- Digital project/ePortfolio tutoring
- Reading support to help students develop more effective and efficient reading strategies for complex texts and heavy reading loads
- Academic and Professional English and ESOL Support for developing the level of English vocabulary, grammar, and pronunciation knowledge and skills expected in academic and professional contexts.

## **Tutoring Services**

SASC tutorial services are free of charge and offered to UNE students of all levels and backgrounds. A staff of professional content and writing specialists and professional and peer tutors support most lower-division courses, especially those in science, mathematics, and writing. Professional and peer tutors are also available for most upper-division and profession-specific courses such as adult health, pharmacology, oral anatomy, kinesiology, radiology, etc. The professional and peer tutors keep a schedule of regular hours and are supervised by the SASC's tutor coordinator. All peer tutors must complete several units of College Reading and Learning Association (CRLA) approved training before they start working with students. In addition, all undergraduate tutors must have earned a CRLA Level I Tutor Certificate by the end of their first year of tutoring. Tutoring is offered online and on campus and both drop-in and by-appointment times are available. See the schedule and sign up for appointments at [une.tutortrac.com](http://une.tutortrac.com).

## **Individual Academic Strategies & Skills Consultations**

All students, no matter their background or prior learning success, can hit transition points in their learning journey or life that require adjusting their strategies for success. It may be a transition from high school to college or from general course content to professional content and case-based learning. The SASC's professional learning specialists and peer academic coaches can share time management, study, notetaking and note-making, and test-taking strategies that can help all learners navigate these transitions more successfully. Learning Specialist consults are on a by-appointment basis and are available online and in-person. If deemed necessary, department chairs and other faculty may request that a student consult with the SASC for academic skills development.

Coaching students in test-prep and test-taking strategies can help students approach test-taking more calmly. While the SASC does provide this kind of assistance related to test anxiety, it does not offer emotional or mental health counseling. The Student Counseling Center, with offices on both campuses, provides support for those areas. The Counseling Center's role in supporting students is described elsewhere in the UNE Student Handbook.

Also, while the SASC supports students in developing strategies to be more successful learners via learning specialist consultations, it does not coordinate accommodations for disabilities. The Student Access Center, with offices on both campuses, fulfills that role. For information on the Student Access Center's services and how to contact them to request accommodations, see that section elsewhere in the UNE Student Handbook.

## **Learning Strategies Workshops**

Each semester, the SASC offers a series of workshops designed to improve academic performance and, for first-year students, to aid with the adjustment to the demands of a new academic context. Topics of the workshops may include:

- Time Management and Organization
- Notetaking and Note-making
- Learning Practice and Strategies
- Studying in the Sciences
- Critical Reading and Annotation
- Using Different Learning Modalities
- Strategies and Skills for Oral Presentations
- Test-Preparation and Test-Taking Strategies

## **Writing Support**

A staff of professional writing specialists and professional and peer writing tutors support UNE students in developing their academic writing strategies and skills, including helping them learn how to revise their writing assignments to improve clarity and critical thinking. While students are responsible for writing, editing, and proofreading their own papers, they can meet with one of SASC's writing support staff for guidance and instruction related to any writing assignment or writing skill, or for help with personal essays for scholarship, residency, or graduate-school applications.

These meetings can take place at any stage of the writing process, from getting started to drafting to making revisions and final edits. Students are strongly encouraged to come in early in their writing process, so they are clearly understanding the purpose of an assignment before they invest a great deal of time and effort, then to make a follow up appointment for a date that allows time for effective revision of their draft. Both online and in-person appointments are available.

In addition, professional writing specialists regularly offer writing skills and citation style workshops, both in-class for specific course assignments and as drop-in sessions.

### **Digital Project/ePortfolio Support**

Digital project support is provided by digital literacy consultants, undergraduates familiar with the WordPress software running UNE Portfolios and a range of other digital tools commonly used to complete a digital project – either for a class or out of personal interest. Both online and in-person appointments are available.

### **Reading Support**

SASC learning specialists and peer tutors who have received specific training in reading strategies offer individualized appointments to help students develop strategies such as pre-reading, chunking, and annotations that lead to understanding challenging texts more effectively, retaining more of what is read, and managing heavy reading loads more efficiently. Both online and in-person appointments are available.

### **Academic and Professional English and ESOL Support**

The SASC learning specialists offer both in-person and online individualized appointments to help all students further develop their knowledge and use of English grammar, vocabulary, idioms, and pronunciation so they can better meet the higher expectations for communication typically found in academic and professional settings. This support is available both in person and online. Students for whom English is not their first language achieve the greatest growth when they regularly meet with both a learning specialist for more generalized English-language skills development and with a SASC writing support specialist or tutor for help with specific assignments.

In addition, the SASC offers a wide variety of academic and professional English resources online at <https://une1.sharepoint.com/sites/SASC> and on the resource shelves in their campus locations. They also offer students access to anatomical models, key course texts and supplementary texts, study and board prep guides, whiteboards, and other physical study aids. Students may also use the SASC for study space when the center tables are not needed for tutoring.

## **Students with Disabilities**

The University of New England is committed to creating a learning environment that meets the needs of its diverse student body and will make reasonable accommodations for students with documented disabilities. Any student requiring accommodations due to a disability is encouraged to contact the Student Access Center to request accommodations. The Student Access Center will determine eligibility, based on a student's application, relevant documentation and self-report. In order to utilize existing accommodations established through the UNE Student Access Center, students are responsible to share those with their professor(s) at the beginning of each semester. Registration with the Student Access Center is required before accommodation requests can be granted. Visit <https://www.une.edu/student-access-center> for more information.

## **Community and Belonging**

The classroom is a place where we want all students to feel welcomed, to be able to both learn and contribute to their own and their peers' growth. We respect all dimensions of diversity and the intersections thereof. We embrace learning about our sameness, differences, and intersectionality as it will help us to understand ourselves and others in preparation for work in the health professions. We value the authenticity, transparency, and the humanity of others. We expect everyone in the UNE community to treat each other with respect and civility during the exchange of diverse perspectives and recognize that growth often comes from difficult conversations.

We value the provision of equitable access to educational experiences at UNE, and if there are ways you can envision we improve this, please contact your faculty and/or the Student Access Center. For example, if your name is different from the roster, or if our pronunciation is incorrect, please let your faculty know. If there are physical and social barriers that make it difficult to participate in coursework, please contact the Student Access Center <https://www.une.edu/student-affairs/life-une/division-student-affairs/student-access-center>. If a student has feedback on their experience in the classroom, performance, or diversity of topics discussed, please contact your instructor or leave an anonymous letter in their mailbox or with the mailroom. Mailroom letters must include the faculty name and department for delivery. Community and Belonging are embedded in the core values at UNE

<https://www.une.edu/about/glance/mission-vision-and-values>. If a student experiences any form of discrimination on campus, contact the Title IX and Office of Civil Rights Coordinator: Ms. Angela Shambarger ([ashambarger@une.edu](mailto:ashambarger@une.edu)) or the Dean of Students: Dr. Jennifer DeBurro ([jdeburro@une.edu](mailto:jdeburro@une.edu)).

## **Interprofessional Simulation and Innovation Center (ISIC)**

Nursing courses may include a clinical/simulation/lab/experiential component. In many courses, these experiences are specified as requirements for satisfactory completion of that course. Students will be evaluated for competency in nursing skills taught in the skills lab. With a distinctive and integrated approach to experiential, transformational education, the Interprofessional Simulation and Innovation Center (ISIC), located in Girard Innovation Hall on the Portland Campus for the Health Sciences, collaborates with faculty to develop students into critically thinking professionals who thrive in a rapidly changing world. The center offers seven simulation labs with adjoining fully equipped control rooms, a task training lab for skills and health assessment, and debriefing classrooms. Students may expect to spend 10-15% of experiential learning in ISIC.

## **Standardized Testing Support**

The Nursing Program contracts with a standardized testing vendor (STV) to provide all students with access to practice and proctored assessments, online tutorials, and National Council Licensing Exam (NCLEX-RN®) preparation as additional resources to aid in their academic progress. Comprehensive use of the STV resources prepares students for success in nursing school and on NCLEX-RN®. At the conclusion of the Baccalaureate of Science Programs (traditional or accelerated), the STV will provide a Comprehensive NCLEX-RN Review at no additional charge. Students will also have access to the STV's on-line study center and NCLEX-RN® adaptive quizzes with comprehensive rationales.

Each student in the nursing program is enrolled in the STV Testing Program and will be given instructions on how to access their account. Scores obtained through STV assessments may be included in the calculation of grades and is course specific and identified in each course syllabi. Course specific requirements of STV testing, assignments and grading will be determined by course faculty and posted in the syllabus.

## Nursing Faculty and Student Advisement

The Nursing Program provides a student-centered approach by empowering students to be active and engaged learners who are involved in the achievement of their personal and academic learning outcomes. During the first and sophomore years, students are assigned a professional academic advisor and a nursing faculty mentor who will partner with students as they transition to college life, college enhancement activities and provide support in exploring major and career options.

Nursing faculty provide individual advisement for students to assist with the exploration of educational and professional goals, orientation to programmatic expectations, course selections (core/program curriculum and electives), registration, and academic support resources. Nursing faculty are available for advisement (in person/zoom) during posted office hours or by appointment (Directory on page 5 of Nursing Student Handbook). Course specific faculty are available as published in the course specific syllabi.

## Didactic Nursing Course Grading Standards

UNE and the Nursing Program have high standards for the achievement of student learning outcomes. The Nursing Program uses various methods of assessment, measurement, and evaluation (formative and summative) in alignment with program outcomes and course specific student learning objectives. To be successful in a nursing course, the student must attain a grade average of at least C+ (77), except for clinical courses which also require a C+ (77) exam average as well. A clinical failure, regardless of the grade in the didactic component of the course, will result in an overall course grade no higher than C. A student who does not receive at least a grade of C+ in a course must repeat the course. Student performance is measured according to the following grading formula and criteria in the table below.

A	94-100	4.00
A-	90-93	3.75
B+	87-89	3.50
B	84-86	3.00
B-	80-83	2.75
C+	77-79	2.50
C	74-76	2.00 Unsatisfactory
C-	70-73	1.75 Unsatisfactory
D	64-69	1.00 Unsatisfactory
F	<64	0.00 Unsatisfactory

## Grade Rounding Policy

### Rounding Grades

When calculating grades for students, all decimal points will be carried through to final grade. No further rounding up or down will occur until the end of each semester. **ONLY FINAL GRADES** for exam averages and individual courses will be rounded. Rounding rule is to round up to the next whole number if the tenth decimal place is 0.5 or greater. To do this, look only at the number to the immediate right of the whole number. If the tenth decimal place is 0.4 or less, do nothing to the whole number.

Examples:  $76.5 = 77$        $76.49 = 76$        $76.89 = 77$

**If the tenth place is exactly 0.5, round the whole number up to the next whole number.**

## Testing Guidelines

- Course exams must be taken on the scheduled day of the exam.
- Timeliness. If a student is more than 10 minutes late after an exam begins, they will not be permitted to take the exam at that time. The faculty will make alternative arrangements for the student to take the exam within 24-48 hours of the time the exam was administered.
- Book bags/backpacks and all other personal items (internet accessible devices, outerwear, laptop cases or sleeves, hats, etc.) will be placed against the wall at the front or back of the classroom.
- Students are not permitted to wear smart watches or equivalent exercise devices, hats, or hoods during an exam.
- For computer-based examinations (for example Standardized Testing, BrightSpace or ExamSoft©) the student will provide a laptop/tablet (see systems requirements) and the department will provide scratch paper, a pencil, earplugs, and calculators (if needed).
- No food or drinks are allowed on or around the desk/table while the exam is being conducted.
- All electronic devices other than your laptop will be turned off during an exam. Use of the vibrate mode is not allowed because it can be a distraction and interfere with exam up/downloading.
- Once the exam begins, students are not permitted to leave the room until your exam is completed. If the student needs to use the restroom, they must notify a faculty member before leaving the exam room. The exam clock will continue to run during the student's absence. The proctor will monitor the amount of time the student is absent. Only one student may leave the room at a time.
- If a student is suspected of academic dishonesty, the student will be asked to upload the exam/turn in exam materials and leave the classroom. Next steps are outlined in the Academic Integrity Policy in the UNE Student Handbook.
- Students must exit the room quietly and avoid gathering outside the classroom as it may disturb students still taking the exam.
- All students are allotted for the same amount of time to take exams unless they have received formal accommodation from UNE's Student Access Center.

### **Exam Review Procedures:**

1. Post exam reviews are at the autonomy and discretion of the faculty-of-record. Course-Specific Process – please see course syllabus for specific guidelines.

#### Individual Exam Review Process

- a. The process is to remain thoughtful and professional.
- b. Exam review time should not be spent negotiating answers.
- c. Review (either with faculty or Student Academic Success Center) must be done prior to subsequent (next) exam.
- d. Exam review will focus on missed concepts/understanding or test-taking strategies.

2. General Questions

If a student has a question regarding the accuracy of a question/material, the student must schedule an individual meeting with the faculty of record. Faculty have final decisions regarding outcomes.

## Nursing Program Progression Standards

Students accepted to the Westbrook College of Health Professions (WCHP) at the University of New England are subject to two sets of academic standards, one to meet minimum qualifications for ongoing enrollment at the University of New England and the other to meet specific program requirements within WCHP and the Nursing Program.

### Progression Guidelines for First (Freshman) & Second (Sophomore) Years of the Nursing Program

#### University Requirements:

**Good Academic Standing** requires students to earn and maintain a minimum cumulative grade point average (GPA) based on their total number of earned credits. Good Academic Standing is defined in the following table:

Earned Credits*	Minimum Cumulative GPA**
1 – 29.99	1.80
30 +	2.00

\*Transfer credits are included in the number of earned credits; however, transfer credit grades are not used in calculating the GPA.

\*\*Students must achieve a minimum of 2.00 cumulative GPA to be eligible for degree conferral.

Additional note: Individual programs may stipulate additional grade or other academic progress requirements to remain in that specific program. Failure to meet those additional requirements may result in a student's dismissal from that program but not from the University.

Good Standing is a status notated on a student's academic transcript.

The inability to maintain Good Academic Standing has a variety of consequences, ranging from possible prohibition from participation in extra-curricular activities to dismissal from the University. It may also negatively impact financial aid eligibility. Contact Student Financial Services for financial aid eligibility requirements which may be defined differently than the academic definition of Good Academic Standing.

### Progression Requirements for (First) Freshman and (Second) Sophomore Years (Semesters 1–4)

In keeping with the minimum standards identified in the UNE student handbook, all students must achieve the minimum cumulative semester-end grade point average to meet University requirements found on the **Academic Policy and Regulations** catalog page <https://www.une.edu/catalog/2025-2026>

- Students must maintain the minimum GPA requirements.
- Failure to maintain the required GPA will result in university academic probation as described in the catalog of the University of New England.
- Students must also achieve a minimum grade of C in the following courses: CHE 130, BIO 104, BIO 208, BIO 209, BIO 242, BIO 309, MAT 120 and NUTR 220. Failure to achieve a C will result in program-level probation and may affect academic progression and graduation date. This also applies to equivalent coursework transferred from other institutions.
  - Failure to earn a C or higher in any of the above laboratory-based science courses requires the student to repeat the course.
  - Failure to achieve a C or higher the second time a laboratory-based science course is taken will result in dismissal from the nursing major.
  - Students must achieve a minimum course grade of 77 (C+) in NSG 103 – Essentials in Nursing Knowledge and Practice *and* NSG 202 – Introduction to Nursing.
  - Students must have successfully completed all science, statistics, NSG 103 *and* NSG 202 coursework successfully in order to progress to the junior semester on the Portland campus.
- A student may enroll in science or nursing courses listed above a maximum of two (2) times. Enrollment consists of receiving a letter grade. Receiving a W from a course is not considered being officially enrolled. A student may not withdraw (W) more than twice from a course.

### **Progression Requirements for (Third) Junior and (Fourth) Senior Years (Semesters 5–8)**

- Students must maintain a minimum grade point average (GPA) of 2.50.
- Students must comply with requirements for attendance and professionalism (Technical Standards, ANA Code of Conduct, NSNA Code of Academic and Clinical Conduct).
- Students must acknowledge and comply with the policies stated in UNE and Nursing Student Handbooks.
- Students must obtain a minimum cumulative examination average of 77 (C+) in nursing courses with a clinical component in order to successfully progress through the program.
- Students must obtain an overall grade of 77 (C+) or higher in all non-clinical nursing courses in order to progress without interruption or delay.
- Students must receive Satisfactory (S) level of evaluation in the clinical or experiential setting for each nursing course with a clinical/experiential component. A final evaluation resulting in a Needs Improvement (NI) or Working Towards (WT) assigned to the clinical component, regardless of the grade in the classroom/didactic component of the course, will result in a failure of the course with a grade no higher than C and may interrupt program progression.
- If a student's exam average in a clinical course is 77 (C+) or greater, their final grade will be determined by the calculation as stated in the syllabus for the course. If a student's exam average is less than 77 (C+), the final grade will be determined by the exam grade average combined with the non-exam grades. If the exam grade average is less than 77, the final grade will be determined by the calculations as stated in the syllabus for the course; students will not receive higher than a C but may receive less than a C according to the final calculations as stated in the course syllabus.
- Failure to obtain a minimum overall grade of 77 (C+) in any nursing course necessitates that the student repeats the course to achieve the minimum grade a maximum of one (1) time.
- A student may enroll in nursing courses a maximum of two (2) times. Enrollment consists of receiving a letter grade. Receiving a W from a course is not considered being officially enrolled. A student may not withdraw (W) more than twice from a course.
- Students who are not successful in NSG 456 (didactic) are not eligible to progress to Preceptorship.

**TABLE: COURSE GRADE REQUIREMENTS FOR PROGRESSION**

COURSES	GRADE REQUIREMENT
ENG 110, PSY 105, SOC 150, PSY 250, IHS 310 (PKJ), ELECTIVE (PKJ or HE) Choice within each category: C&A, HNE, HEH	Per University Policy related to Core Curriculum
CHE 130, BIO 104, BIO 208, BIO 209, BIO 242, BIO 309 (DD), MAT 120, and NUTR 220	Required: A minimum course grade of “C”
NSG 280, NSG 307, NSG 315, NSG 328, NSG 424, NSG 456	Required: A minimal cumulative examination average of 77 (C+) Required: A minimal course grade of 77 (C+)
NSG 103, NSG 202, <b>NSG 306</b> , NSG 327, NSG 332, NSG 342, NSG 351, NSG 353, <b>NSG 405</b> , NSG 409, NSG 420, NSG 432, NSG 442, NSG 444, NSG 445, NSG 447 <b>ABSN specific</b>	Required: A minimal course grade of 77 (C+)

**DISMISSAL FROM THE NURSING PROGRAM AT THE 100- AND 200-COURSE LEVEL**

A student may be dismissed from the nursing program for one (1) or more of the following:

- Violations of the academic integrity policies.
- Failure to maintain university required grade point average (GPA) in the WCHP Nor’easter Core Courses.
- Failure to achieve a grade of C+ or higher in NSG 103 and NSG 202 after a prior failure to achieve a satisfactory grade in the same course.
- Failure to achieve a grade of C or higher in a required science course after a prior failure to achieve a satisfactory grade in the same course.
- A documented pattern of unprofessional behavior (Technical Standards, ANA Code of Conduct, NSNA Code of Academic and Clinical Conduct).

**DISMISSAL FROM THE NURSING PROGRAM AT THE 300- AND 400-COURSE LEVEL**

A student may be dismissed from the nursing program for one (1) or more of the following:

- Violations of the academic integrity policies.
- Failure to maintain a grade point average (GPA) of 2.50.
- Failure to achieve a grade of C+ or higher in any nursing course after a prior failure to achieve a satisfactory/passing grade in the same course.
- A criminal background finding which results in clinical partner refusal to admit to the facility for clinical education.
- Discovery of falsification or omission of clinical background information on the application for admission.
- Failure to disclose pertinent criminal activity during course of enrollment in nursing program.
- Professional misconduct, including unsafe and unacceptable conduct, as stated in the Nursing Student Handbook (Technical Standards, ANA Code of Conduct, NSNA Code of Academic and Clinical Conduct).

Students dismissed from the nursing program related to academic deficiencies (low GPA, failure of science courses or second failure of a nursing course) may file an Academic Appeal through an Academic Petition. Students must follow proper steps identified in the **university student handbook**.

Once submitted, faculty will submit a recommendation to the Director of the Nursing Program regarding decision on readmission to the nursing program.

## **WCHP Course & Instructor Evaluation Policy**

Course and instructor evaluations are important tools for evaluating the quality of your education, and for providing meaningful feedback to course instructors on their teaching. In order to ensure that the feedback is both comprehensive and precise, course evaluations are a required element of every course.

### **Incomplete Grade Policy**

An incomplete (*I*) grade may be given to a student who is progressing on schedule, however for reasons that may be beyond their control is not able to complete the work by the course completion date. The (*I*) grade must be converted within the time limit determined by the instructor and student but may not extend beyond six weeks per university policy. The (*I*) grade defers computation of credits and grades until final grades are entered. Failure to complete the work before the agreed deadline will result in a grade assignment of an administrative *F* grade for the course.

### **Resolution of Differences**

Students are advised to meet with faculty members about concerns they have regarding courses or experiential activities. Students should seek resolution according to the sequence listed below.

1. Meet with the course faculty member or clinical instructor.
2. Meet with academic advisor.
3. Meet with the Clinical Coordinator (if indicated).
4. Meet with the Director of the Nursing Program.

## **Nursing Program Procedure for Academic and Disciplinary Petitions and Appeals**

Refer to UNE catalog based on the year of admission for specific information. This includes all program options.

Students dismissed from the nursing program related to academic, disciplinary and/or other concerns may petition the Nursing Program Faculty Forum to be considered for readmission. If a petition is not granted, students may initiate an appeal as documented in the UNE Student Handbook under the Academic and Disciplinary Appeals policy.

### **Student Representation**

Student representation occurs through attendance and participation in the Student Nurses Association (SNA) on both the Biddeford and Portland campuses. Student representatives from the SNA leadership may be invited to attend a portion of the Nursing Faculty Forum meetings. Guidelines for agenda items can be obtained through SNA by-laws. Students are encouraged to bring issues to nursing leadership at any time. Student representation is further supported through participation in the annual year-end Advisory Board meeting.

### **Academic Expectations**

#### **Responsibilities of Students**

Each student in this course is an important and contributing member of this professional learning community. The faculty and the students engage in a partnership of learning. The student nurse is responsible for engaging in studies with preparation and active participation. Each student is expected to communicate in a professional and respectful manner at all times. The student nurse will communicate and advocate for individual needs. Discussion of issues presented in this course is encouraged. Student discussion enhances learning as ideas, perspectives, and experiences are shared in active discourse.

#### **Responsibilities of Faculty**

The nursing faculty is responsible for providing a student-centered environment that facilitates the development of the student's knowledge and clinical reasoning skills using teaching strategies and course design guided by the tenets of andragogy. The nurse faculty role is to create a positive, productive professional learning environment for students of the course. The nurse faculty will facilitate active learning using active learning methodologies including facilitating class discussions by posing questions to stimulate the development of critical thinking and clinical reasoning. Feedback and comments on teaching methodologies used in this course are welcome throughout the semester.

## Methods for Learning and Teaching

All faculty possess autonomy for the development and delivery of their respective courses. This includes course design, curriculum content which aligns with programmatic student learning outcomes, and course requirements. Faculty determine the type of instructional methods, exam review procedures, and use of additional resources. Course material may be shared with students (e.g. study guides, lecture slides/notes, Powerpoints, etc...) at the discretion of the faculty. **Students are advised and required to fully review the course-specific syllabi to ensure understanding of requirements for each course.** Students are expected to respectfully adhere to the course requirements.

Learning activities for each unit may include, but are not limited to, any of the following:

Audio-visuals	Collaborative Group Discussions
BrightSpace	Exams/quizzes/Written Assignments
Case studies	Handouts
Clinical application	Clinical paperwork/journals
Clinical pre- and post-conferences	ATI Systems and Practice Exam
Clinical Simulation Lab	Lecture
Concept mapping	Clinical skills lab demonstration and practice
Required reading from texts and periodicals	Flipped Classroom
Student presentations	CoursePoint+ learning resource
One-on-one intensive clinical experiences	Faculty facilitated discussions
Interprofessional learning opportunities and experiences	Journals
Virtual Reality Simulation	Focused Review Quizzes

PowerPoints are a teaching tool for faculty use in a course and are provided to students at the discretion of the faculty. Using the framework of evidence-based practice, objectives and content of classroom instruction/discussion is drawn from a variety of resources in addition to the required and recommended textbooks. ***Nursing knowledge is derived from textbooks, scholarly journals, national guidelines, and other evidence-based resources. The professional practice of integrating evidence-based resources is an essential skill for life-long learning in the discipline of nursing and is modeled in nursing education.***

### Voice Recording of Classes

Students are not permitted to voice record class lectures without explicit permission from the faculty presenting the lecture. Video recording is not permitted at all. If permission for voice recording is granted, it applies only to the lecture for that day, not a blanket consent for the entire course. While collaboration is conducive to learning, any sharing or posting of class materials (lectures, case studies, assignments, etc.) via online platforms other than Brightspace is not permitted.

### Academic Integrity at UNE

The University of New England values academic integrity in all aspects of the educational experience. Academic dishonesty in any form undermines this standard and devalues the original contribution of others. It is the responsibility of all members of the university community to actively uphold the integrity of the academy; failure to act, for any reason, is not acceptable. Charges of academic dishonesty will be reviewed by the dean of the appropriate College and, if upheld, will result at minimum in a failing grade on the assignment and a maximum of dismissal from the University of New England. All students must abide by their Departmental and Program Student Handbook which may provide more details than the information below.

Academic dishonesty includes, but is not limited to, the following:

- Cheating, copying, or the offering or receiving of unauthorized assistance or information;
- Fabrication or falsification of data, results, or sources for papers or reports;
- Actions that destroy or alter the work of another student;
- Multiple submissions of the same paper or report for assignments in more than one course without permission of each instructor;
- Plagiarism: the appropriation of records, research, materials, ideas, or the language of other persons or writers and the submission of them as one's own.
- The Nursing Program considers the use of Artificial Intelligence (AI) in these instances as a form of academic dishonesty.

Please refer to the university **Division of Student Affairs website** for further information.  
<https://www.une.edu/studentlife/student-affairs/student-conduct/academic-integrity>

Penalties for Academic Misconduct may include:

1. A grade of zero (0) on the paper or exam.
2. A failing grade in the course.
3. Being placed on Academic Probation.
4. Dismissal from the Nursing Program.
5. Dismissal from the University.

### **Professional Behavior, Conduct, and Safe Practice**

The National Student Nurses' Association (NSNA) encourages all nursing programs to adopt the NSNA's Code of Ethics. These ethical guidelines will promote development of complex skills essential to the practice of undergraduate nursing education, fostering responsible and accountable members of the nursing profession (NSNA, 2020).

Professionalism is defined by the NSNA as:

Characteristics that describe an individual striving to maintain the highest standards for one's chosen path – honesty, integrity, responsibility and conducting oneself with responsibility, integrity, accountability, and excellence (NSNA, 2020).

While enrolled in the Nursing Program at the University of New England, students are expected to integrate and to demonstrate professional values that reflect understanding of the moral, legal, and ethical implications of nursing practice. This expectation includes adherence to the guidelines for ethical conduct that are outlined in the National Student Nurses' Association Code of Academic and Clinical Conduct (see Appendix A), the American Nurses Association Code for Nurses (see Appendix B), and Social Media Guidelines (see Appendix D).

Nursing students are expected to demonstrate professional behavior toward the faculty, staff, students and patients at the University of New England and other institutions affiliated with the University of New England. Students shall address faculty by their designated professional titles, i.e., Dean Smith, Dr. Smith, or Prof. Smith. This includes in-person interaction as well as written communication. Faculty should not be referred to by their last name only.

Professional behavior is essential for safe practice in nursing and integrated and expected throughout the entire curriculum.

Civility is expected in all behaviors and forms of communication, and it is everyone's responsibility to model civility, professionalism, and observance of the core values of the University and the Nursing Program. Students can expect the nursing faculty to model civil behavior, and faculty expects that students will demonstrate the same.

The following guidelines will help us all promote civility:

- Use respectful language in all written and verbal communication. Before sending an e-mail message, consider the following:
  - When e-mailing a member of the faculty or staff, always use your une.edu e-mail address.
  - Identify the purpose of your e-mail in the subject heading.
  - Always start with a formal greeting, "Dear Professor/Dr. XXXX."
  - Use full sentences and correct grammar and spelling.
  - Avoid abbreviations and slang.
  - Emoticons are not acceptable in a professional e-mail.
  - Keep your message short and specific.
  - End your e-mail with an appropriate closing such as, "Sincerely, XXXX"
- Address all faculty, staff, and guests using formal titles (Mr. / Mrs., Dr., Professor XXXX). Appreciate and embrace diversity; be inclusive, respectful, and open to other points of view.
- Assume goodwill and think the best of others; reflect on your own attitude and behavior before being critical of another.
- Do not assume that your personal thoughts or opinions are shared by peers, staff, or faculty.

## **Professional Conduct in all areas of Learning including Experiential Learning (Clinical, Simulation Lab, Skills Lab, and Community) Settings**

Professional conduct is expected in all learning environments. All interactions within the professional program with peers, faculty, and other stakeholders should be characterized by integrity, accountability, and responsibility.

Students will:

- Maintain confidentiality of client and peer information.
- Be prepared, punctual, manage time effectively, and actively engage in experiential learning activities.
- Be accountable for assignment requirements.
- Follow through with commitments and requests for meetings.
- Engage in reflective, and respectful communication with peers, clinical instructors, faculty, and other stakeholders.
- Follow the chain of command when engaging in discussions with faculty or clinical instructors.
- Recognize personal biases and demonstrate sensitivity to diversity, difference, and inclusivity.

Students must consistently demonstrate professional behavior and safe practice in experiential settings, which follow the legal and ethical codes of nursing. Competence in professional behaviors is assessed using clinical evaluation tools and classroom evaluation methods.

Students must attest to and meet the technical standards of the nursing program and must consistently demonstrate the ability to uphold the standards throughout the entirety of the program.

Health conditions that impede safe patient care and may impact one's ability to meet the technical standards may include but are not limited to:

- Post-concussive syndrome.
- Acute exacerbation of a mental health disorder.
- Fractured extremity.
- Recent surgeries with physical restrictions.

A student whose pattern of behavior is at risk or found to be unsafe may be removed from the experiential activity. This may result in failure to meet the required clinical criteria of the course.

### **Examples of Unacceptable or Unsafe Conduct**

Nursing students who have demonstrated unacceptable or unsafe conduct may be dismissed from any experiential learning activity, receive a deficiency in clinical or a grade reduction, fail the course, up to or including dismissal from the nursing major depending on the infraction. These infractions include, but are not limited to:

- A. Academic Misconduct/Fraudulent Conduct
  - a. Plagiarism
  - b. Cheating
  - c. Violating the Nursing Code of Ethics.
  - d. Inaccurate recording, falsifying, or altering a client or health care provider record.
  - e. False representation/identification of self as a nursing student in an inappropriate setting.
  - f. Impersonation of another student, faculty member, or licensed practitioner.
- B. Conduct that disregards the welfare, health, or safety of clients, the college community or clinical facility, which includes, but is not limited to:
  - a. Using profanity in any/all conversations.
  - b. Assault (verbal and/or physical/sexual), harassment or intimidation (See University Handbook)
  - c. False reports of fire or other dangerous conditions.
  - d. Disturbances resulting in disruptive learning for all.
  - e. Inability to fully engage in class or experiential learning activities due to an impaired state.
  - f. Intentional placement of person(s) in reasonable fear of physical harm.
  - g. Lewd or indecent behavior.
  - h. Intentional or negligent cause of physical harm or emotional injury to a client.
  - i. Failure to safeguard the client's dignity and right to privacy when providing client care.

- j. Failure to maintain confidentiality of information or knowledge concerning a client (HIPAA violation).
- k. Abandonment or neglect of a patient requiring nursing care.
- l. Engaging in behavior that crosses professional boundaries, including but not limited to verbal and non-verbal behaviors toward peers, faculty, and staff.
- m. Performing any technique or procedure, including medication administration, without faculty/instructor/clinical partner RN oversight and/or approval (see Clinical Guidelines).
- n. Violation(s) of Social Media Guidelines (see Appendix D).

The consequences for unprofessional, unacceptable, or unsafe conduct are outlined and documented on the Communication Form. This communication form, which includes the contract for improvement, will be maintained in the student record for the duration of the Nursing Program.

## **Attendance Policy**

### **Absenteeism**

- Students are expected to attend all scheduled classroom and experiential activities. **Business, work, personal appointments, including job interviews, should not be made during these times.**
- Students are expected to arrive on time and remain for the full duration of the class and experiential activities.
- Students who arrive late for experiential activities will be dismissed and be required to make up the experience. (Students engaged in clinical will be sent home and need to make-up a clinical shift.)
- Students who fail to meet the mandatory clinical requirements (e.g. DISA Healthcare Technology Requirements, Clinician Nexus requirements- student onboarding, HIPAA training, etc.) on the specified due date will be unable to attend clinical. Students will be required to make up the missed clinical and receive a clinical warning through use of the Communication of Unprofessional, Unacceptable, or Unsafe Conduct Form.
- Transportation to clinical sites is the student's responsibility, and lack of transportation is not an excuse for absences.
- If a student has missed more than two clinical days, they are at risk of failing the course.
- Excessive absences from the didactic portion of NSG 280/NSG 307 may affect a student's eligibility to apply for CNA certification from the State of Maine.
- Absences that negatively impact academic and/or clinical performance may result in a grade reduction.

Any absences in experiential activities must be made up to satisfactorily meet the requirements of the experiential component of the nursing course. Students may not progress to subsequent clinical courses with an "Unsatisfactory" on their final clinical performance evaluation for any reason. Students will be required to repeat the course in its entirety, including experiential activities.

### **Experiential Placement Requirements and Policy**

Clinical groups are determined through a random selection process. Varsity athletes' game schedules must be communicated at the beginning of the semester and will be considered when determining experiential placements. Students are required to meet all technical standards (observation, communication, motor, conceptual-integrative, behavioral-social) to begin and continue participation in experiential activities. Students unable to meet the technical standards at any time will be required to provide written documentation indicating their unrestricted return to safely perform in the clinical setting. Please refer to the UNE Student Handbook: Article IV Alcohol and Drug Policy Statement, and Technical Standards Statement (see Appendix E).

### **IN THE EVENT OF AN ABSENCE IN ANY EXPERIENTIAL ACTIVITIES**

- Notification prior to the experiential activity is **mandatory**.
- The student will notify the clinical instructor or faculty of record AND call the nursing office (Call-In Line).

**The Call-In number for any experiential absences is # 207-221-4730.**

- Failure to provide prior notification will result in a discussion with course faculty regarding standards of professional behavior and receipt of clinical warning through the Communication of Unprofessional, Unacceptable, or Unsafe Conduct Form.
- Students with an absence in experiential activities will receive an "Unsatisfactory" on the clinical performance evaluation until the clinical requirements are met.

## **Preceptor Placement**

Preceptorship placements are coordinated through the Office of Experiential Education together with input from our clinical partners. While there is no guarantee of placements on specific units or facilities, each student will have an assigned placement. Students will not solicit preceptorship placements on their own; all placements must be made through the clinical coordinator. Students should notify the clinical coordinator if any issues arise with the assigned preceptor and the preceptorship process.

## **School Cancellation/Delay Policy**

Occasionally, severe weather can cause cancellations or delays. Announcements are made by 5:45 a.m. based on conditions at the University and the immediate surrounding area after consulting with the weather service. Please call (207) 602-2211 to access UNE's voice mail on storm days. A short message will inform you if the University is open, closed, or delayed. These announcements can also be accessed at UNE.edu, and through local television stations. The University's decision to cancel classes and/or activities later in the day, evening, or weekends due to inclement weather will be made at least two hours prior to the class or event. In the event of a delay or cancellation, no synchronous class activities will be held, and no student work should be due. Faculty should provide timely and clear expectations regarding how class time will be made up. Unless UNE announces a closing via the media, we are open. In certain circumstances, faculty may elect to cancel classes when the University is open. In this case, they are responsible for informing their students in a timely manner.

If the University of New England cancels classes or has a start delay, students will abide by these parameters in the clinical setting as well (**with the exception of preceptorship**). If UNE **cancels** classes, experiential activities will be cancelled. If students are already at the clinical site when the cancellation is announced, they must leave the clinical setting. If UNE **delays** classes, experiential activities will also start at the time UNE starts classes. Make-up hours for experiential activities may not be **required** if UNE cancels school; however, excessive cancellations due to weather or other circumstances may result in students needing to make-up clinical hours. Nursing clinical skills lab and simulation hours will be rescheduled. University wide cancellation policies are further described in the UNE Student Handbook.

## **Expectations for Professional Appearance**

Personal appearance creates a favorable impression of the student, the Nursing Program, college, university, profession, and society. When students begin nursing coursework or any experience representing the UNE community, the following guidelines will apply in general in all learning environments and all experiential learning settings.

### **Personal Appearance**

1. Maintain good personal hygiene, which includes regular bathing, grooming (including beards), and dental hygiene.
2. Clean, business-casual clothing for any activities on campus or where the student is representing the University of New England.
3. Inappropriate attire is not allowed in the classroom or experiential/clinical settings. Faculty/clinical instructor may dismiss students from activities. Students will be responsible for make-up sessions/remediation.

### **Examples of Inappropriate Attire (not inclusive) for campus-based class activity include:**

1. Hats, caps, bandanas, or hoods
2. Sweatpants, pajamas, spandex, exercise attire or unkempt clothing
3. Strapless attire, attire showing
4. Midriff or undergarments
5. Slippers
6. Short shorts
7. Clothing with inappropriate, provocative, or vulgar lettering or messages

Failure to adhere to the guidelines for professional appearance may result in the student being asked to leave the learning environment.

## Uniform Dress Code for Experiential Activities

Students participating in experiential learning activities are required to wear an approved uniform with the UNE patch, placed on the left side, and name tag. Students will also receive a hospital/organizational ID badge.

- Students must always wear their identification badges at chest level to enable security and others to identify the student while in experiential learning environments.
- Nothing is to be worn over the top of the uniform such as hoodie, sweatshirt, or sweater, etc.
- Students are allowed to wear a long sleeve shirt underneath that is a solid color in black, blue, or white.
- All students must wear solid white or black shoes or sneakers that are clean, in good repair, and meet the safety and noise abatement requirements of the work environment. Shoes should be nonpermeable. For the student's safety, open-toed shoes, sandals, and any shoes without a back **are not permitted**.
- Clothing should fit properly, be neat, clean, and non-revealing.
- Students are required to limit the use of jewelry and accessories which are considered an infection control/safety risk. Only the following are allowed:
  - Stud earrings in the earlobe or nose piercing flat to the skin.
  - An analog watch with a second hand. **Smart watches are not permitted.**
  - One ring flush with the skin.
- Body art/tattoos must always be covered.
- Hair should be neat and clean. Hair longer than shoulder length must be secured away from the face. Beards and mustaches must be clean and well groomed.
- Students must follow the health care institutions fragrance free policy. Perfume, cologne, lotions, or any similar scented products are not permitted in the clinical setting. The odor from tobacco products on clothing should not be noticeable.
- Fingernails must be clean and neatly trimmed. Artificial (acrylic, gel, or overlays) and/or long nails (extend beyond the end of the finger) are an infection control risk and are not permitted.

Students must adhere to specific clinical site policies/requirements regarding personal appearance that supersede those of UNE. Students who are noncompliant with any aspect of the above uniform clinical attire standards will be sent home from any experiential learning activities at the discretion of the clinical instructor/faculty.

## Clinical Requirements

### Technical Standards

Students must meet the technical standards (observation, communication, motor, conceptual-integrative, behavioral-social) to progress in the nursing program with the first clinical course before experiential activities begin. Students not meeting the technical standards at any time will be required to provide written documentation indicating their unrestricted return to safely perform in the clinical setting. Please refer to the Technical Standards Statement (see Appendix E) and UNE Student Handbook: Article IV Alcohol and Drug Policy Statement. Accommodation may not be available for all experiential requirements of the courses.

### Criminal Background Check and 10-Panel Drug Screen (10-PDS)

Students enrolled in the Nursing Program must complete a criminal background check and 10-panel drug screen prior to the start of their first clinical course experience. Students are required to register with the vendor designated by the Nursing Program and are responsible for the costs associated with the screenings. Students are required to maintain compliance with all clinical requirements for the duration of the nursing program.

### Criminal Background Check

Any flagged criminal background check results will be shared with the appropriate health care organization based on clinical placement. The clinical affiliate will then determine the eligibility of the student for clinical placement at their organization. Affiliates **do** have the right to refuse student clinical placement based on criminal background results.

**The Nursing Program considers ineligibility at one health care organization as possible ineligibility for all agencies and reserves the right to delay progression or dismiss a student from the nursing program.**

Background checks should not be initiated any sooner than the semester prior to enrollment in the first clinical course.

**A student will not be permitted into a clinical experience if the criminal background check is not completed.**

After the initial criminal background check, Students are required to attest annually and must disclose any changes in the status. This information will be shared with clinical partners and may affect clinical placement.

International students are required to enroll in an alternate criminal background check. Please contact the Nursing Program.

### **10-Panel Drug Screening**

Students are required to register with the vendor designated by the program and are responsible for the costs associated with the screenings. Currently, incoming juniors and first year ABSNs are required to have 10-PDS done prior to the start of the clinical rotations. Any positive drug screening results will be shared with our clinical partners who will determine clinical eligibility. Clinical partners have the right to refuse student clinical placement based on drug screening results or require additional testing. **The Nursing Program considers student ineligibility on placement at one institution as possible ineligibility for all agencies and reserves the right to dismiss a student from the nursing program.** Drug screening results should not be initiated any sooner than the semester **prior** to attending the first clinical course. Results will only be accepted from the approved vendor of the nursing program.

### **Marijuana**

According to the U.S. Drug Enforcement Agency, marijuana is a Schedule I substance under the Controlled Substances Act (dea.gov). Although, the state of Maine has legalized the use of marijuana for adults over the age of 21, institutions of higher education (UNE) and health care organizations receiving federal funding prohibit the use of marijuana in any form. Specifically, as a student nurse entering clinical sites for training, any use of marijuana is not allowed.

Students have falsely assumed that if recreational marijuana is legal in the state where they attend school, it is acceptable for use. This is not the case. Marijuana is detectable through a 10-PDS many weeks after use. There is no clear method to identify when it was last used or in what quantity. **Any** positive test result (including metabolites) is considered a positive screen and will be evaluated by our clinical partners for review and decision for acceptance or rejection to allow clinical placement. **This may result in removal from the clinical course and impact the ability to progress in the nursing program.**

This is consistent with future employers as well. Most clinical facilities and organizations have a substance use/abuse policy and procedures. Most require pre-employment screenings. Students should refrain from all use of marijuana to protect themselves against these consequences.

### **Cardiopulmonary Resuscitation Certification (CPR)**

Students are required to upload a signed copy of current **American Heart Association (AHA)** CPR certification to the designated vendor prior to the start of the first clinical course. Note: Only American Heart Association (AHA) CPR is accepted by our clinical partners. Certification must be at the **Basic Life Support (BLS) Healthcare Provider level**. CPR certification content must include resuscitation of infants, adults, and children, and two-person CPR with hands-on skills demonstration, including automatic external defibrillator (AED). Current CPR certification or re-certification is **mandatory** for all clinical courses and experiential learning activities.

### **Health Requirements**

The University requires all entering undergraduate students to have a physical examination and a current record of required immunizations. The UNE Immunization Compliance Policy and forms for the physical and immunizations are found on the Student Health Center website <http://www.une.edu/studentlife/shc/>. **These forms must be completed by a physician, physician assistant or nurse practitioner and uploaded to the Student Health Center portal as well as the designated vendor.** Students may be required to resubmit current health clearance forms due to a leave of absence or injuries/illnesses prior to the return to class or clinical.

Nursing students are required to carry health insurance, either through the university plan or a personal plan (See UNE Student Handbook).

Prior to clinical experiences, students must upload the prerequisite documentation of immunizations, a recent physical examination, CPR card, and other required information to the vendor contracted by the Nursing Program. Student eligibility for clinical participation will be monitored monthly. Failure to provide documentation of compliance with the health requirements will prohibit the student from participating in experiential activities.

## **Confidentiality**

Nursing students are responsible for protecting the privacy and personal dignity of the client. All information concerning clients must be held in strict confidence and must not be discussed with people not involved in the direct care of the client. Mandatory HIPAA compliance is required annually of all nursing students with clinical/experiential activities. Violation of HIPAA will result in appropriate disciplinary action that may include termination from the nursing program. Clients must remain unidentifiable in any written assignments produced by students. See Social Media Guidelines and HIPAA Guidelines (Appendices C and E).

## **Student Compliance with the Health Insurance Portability and Accountability Act (HIPAA)**

According to the regulations of HIPAA, nursing students are permitted to have access to Protected Health Information (PHI) when observing and performing direct patient/client care as part of their clinical experiences. Students must follow all approved HIPAA policies on the usage of PHI. Students must comply with requirements and expectations for appropriate storage and transmission of patient information. No PHI in any form can leave a covered entity site.

To de-identify information HIPAA requires the removal of all the following identifiers (18):

- Names or initials
- Address (All geographic subdivisions smaller than a state, including street address, city, county, and zip code).
- All elements of date, except year.
- Telephone numbers
- Fax numbers,
- Email address
- Web universal resource locators (URLs)
- Internet Protocol (IP) address numbers
- Social security number
- Account numbers
- License number
- Medical record number
- Biometric identifiers, including finger, retinal, and voice prints
- Full face photographic images and any comparable images
- Vehicle identifiers, serial numbers, or license plate numbers
- Health plan beneficiary numbers
- Account number
- Certificate/license numbers
- Device identifiers and serial numbers
- Any other unique identifying number, characteristic or code

All nursing students must complete and provide documentation of completion of the University HIPAA training program and the Centralized Clinical Placement System HIPAA module prior to attending the first clinical experience and annually thereafter. Any breach in confidentiality including verbal, written or electronic information related to a client must be reported to the clinical partner and the University HIPAA Compliance Committee, and may result in disciplinary action up to, and including, possible dismissal from the course, Program or University. The Nursing Program maintains additional standards as they relate to clinical education. See HIPAA and Disciplinary Policy (Appendix F).

## **Transportation**

Students are responsible for transportation to and from the assigned clinical/experiential agencies. Agency-specific policies for student parking must be adhered to while at the clinical site as a student nurse. Lack of transportation does not constitute an excused absence. Clinical placements are not determined by transportation arrangements (carpool).

## **Occupational Health and Safety Act (OSHA) Education**

Prior to the start of clinical, students will be informed about the health care organizations' current protocols regarding blood and or body fluid exposure. The student and faculty/clinical instructor will follow the OSHA guidelines for management of exposure as outlined by the policies of the clinical facility to which they have been assigned.

Students will take all precautions needed to prevent personal injury. If blood or body fluid exposure should occur involving a nursing student, the student should notify the instructor/preceptor immediately. An exposed individual must inform the institution where the exposure occurred and follow the health care organization's protocol. The Office of Experiential Education at the Nursing Program will be notified of the exposure and ensure University protocols are **followed**.

## Off Unit Restrictions for Students at Clinical Rotations at Maine Health Maine Medical Center Portland Requirement

Students assigned to clinical rotations at Maine Health Maine Medical Center Portland are prohibited from accompanying or transporting patients off the unit for any reason, including but not limited to diagnostic testing, procedures, or consultations conducted outside the assigned unit.

### Clinical Placement Platform - Clinician Nexus

In preparation for experiential learning placements, students are required to complete an online orientation through Clinician Nexus. Each experiential learning site requires documentation of student compliance with HIPAA, OSHA, and all other regulatory standards. Each semester before a student can attend a clinical experience, the student must complete the onboarding process in Clinician Nexus and provide documentation as requested by the clinical partners. The onboarding process is comprised of mandatory training modules that are applicable to all our healthcare partners. Clinician Nexus also includes additional site-specific materials provided by the individual Healthcare Organizations (HCO's), some of which require documents that must be completed prior to clinical/experiential learning. The assigned modules must be completed to start any clinical experience or preceptorship.

### Clinical Course Competency Standards

Experiential learning in the nursing clinical courses includes the use of the Nursing Skills Lab, Simulation Center, community-based clinical experiences, and clinical experiences in health care settings. Students must meet all clinical course competency standards in order to successfully pass the clinical component of the course.

Course clinical experiential requirements are leveled according to the nursing program curriculum plan.

1. Nursing Skills Lab
2. Dosage Calculation Competency Exam
3. Clinical Simulation/Virtual Reality Simulation
4. Clinical Experience in the health care setting

### Nursing Skills Lab

The nursing skills lab provides the nursing student with a learning environment for instruction and return demonstration of competency for assigned nursing skills. Students may be required to return for remediation sessions at the discretion of the skills lab faculty and instructor(s). Students are encouraged to work with faculty to aid with needed refinement of skills. Students are encouraged to use the nursing skills lab for practice to attain skill proficiency, using all available resources to support success. Open skills lab time is available, and students may contact the course faculty or Clinical Coordinator to arrange for additional skills lab time. Every effort will be made to accommodate student needs.

During the student's clinical experience, the student may be presented with an opportunity to perform a nursing skill for which the student has not received clinical instruction in the nursing skills lab. The student must inform the clinical instructor if they have not received prior instruction on nursing skills. The clinical instructor must approve the instruction/participation in the nursing skill. Clinical instructors or the primary RN of the patient at the clinical site (if allowed at the facility) may provide guided instruction/oversight of the student while following standard policies and procedures.

Student nurses **are not allowed** to perform the following nursing skills at any time.

1. Administer blood products or co-sign documentation.
2. Administer chemotherapy agents (including oral agents).
3. Insert intravenous catheters\* *Senior-level students who have been instructed in the skills lab to insert intravenous catheters may insert IV catheters during their preceptorship under the supervision of a registered nurse **excluding MaineHealth Maine Medical Center Portland campus.***
4. Accept verbal or telephone provider orders.

Institutional clinical guidelines supersede nursing program guidelines for nursing skills.

## Dosage Calculation Competency

The ability to calculate the correct dosage of a medication is an essential skill for safe practice as a nurse. The student will be given a Dosage Calculation Competency Exam requiring a grade of 100%. Students are required to show their work and write an answer. A simple, non-programmable calculator will be provided for this exam.

To ensure success in meeting this critical requirement, the following format is used:

- Students will not administer medications until the student has successfully passed the Dosage Calculation Competency Exam.
- Students will be given opportunities to pass the Dosage Calculation Competency Exam.
- Students receiving a grade of less than 100% on the exam are required to remediate to an acceptable grade. \*
- The remediation process must include:
  - Complete math problems assigned by faculty.
  - Schedule time for tutoring with the Student Academic Success Center or faculty.
  - A retake exam must be scheduled within one week of the first but not on the same day.

*\*Students will have 2 opportunities to take medication dosage exams to achieve passing grades. If a student has not been successful after 2 attempts, they will not be allowed to progress in clinical and will be on clinical warning, requiring make up of missed clinical hours until success on exam. Students will follow an individualized plan for success, working with faculty.*

## Clinical Simulation

Students will have an opportunity to practice decision-making, demonstrate clinical reasoning, and safe clinical judgments in the skills lab or during simulation. Low, mid and high-fidelity manikins are utilized to provide life-like clinical situations for student learning. When students practice in the simulation setting, they must adhere to all clinical guidelines. Cancellations or absences for any reason including school cancellation days will be rescheduled. Students may be asked to return for repeat simulation session or remediate based on unsatisfactory performance.

Simulation experiences are designed to provide the students with the opportunity to demonstrate core competencies. In the simulation environment, the student nurse will perform in an ethical manner to provide holistic client-centered care. The simulation experience is limited in the ability to provide an opportunity (synchronous) to communicate/collaborate with other members of the health care team other than through role-play with the simulation faculty/staff. Students will be expected to develop a Situation Background Assessment Recommendation (SBAR) to communicate through the simulation experience as arranged by the faculty.

Virtual reality (VR) simulation is an experiential learning opportunity utilized in various courses. With an increased focus on clinical outcomes related to client safety, VR provides the student with interactive scenarios in which the student is able to care for an acutely ill client in an immersive virtual environment. VR provides the student with the opportunity to develop skills related to clinical reasoning, clinical decision-making, and communication as a member of an interprofessional team.

## Clinical Experience / Client Care

Clinical assignments are important tools for developing student's skills in assessment, clinical reasoning, and clinical decision-making. Clinical assignments (paperwork) will be submitted weekly on a day determined by the individual clinical instructor. The clinical instructor will provide constructive feedback to the student before the next clinical day, addressing performance, documentation, and clinical assignments. Failure to submit clinical work assignments on time may result in counseling documented on the Communication of Unprofessional, Unacceptable, or Unsafe Conduct Form and a remediation plan. A copy of the communication form will be filed in the student record. Clinical paperwork is not graded; however, submissions that do not meet expectations or are incomplete will be returned to the student and resubmission will be required. Failure to submit paperwork, resubmit or late submissions may place student in jeopardy of failure of clinical component of course.

## Evaluation of Clinical Course Learning Outcomes

- **Skills Lab** Performance Evaluation Tool.
- **Dosage Calculation Competency Exam (100%)**
- **Simulation Rubric** Quality and Safety Education for Nurses (QSEN) Based Standards
  - **Oxford Medical Services (OMS)** Virtual Simulations - Students will complete all assignments. (*Satisfactory*)

- o **Simulation Rubric** (Clinical Judgement Model) (If simulations are scheduled in the Simulation Center) Students achieve a *Satisfactory* and complete reflection assignment (*Satisfactory*).
- Students will complete the simulation, assigned paperwork, and attend post-conference.
- **Clinical Performance Evaluation and Preceptorship Clinical Performance Evaluation Tools** - Students will be evaluated for clinical performance using formative and summative evaluation strategies. Students are expected to demonstrate core competencies at a satisfactory level by the completion of the semester. Student clinical performance is evaluated as *Not Applicable*, *Needs Improvement*, *Working Towards*, or *Satisfactory*. (Students may be sent home from clinical/experiential activity if deemed unprepared, unsafe, or unprofessional by the clinical instructor or faculty. The deficiency in students' performance will be documented using the Communication of Unprofessional, Unacceptable, or Unsafe Conduct Form. Students may be given a warning and/or placed on probationary status.
- Students will receive a remediation plan and corrective measures must be taken in order to be removed from unsatisfactory and/or probation and achieve success in the experiential portion of the course. Lack of success in the experiential setting will also prevent success in the didactic component of the course. Students must be successful in both aspects to complete the overall course requirements.

### Clinical Deficiencies

- A clinical instructor or faculty may determine that the student's performance is unsatisfactory at the expected level of achievement at any time during a skills lab, simulation or experiential setting and will document the issue on the **Communication of Unprofessional, Unacceptable, or Unsafe Conduct Form**. An action plan will be developed to address the clinical issue and shared with the student. This approach will outline deficiencies, a plan for improvement, and remediation if necessary. The information will be filed in the student record. Resolution of deficiencies must be completed as defined in Communication of Unprofessional, Unacceptable, or Unsafe Conduct Forms and remediation plans to progress from the course.
- Students may be removed from clinical experiences if they are not meeting the technical standards, or safety issues are identified.
- Students who are mathematically unable to achieve a passing grade in a clinical course may be removed from the clinical rotation associated with that course.

**Appendix A**  
**National Student Nurses' Association, Inc.**  
**Code of Academic and Clinical Conduct**  
<https://www.nсна.org/nsna-code-of-ethics.html>

**PREAMBLE**

Students of nursing have a responsibility to society in learning the academic theory and clinical skills needed to provide safe, quality nursing care. The clinical setting presents unique challenges and responsibilities for the nursing student while caring for human beings in a variety of health care environments.

The Code of Academic and Clinical Conduct is based on an understanding that to practice nursing as a student is an agreement to uphold the trust with which society has placed in us. The statements of the code provide guidance for nursing students in the personal development of an ethical foundation and need not be limited strictly to the academic or clinical environment but can assist in the holistic development of the person.

**A CODE FOR NURSING STUDENTS**

As students are involved in clinical and academic environments, we believe that ethical principles are a necessary guide to professional development. Therefore, within these environments we:

- o Advocate for the rights of all clients.
- o Maintain client confidentiality.
- o Take appropriate action to ensure the safety of clients, self, and others.
- o Provide care for the client in a timely, compassionate, and professional manner.
- o Communicate client care in a truthful, compassionate, and professional manner.
- o Actively promote the highest level of moral and ethical principles and accept responsibility for our actions.
- o Promote excellence in nursing by encouraging lifelong learning and professional development.
- o Treat others with respect and promote an environment that respects human rights, values, and choice of cultural and spiritual beliefs.
- o Collaborate in every reasonable manner with the academic faculty and clinical staff to ensure the highest quality of client care.
- o Use every opportunity to improve faculty and clinical staff understanding of the learning needs of nursing students.
- o Encourage faculty, clinical staff, and peers to mentor nursing students.
- o Refrain from performing any technique or procedure for which the student has not been adequately trained.
- o Refrain from any deliberate action or omission of care in the academic or clinical setting that creates unnecessary risk of injury to the client, self, or others.
- o Assist the staff nurse or preceptor in ensuring that there is full disclosure, and the proper authorizations are obtained from clients regarding any form of treatment or research.
- o Abstain from the use of alcoholic beverages or any substance in the academic and clinical setting that impairs judgement.
- o Strive to achieve and maintain an optimal level of personal health.
- o Support access to treatment and rehabilitation for students who are experiencing impairments related to substance abuse and mental or physical health issues.
- o Uphold school policies and regulations related to academic and clinical performance, reserving the right to challenge and critique rules and regulations as per school grievance policy.

*\*Adopted by the NSNA Board of Directors, October 27, 2009, in Phoenix, AZ*

**Link to NSNA Code with Interpretive Statements:** <https://www.nсна.org/nsna-code-of-ethics.html>

**Appendix B**  
**American Nurses Association Code of Ethics (2025)**

**Provisions**

1. The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.
2. A nurse's primary commitment is to the recipient(s) of nursing care, whether an individual, family, group, community or population.
3. The nurse establishes a trusting relationship and advocates for the rights, health, and safety of recipient(s) of nursing care.
4. Nurses have authority over nursing practice and are responsible and accountable for their practice consistent with their obligations to promote health, prevent illness, and provide optimal care.
5. The nurse has moral duties to self as a person of inherent dignity and worth including an expectation of a safe place to work that fosters flourishing, authenticity of self at work, and self-respect through integrity and professional competence.
6. Nurses, through individual and collective effort, establish, maintain, and improve the ethical environment of the work setting that affects nursing care and the well-being of nurses.
7. Nurses advance the profession through multiple approaches to knowledge development, professional standards, and the generation of policies for nursing, health, and social concerns.
8. Nurses build collaborative relationships and networks with nurses, other healthcare and nonhealthcare disciplines, and the public to achieve greater ends.
9. Nurses and their professional organizations work to enact resource practices, policies, and legislation to promote social justice, eliminate health inequities, and facilitate human flourishing.
10. Nursing, through organizations and associations, participates in the global and health community to promote human and environmental health, well-being, and flourishing.

Retrieved from: <https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/revision-panel> (2025)

**Appendix C**  
**University of New England**  
**Nursing Program**  
**Minimum Computer Requirements**

<https://examsoft.com/resources/examplify-minimum-system-requirements/>

Hardware Requirements	8 GB of Memory (RAM) or higher Hard Drive minimum of 128 GB Core i5 Processor or higher Intel HD Graphics 3000 or better – Minimum supported screen resolution 1024 x 768 Hardware Acceleration is required to render graphics
Software Requirements	Windows 10 or 11 – 64-bit System Type (Windows 7 and 8 are not supported) Windows versions for Examplify 10 (versions 20H2, 21H1, H1H2) or 11 (version 21H2) Mac: Catalina, Big Sur, and Monterey ➤ Supported Operating Systems: OS X 10.13 (High Sierra), OS X 10.14 (Mojave), macOS Catalina (10.15). Only genuine versions of Mac Operating Systems are supported. ➤ MacOS Catalina (version 10.15) is only compatible with Examplify version 2.0.6 or higher (Released on 10/14/19 or later) Microsoft Office (free to students with their @une.edu account via Office 365.
General Systems Specifications	Minimum Broadband connection 4 Mbps; download connection (5 or more is recommended) (Check your network speed at your location on <b>speedtest.net</b> ) Programs perform best when directly connected to the internet. Microphone and speakers Webcam 1280 x 270 (1 megapixel resolution required) Access to a scanner USB port or USB-to USB-C adapter
Browsers	<ul style="list-style-type: none"> <li>➤ Google Chrome preferred (required for Speech to Text feature)</li> <li>➤ Mozilla FireFox</li> <li>➤ Microsoft Edge (Windows only)</li> <li>➤ Safari (mac OS only)</li> </ul>
Support Services	UNE HelpDesk <a href="mailto:helpdesk@une.edu">helpdesk@une.edu</a> Faculty/Staff support <b>x2487</b> · 24/7 Student support <b>1-877-518-4673</b> UNE ISIC/Simulation/CAE/OMS Neill Gemmel, <a href="mailto:ngemmel@une.edu">ngemmel@une.edu</a> Examplify <a href="mailto:Support@examsoft.com">Support@examsoft.com</a> US & Canada: 866.4298889, ext. 3
Unsupported Platforms	<ul style="list-style-type: none"> <li>➤ iOS devices (iPhones and iPads)</li> <li>➤ Android devices (phones and tablets)</li> <li>➤ Chromebooks</li> <li>➤ Linux/GNU based operating systems</li> <li>➤ Virtualized environments or environments that require persistent network (local or otherwise) connections during secure exams. This includes, but is not limited to, VMWare, Parallels, Citrix workspace, Virtual Disks, Streamed images, etc.</li> <li>➤ Alternate versions of Windows 10, such as Windows RT and Windows 10 S, are NOT supported at this time.</li> <li>➤ Only genuine versions of Windows Operating Systems are supported.</li> <li>➤ The English (United States) Language Pack must be installed.</li> <li>➤ ExamSoft does not support Tablet devices other than Microsoft Surface Pro.</li> </ul>

**Appendix D**  
**University of New England**  
**Nursing Program**  
**Social Media Guidelines**

**GUIDELINES FOR THE USE OF SOCIAL MEDIA**

The use of social media can be beneficial to the delivery of quality health care. However, students have an ethical and legal obligation to maintain patient privacy and confidentiality at all times. The use of electronic media can result in too much disclosure and result in a violation of patient privacy and confidentiality.

The following guidelines minimize the risks associated with social media.

- Students must not share, post, or otherwise transmit any patient-related information, including images, unless there is a patient care related need to disclose information.
- Limiting access to postings through privacy settings is not sufficient to protect the patient's privacy.
- It is not acceptable to post any information about a patient even if the name is not identified.
- Students should never refer to a patient in a derogatory or disparaging manner, even if the patient is not identified.
- No photos or videos of patients may be taken on a personal device, including cell phones.
- Students must always maintain appropriate professional boundaries with patients. Online contact with patients or former patients blurs the distinction between a professional and personal relationship and should be avoided.
- Students should understand that patients, colleagues, institutions, and prospective employers may view postings on social media websites. Students should not make disparaging remarks about healthcare agencies or their staff, even if they are not expressly identified.
- If in doubt, the student should consult the faculty for guidance about the appropriate use of electronic media.
- Inappropriate use of electronic/social media can lead to disciplinary action including but not limited to formal reprimand, suspension, or dismissal from the program. Students can be held personally liable. Such violations may result in civil and criminal penalties including fines or possible jail time in accordance with applicable laws (HIPAA).

Adapted from:

National Council of State Boards of Nursing. (2011). White paper: A Nurse's Guide to the use of social media. Chicago, IL. Retrieved from [www.ncsbn.org](http://www.ncsbn.org).

[https://www.ncsbn.org/public-files/NCSBN\\_SocialMedia.pdf](https://www.ncsbn.org/public-files/NCSBN_SocialMedia.pdf)

<https://www.ncsbn.org/video/social-media-guidelines-for-nurses>

**Appendix E**  
**University of New England**  
**Nursing Program**  
**Technical Standards**

**Technical Standards\* for Students in the Academic and Clinical Settings (including Skills and Simulation)**

\*In alignment with Americans with Disabilities Act (ADA) and Section 504 principles. Students will review the following document and sign an attestation prior to the beginning of each clinical rotation. A student is required to report any changes to the adherence to technical standards throughout the clinical rotation.

**Technical Standards for Nursing Students: Essential Functions & Accommodations**  
**(BSN Years 1,2,3,4 and ABSN)**

The University of New England Nursing Program is committed to equal access for all qualified students. To progress through and graduate from the program, students must demonstrate the ability to adhere to and perform **essential functions**—with or without reasonable accommodations—in five core areas: Observation, Communication, Motor, Conceptual-Integrative, and Behavioral-Social.

**Accommodation and Accessibility**

In accordance with the ADA, the University provides **reasonable accommodation** to qualified students with disabilities.

- **Process:** Students seeking accommodations should contact the **Student Access Center** as early as possible to engage in the interactive process.
- **Standards:** Accommodations are designed to provide equal educational opportunity. While they may involve technological aids or adjusted methods, they cannot fundamentally alter the essential requirements of the curriculum or compromise client safety.
- **Implementation:** Students must register with the Student Access Center and provide their approved accommodation letters to faculty at the beginning of each clinical semester to ensure timely support when accommodations are intended to be utilized. Students will be considered for accommodations once reviewed by the Nursing Program. Accommodation cannot be retroactively applied to an exam, assignments or absences that have already passed. Students who have not notified faculty of accommodation requests will be required to adhere to the course guidelines of testing, assignment, and course requirements.

**The Five Core Areas Include:**

**1. Observation**

**Clinical:**

Students must be able to acquire information from demonstrations and experiences in the basic sciences and clinical settings.

- **Essential Function:** Accurately perceive client status, diagnostic data, and environmental cues both at a distance and in close proximity.
- **Sensory Requirements:** Information may be gathered through visual, auditory, olfactory, and tactile systems. Use of assistive technology (e.g., amplified stethoscopes, visual aids) is permitted provided it allows for functional information gathering.

**2. Communication**

Didactic (1<sup>st</sup> and 2<sup>nd</sup> Year): Students must be able to communicate effectively and professionally with faculty and staff of UNE in a professional manner. This includes timely responses to emails and messages using the UNE email system.

**Clinical:**

Students must be able to communicate effectively and sensitively with clients, families, and all members of the

healthcare team.

- **Essential Function:** Elicit information, describe changes in mood or posture, and interpret nonverbal cues.
- **Modes:** Communication includes speaking, reading, writing, and interpreting data in English. In clinical settings, students must be able to communicate efficiently in both immediate/emergent and recorded (Electronic Health Record) formats using technology available for students at the partner facilities.

### **3. Motor and Sensory-Motor**

#### **Clinical:**

Students must possess the functional motor skills necessary to perform physical assessments and provide nursing care and interventions.

- **Essential Function:** Execute motor movements required for routine and emergency client care (e.g., CPR, administering medication, preventing falls, providing pressure, etc).
- **Skills:** This includes the coordination of gross and fine muscular movements, equilibrium, and the functional use of touch and vision.
- **Physical Demands:** Students must be able to position, transfer, and assist clients safely, utilizing ergonomic equipment or mechanical lifts as standard clinical practice.

### **4. Conceptual, Integrative, and Quantitative**

#### **Clinical:**

Students must demonstrate the intellectual ability to process complex information rapidly and accurately.

- **Essential Function:** Proficiency in measurement, calculation, reasoning, analysis, and synthesis.
- **Clinical Reasoning:** Students must be able to apply critical thinking to clinical data, understand three-dimensional spatial relationships, and integrate theoretical knowledge into safe client care.

### **5. Behavioral and Social Attributes**

Students must possess the emotional health and stability required for the full utilization of their intellectual abilities.

#### **Clinical:**

- **Essential Function:** Exercise reasonable judgment, complete all responsibilities attendant to client care promptly, and develop mature, sensitive relationships.
- **Resilience:** Students must be able to function effectively under stress, adapt to changing environments, and manage the uncertainties inherent in clinical practice.

#### **Didactic and Clinical:**

- **Professionalism:** Compassion, honesty, personal and academic integrity, interpersonal skills and timely submissions of course and clinical paperwork are essential for academic and professional practice and are evaluated throughout the educational process. Students are representing UNE and the Nursing Program.

## Student Attestation: Technical Standards for Clinical Students in UNE Nursing Program

**Overview:** To graduate from the University of New England Nursing Program, students must perform the essential functions of a nurse—with or without reasonable accommodation.

Domain [1, 2, 3, 4, 5]	Essential Clinical Function
<b>Observation</b>	Accurately perceive client status and monitor diagnostic data (monitors, labs) using visual, auditory, and tactile senses.
<b>Communication</b>	Exchange information efficiently and sensitively with clients and the healthcare team in English, in both routine and urgent situations.
<b>Motor Skills</b>	Execute physical assessments (palpation, percussion) and clinical interventions like CPR, medication administration, and sterile procedures.
<b>Conceptual</b>	Process complex data rapidly to make safe clinical judgments, including dose calculations and 3D spatial awareness.
<b>Behavioral</b>	Maintain emotional stability, professional ethics, and resilience under the high-stress conditions of a clinical environment.

### Part 2: Clinical Readiness Self-Assessment

Review the following Core Abilities (will be signing form in each clinical course)

#### Core Abilities

- I can/will monitor client status and medical equipment accurately.
  - I can/will communicate clearly and professionally.
  - I can/will perform gross and fine motor tasks, (i.e. learning and training how to insert a catheter or perform dressing changes, etc).
  - I can/will navigate an 8- to 12-hour shift, including the ability to respond quickly to emergencies.
  - I can/will perform medication dosage calculations accurately. \*
  - I can/will adapt to changing clinical environments and manage the stress of client care.
- \*Students will have 2 opportunities to take medication dosage exams to achieve passing grades. If a student has not been successful after 2 attempts, they will not be allowed to progress in clinical and will be on clinical warning, requiring make up of missed clinical hours until success on exam. Students will follow an individualized plan for success, working with faculty.*

#### Accommodation Status (if applicable)

- I have reviewed the Technical Standards and understand the essential functions.
- I have contacted the **Student Access Center** if I require assistive technology or procedural adjustments for consideration within the clinical setting.
- I have chosen to share my accommodation information with my course faculty and/or clinical coordinator for consideration of accommodation for the current semester.

**Appendix F**  
**University of New England**  
**Nursing Program**  
**HIPAA Policy and Disciplinary Guidelines**

Maintaining confidentiality is an integral part of nursing practice. Federal regulations guide the scope of practice of health care workers to protect the privacy and security of protected health information (PHI) through the Department of Health and Human Services and the Health Insurance Portability and Accountability Act (HIPAA, 45 CFR 160.103). Protected health information is defined by Health and Human Services to mean demographic and health information that makes the individual identifiable. This information includes but is not limited to names, addresses, date of birth, social security, or medical records numbers. This includes all demographic data that is related to the person's physical or mental health, and/or the provision or payment regarding provision of care (past, present, or future).

Health care providers are allowed to use PHI in the provision of effective patient care based upon need-to-know rules for health care operations. Under the HIPAA Privacy Rule, students in the clinical setting are permitted to use PHI under supervision to practice or improve their skills on patients assigned to them. Students are not permitted to search databases for interesting patient cases. Students may disclose PHI only during treatment in patient care to another health care provider with a need to know. Protected health information may only be used outside the affiliate agency when the PHI has been de-identified for purposes of learning (ex. post conference).

The Nursing Program provides competency training for HIPAA to ensure the student is well versed with these regulations and the required behaviors necessary to ensure compliance. This policy outlines the corrective action for each level of a potential HIPAA violation, which could culminate in dismissal from the University of New England's Nursing Program. Maintaining HIPAA standards is a clinical objective and evaluated with each course. Affiliate agencies who collaborate with the University of New England's Nursing Program maintain policies regarding HIPAA standards to which students must adhere. The University of New England policies may supersede the affiliate agency policies.

Students who use or disclose PHI (HIPAA) in an unauthorized manner will undergo disciplinary action ranging from counseling to Program dismissal.

For example, a HIPAA violation may mean dismissal from a clinical site and could impede placement at other clinical sites. This may prevent the student from meeting requirements for graduation. Individual disciplinary action will be dependent on the level of the violation.

- Level I connotes without malicious intent (incidental or unintentional use).
- Level II-III connotes malicious intent (intentional access, use, and/or disclosure) and individuals may be subject to civil and/or criminal liability.

For any offense, a preliminary investigation will precede an assignment to the level of violation. All HIPAA violations will be reported to and investigated by:

- Faculty of record will be notified of the incident.
- Director of the Nursing Program – The Director will identify faculty to participate in an objective assessment of the HIPAA violation.
- Ad Hoc HIPAA/Process Improvement Committee will investigate the incident and make recommendations for corrective action to the Director of the Nursing Program.
- Dean of WCHP
- UNE Privacy Officer
- Affiliating Agency Privacy Officer

The following Level of Violations provide guidelines in the event of a HIPAA violation:

Level of Violation	Examples	Corrective Action May Include
Level I	Misdirected faxes, e-mails & mail. Failing to log-off or secure a computer with protected PHI. Leaving PHI in a non-secure area. Discussing PHI in a non-secure area (lobby, hallway, cafeteria, and elevator). Failing to de-identify patient information Improper disposal of PHI.	Verbal/written counseling and HIPAA re-education Written report filed in student clinical evaluation and student record
Level II	Requesting another individual to inappropriately access patient information. Inappropriate sharing of ID/password Failure to secure data on mobile devices through encryption/password. Failure to follow Affiliate Agency existing policies and procedures governing patient confidentiality.	Verbal / written counseling and HIPAA re-education. Probation or other disciplinary action up to dismissal from the program. Written report filed in student record.
Level III	Releasing or using patient data without the Affiliate Agency or faculty approval. Accessing PHI without having a legitimate need to know. Accessing PHI due to curiosity or concern, such as a family member, friend, neighbor, coworker, famous or “public” person, etc. Posting PHI to social media; examples include photos and videos of patients or information gained in the nurse- patient relationship	Verbal/ written counseling and HIPAA re-education. Removal from clinical site. Documentation on student evaluation. May result in failure of the course. Probation or other disciplinary action up to dismissal from the program. Written report filed in student record.

US Department of Health and Human Services. (n.d.). Summary of the HIPAA privacy rule. Retrieved from <http://www.hhs.gov/ocr/privacy/hipaa/understanding/summary/index.html>

US Department of Health and Human Services (2006). Frequently asked questions. Retrieved December 8, 2015, from [http://www.hhs.gov/ocr/privacy/hipaa/faq/minimum\\_necessary/209.html](http://www.hhs.gov/ocr/privacy/hipaa/faq/minimum_necessary/209.html)