



**Department of Nursing**

**GRADUATE NURSING HANDBOOK**

**2023-2024**

## TABLE OF CONTENTS

Introduction.....	4
Organization of Department of Nursing .....	5
Mission and Vision Statement .....	5
Department of Nursing Vision .....	6
Theoretical Frameworks.....	6
ANA’s Provision of Ethics Related to Nurses .....	7
Graduate Nursing Goals.....	7
Master Program Outcomes .....	7
Expectations & Characteristics of Graduate Study.....	8
Role of the Instructor .....	8
Role of the Student.....	9
SGS Program in Nursing Options At A Glance.....	10
Adult Gerontology Primary Care Nurse Practitioner Program.....	10
Family Nurse Practitioner Program .....	11
Psychiatric Mental Health Nurse Practitioner Across the Lifespan.....	11
Post-master’s Certificate Programs in Nursing.....	12
Adult Gerontology Acute Care Nurse Practitioner Post-master's Certificate.....	12
Family Nurse Practitioner Post-master's Certificate .....	13
Psychiatric-Mental Health Nurse Practitioner (Across the Lifespan Post-master’s Certificate).13	

Adult Gerontology Primary Care Nurse Practitioner Post-Masters.....	13
<u>Academic Matters</u>	
Matriculation.....	14
Maintenance of Matriculation.....	14
Academic Advisement.....	14
Registration Information.....	15
Incomplete Grades .....	15
<u>General Information</u>	
Official Sage Communication.....	15
Format.....	16
Academic Honesty.....	16
Participation in Professional Organizations.....	16
Sigma Theta Tau.....	16
Grievances and Appeals.....	16
Policy and Procedures for Academic Performance for Graduate Students .....	16
Clinical Courses .....	17
Academic Standing/Criteria for Continuation .....	18
Leave of Absence.....	19
Graduation.....	19
<u>Student Resources</u>	
Awards and Research Grants .....	20
Sources of Financial Assistance.....	20
<u>Clinical Placement Guidelines</u>	
Clinical Placement sites .....	21
Requirements for Clinical Courses .....	22
RN Licensure .....	22
Professional Liability Insurance .....	22
Annual Clinical Clearance .....	22
Cardio-Pulmonary Resuscitation Certification (CPR).....	23
Student Clinical Placement Form .....	23
Department of Nursing Professional Practice/Code of Ethics .....	24
Professional Conduct .....	24

Communication modes .....	24
Written Work or Presentations.....	25
Testing.....	25
Civility .....	25
Nursing Conduct/Professional Behavior.....	27
Unsafe Policy and Procedure .....	28
<u>Additional Student Policies</u>	
Title IX.....	28
References.....	30

## INTRODUCTION

Congratulations on your admission to the Sage Graduate School (SGS) Program in Nursing at Russell Sage College (RSC). We hope your experience here will be exciting and challenging. To facilitate your progress through the program, faculty and students have compiled this information to guide you through academic planning and acquaint you with the Department of Nursing policies. This handbook represents information and policies that are applicable to both Master's and Post-master's students.

Advanced practice nurses serve as innovative leaders and skilled practitioners who contribute to the improvement of nursing and health care. Skills learned in this program will facilitate lifelong learning and expertise in managing the changing health care environment.

The department endeavors to prepare graduates who are expert clinicians, critical thinkers who utilize, transmit, and develop new knowledge through scholarly inquiry, and demonstrate a commitment to lifelong learning. This is achieved through the integration of arts and sciences, humanistic concern for the health and well-being of others, and an awareness and appreciation of cultural diversity in a pluralistic society. Skills are developed as you transition through the program to problem solve and use clinical reasoning in practice.

Russell Sage College prepares graduates who enable clients to maximize their own potential. The global context in which the nursing profession practices is emphasized, with the expectation that our graduates will assume leadership roles, as professionals and citizens in organizations to influence health care delivery, nursing education, and the welfare of society.

Students enter graduate study with considerable diversity in background and their growth is facilitated by program planning to meet individual needs. Students assume responsibility for professional behavior, self-growth through individual planning, continued learning, self-direction, and self-evaluation. This is a different focus than baccalaureate education and is seen throughout the program.

The goals of Russell Sage College were revised in 2022 congruent with *The Essentials of Master's Education in Nursing* (AACN, 2021) and *The Criteria for Evaluation of Nurse Practitioner Programs* (National Task Force on Quality Nurse Practitioner Education, 2016).

## **ORGANIZATION OF THE DEPARTMENT OF NURSING**

The Department of Nursing at Russell Sage College offers three nursing degree programs: B.S., M.S., and Post-masters certificate programs. The Baccalaureate Program has two components: The Pre-licensure Baccalaureate Program with a full-time or part-time option and a Post-licensure Baccalaureate Program for Registered Nurses who are graduates from an associate degree or diploma program. The Master's Program includes Master's Degree and Post-master's Certificate Programs studies. The leadership in the Nursing Department includes a Chair, and Directors for the Baccalaureate Program, RN to BS Program, and Graduate Program.

## MISSION AND VISION STATEMENT

### **Russell Sage College, Department of Nursing Mission**

We prepare and empower dynamic leaders through the integration of arts and sciences for excellence in nursing practice, education, research, and community engagement across a global pluralistic society. To become individuals who will BE, KNOW, & DO MORE.

Our motto is: The Sage Nurse CARES.

#### To Be

- Loving
- Kind
- Caring
- Compassionate
- Trusting
- Authentic
- Engaged
- Ethical
- A leader
- Spiritual

#### To Know

- Empirically
- Personally
- Esthetically
- Ethically
- Emancipatory

#### To Do

- Integrating the theoretical frameworks of Patricia Benner ([Petiprin, 2016](#)) and Jean Watson ([Watson Caring Science Institute, 2020](#)) the Sage nurse CARES

### **CARES GUIDELINES FOR PRACTICE MODEL © FOR CLINICAL:**

- C- Condition or Concept (understanding the human condition through a conceptual framework)
- A- Assessment (critically and holistically assessing)
- R- Restoration of health from the altered human condition and reducing risks for alterations through intervention, prevention, & health promotion
- E- Education & Prevention
- S- Safety and Stewardship

### **Russell Sage College, Department of Nursing Vision**

Achieve distinction and excellence in professional nursing education, practice, research, and community engagement. The Russell Sage College, Department of Nursing strives to prepare nurses to practice in a variety of innovative health care settings within a context of rapid global and technological change. Baccalaureate and Graduate preparation provide the essential components of a nursing career in the challenging practice environment of nursing and health care. *Reaffirmed 5/16/2019*

### **Theoretical Frameworks**

#### **Patricia Benner (Benner 1984, Benner 2011) (Petiprin, 2016)**

##### **Benner Domains**

1. Helping Role
2. The Teaching and Coaching Function
3. Diagnostic and Patient Monitoring Function
4. Effective Management of Rapidly Changing Situations
5. Administering and Monitoring Therapeutic Interventions and Regimens
6. Monitoring and Ensuring the Quality of Health Care Practices
7. Organizational and Work Role Competencies

#### **Jean Watson (Watson Caring Science Institute, 2020)**

##### **The Caritas Processes**

1. Practicing Loving Kindness, Compassion and Equanimity Toward Self and Others
2. Being Authentically Present: Enabling Faith/Hope/Belief System; Honoring Subjective Inner Life-World of Self and Others
3. Cultivating One's Own Spiritual Practices; Deepening Self-Awareness; Going Beyond Ego-Self
4. Developing and Sustaining a Helping/Trusting Authentic Caring Relationship
5. Being Present to, and Supportive of, the Expression of Positive and Negative Feelings
6. Creatively Problem-Solving, 'Solution Seeking' Through a Caring Process
7. Engaging in Transpersonal Learning Within Context of a Caring Relationship; Staying Within Others' Frame of Reference
8. Creating a Healing Environment at All Levels
9. Assisting with Basic Needs as Sacred Acts, Touching Mind/Body/Spirit of Others, Sustaining Human Dignity
10. Opening to Spiritual, Mystery and Unknowns; Allowing for Miracles

**American Nurses Association (ANA) Code of Ethics for Nurses with Interpretive Statements, Washington, D.C.: American Nurses Publishing, 2015**

**ANA's Provision of Ethics Related to Nurses**

1. The nurse in all professional relationships, practices with compassion and respect for the inherent dignity, worth, and uniqueness of every individual, unrestricted considerations of social or economic status, personal attributes, or the nature of health problems.
2. The nurse's primary commitment is to the patient, whether an individual, family, group, or community.
3. The nurse promotes, advocates for, and strives to protect the health, safety, and rights of the patient.
4. The nurse is responsible and accountable for individual nursing practice and determines the appropriate delegation of tasks consistent with the nurse's obligation to provide optimum patient care.
5. The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth.
6. The nurse participates in establishing, maintaining, and improving health care environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession through individual care and consistent with the values of the profession through individual and collective action.
7. The nurse participates in the advancement of the profession through contributions to practice, education, administration, and knowledge development.
8. The nurse collaborates with other health professionals and the public in promoting community, national, and international efforts to meet health needs.
9. The profession of nursing, as represented by associations and their members, is responsible for articulating nursing values, for maintaining the integrity of the profession.

**Graduate Nursing Goals**

1. To prepare advanced practice clinicians & leaders.
2. To provide educational strategies to meet the needs of diverse learners.
3. Encourage participation in local, state, national, and global healthcare and advanced practice nursing policy development.
4. To provide a supportive, collegial environment that encourages excellence in teaching and learning, professional development, and faculty/student scholarship.
5. To improve clinical practice outcomes, health policy, and care delivery methodologies.

**Master's Program Outcomes**

At completion of the Master's program in nursing, the student will be able to:

1. Integrate knowledge related to culturally relevant social, behavioral and ecological determinants that impact health outcomes.
2. Demonstrate leadership within and across diverse healthcare delivery systems, recognition of the complexity of healthcare systems and the need for effective inter-professional communication, collaboration and intervention strategies.



3. Analyze, integrate, and implement scientifically based research that fosters inter-professional collaboration, skilled and organizational decision making.
4. Effectively use technology to deliver and enhance patient-centered care, inter-professional communication and integration across diverse healthcare systems.
5. Provides, manages and evaluates comprehensive person-centered care using the scientific body of knowledge within the regulatory and educational scope of practice.
6. Design and implement quality improvement models across culturally diverse and population-based healthcare settings that promote quality, safety and optimal clinical outcomes.
7. Demonstrate effective inter-professional communication, collaboration and consultation across diverse healthcare settings.
8. Actively engage in diverse socio-political, environmental and global health initiatives that promote optimal individual health and population-based outcomes.
9. Engage in lifelong learning in an advanced practice role.

Links to the guiding documents:

American Association of Colleges of Nursing (AACN) (2021). *The Essentials: Core Competencies for Professional Nursing Education*

<https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf>

National Task Force on Quality Nurse Practitioner Education (2016) *The Criteria for Evaluation of Nurse Practitioner Programs 5th Ed.*

<https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/Docs/EvalCriteria2016Final.pdf>

### **Expectations & Characteristics of Graduate Study**

Expectations require that graduate courses exhibit the following characteristics categorized by content, role of the instructor, and role of the student.

#### **Content**

- Emphasis on theory and the translation of theory into practice.
- A greater reliance on the development of critical evaluation skills through analysis of research literature.
- The range of content covered addresses the depth and complexity of recent developments in the field at a substantial, professional level.

#### **Role of the Instructor**

- The role of the instructor goes beyond that of a conveyor of information.
- The instructor of a graduate course develops a learning environment that allows students to construct their own knowledge and understanding.
- Graduate courses rely on interactive, collaborative problem solving to a greater extent, allowing students the opportunity to integrate and apply what is learned to relevant and current situations.

**Role of the Student**

- Graduate students are expected to assume responsibility for their own learning.
- Graduate students are presumed to have knowledge based in the discipline that prepares them for independent pursuit of knowledge, expertise, and skills.
- Graduate students are expected to be proficient in written and spoken communication.

## **SGS PROGRAM IN NURSING OPTIONS AT A GLANCE**

The SGS Program in Nursing through the Department of Nursing offers three Master's program tracks aligned with population foci and APRN roles as described below.

<https://www.aacnnursing.org/Education-Resources/APRN-Education/APRN-Consensus-Model>

Graduates from SGS Program in Nursing are eligible for state licensure and national certification.

- *It is strongly recommended that all students meet with their academic advisor for academic advisement to ensure their program plan is in accordance with program track requirements.*
- *Students may only register for classes in a sequence that has been approved by the academic advisor.*
- *Academic advisement is required a minimum of once a year .*

### **Adult Gerontology Primary Care Nurse Practitioner (45 Credits)**

#### **Core Courses**

NSG 558 Paradigms & Perspectives in Advanced Practice Nursing  
 NSG 559 Nursing in Sociopolitical Environment  
 NSG 649 Transforming Advanced Nursing Role

#### **Research Courses**

NSG 508 Nursing Research Methods  
 NSG 611 Research Seminar

#### **Cognate Course**

BIO 560 Advanced Human Pathophysiology

#### **Supporting Courses**

NSG 622 Advanced Pharmacology  
 NSG 636 Health, Healing & Self Care  
 NSG 520 Palliative Care & Chronic Illness

#### **Clinical Courses**

NSG 619 Diagnostic Health Assessment  
 NSG 621A Adult & Geriatric Care - Theory  
 NSG 621B Adult & Geriatric Care - Practicum  
 NSG 645 Geriatric Health Care: Theory  
 NSG 646 Geriatric Health: Practicum

#### **Functional Area Course**

NSG 623 Individualized Study in Advanced Clinical Nursing Practice

**Family Nurse Practitioner (48 Credits)****Core Courses**

NSG 558 Paradigms & Perspectives in Advanced Practice Nursing  
NSG 559 Nursing in Sociopolitical Environment  
NSG 649 Transforming Advanced Nursing Role

**Research Courses**

NSG 508 Nursing Research Methods  
NSG 611 Research Seminar

**Cognate Course**

BIO 560 Advanced Human Pathophysiology

**Elective Course**

NSG Elective in Nursing

**Supporting Courses**

NSG 610 Family Processes  
NSG 622 Advanced Pharmacology  
NSG 636 Health, Healing & Self Care

**Clinical Courses**

NSG 619 Diagnostic Health Assessment  
NSG 621A Adult & Geriatric Care - Theory  
NSG 621B Adult & Geriatric Care - Practicum  
NSG 660 Women & Children's Health: Theory  
NSG 661 Women & Children's Health: Internship

**Functional Area Course**

NSG 623 Individualized Study in Advanced Clinical Nursing Practice

**Psychiatric Mental Health Nurse Practitioner Across the Lifespan (48 Credits)****Core Courses**

NSG 558 Paradigms & Perspectives of Advanced Practice Nursing  
NSG 559 Nursing in a Sociopolitical Environment  
NSG 649 Transforming Advanced Nursing Role

**Research Courses**

NSG 508 Nursing Research Methods  
NSG 611 Research Seminar

**Cognate Courses**

BIO 560 Advanced Human Pathophysiology  
BIO 584 Neurobiology

### **Supporting Courses**

NSG 622 Advanced Pharmacology  
NSG 624 Advanced Psychopharmacology

### **Clinical Courses**

NSG 557 Group Processes in Health Care  
NSG 606 Theory/Practice Psychotherapeutics Across the Lifespan  
NSG 610 Family Processes  
NSG 615 Diagnostic Mental Health Assessment & Intervention

### **Functional Area Course**

NSG 619 Diagnostic Health Assessment  
NSG 656 Family PMHNP Practice Child/Adolescent  
NSG 657 Family PMHNP Practice Adult/Geriatrics

### **POST-MASTER'S CERTIFICATE PROGRAMS IN NURSING**

Post-master's Certificates are available for nurses with a Master of Science Degree with a major in nursing in preparation for advanced practice nursing. Programs are individually designed considering the individual Master's Degree curriculum, the Sage M.S. curriculum and the type of certificate. Total credits required range between 12 and 36 credits. Admission requirements to the post-master's programs are the same as the admission requirements to the Master's programs.

National certification bodies such as the American Nurses Credentialing Center (ANCC) require a minimum of 500 faculty supervised clinical hours for examination eligibility. Certificate programs at Russell Sage College require at least 500 hours to complete the post-master's certificate.

All students pursuing a Post-master's certificate will have an individualized program of study developed based on a gap analysis of their previous Master's coursework. Most often, Post-Master's certificate students will have taken pertinent courses in their previous Master's work. Transcript and syllabi are evaluated on an individual basis for equivalency to Sage required courses. It is imperative that students follow the program plan as developed with the faculty advisor to ensure successful completion.

Post-master's Certificates are conferred in May, August, and December. Students must file a completed application for graduation with the Office of the Registrar.

***Filing deadlines: February 15th for May, June 1st for August, and October 1st for December.***

### **POST-MASTER'S CERTIFICATE ARE AVAILABLE IN THE FOLLOWING POPULATION FOCI AND ROLES:**

#### **Adult Gerontology Acute Care Nurse Practitioner (27 Credits)**

##### **Core Courses**

BIO 560 Advanced Human Pathophysiology  
NSG 619 Diagnostic Health Assessment

**Required Courses**

NSG 622 Advanced Pharmacology  
 NSG 636 Health, Healing & Self Care  
 NSG 621A Adult & Geriatric Care - Theory  
 NSG 642 Acute Care Nurse Practice Role  
 NSG 645 Geriatric Health Care: Theory  
 NSG 646 Geriatric Health: Practicum  
 NSG 644 Advanced Role Practicum II

**Family Nurse Practitioner (30 Credits)****Required Courses**

BIO 560 Advanced Human Pathophysiology  
 NSG 636 Health, Healing & Self Care  
 NSG 610 Family Processes  
 NSG 622 Advanced Pharmacology  
 NSG 619 Diagnostic Health Assessment  
 NSG 660 Women & Children's Health: Theory  
 NSG 661 Women & Children's Health: Internship  
 NSG 621A Adult & Geriatric Care - Theory  
 NSG 621B Adult & Geriatric Care - Practicum

**Functional Area Courses**

NSG 623 Individualized Study in Advanced Clinical Nursing Practice

**Psychiatric-Mental Health Nurse Practitioner Across the Lifespan (32 Credits)****Required Courses**

BIO 560 Advanced Human Pathophysiology  
 BIO 584 Neurobiology  
 NSG 557 Group Processes in Health Care  
 NSG 606 Theory/Practice Psychotherapeutics Across the Lifespan  
 NSG 610 Family Processes  
 NSG 615 Diagnostic Mental Health Assessment & Intervention  
 NSG 619 Diagnostic Health Assessment  
 NSG 622 Advanced Pharmacology  
 NSG 624 Advanced Psychopharmacology  
 NSG 656 Family PMHNP Practice Child/Adolescent  
 NSG 657 Family PMHNP Practice Adult/Geriatrics

**Adult Gerontology Primary Care Nurse Practitioner (30 Credits)****Cognate Courses**

BIO 560 Advanced Human Pathophysiology

**Supporting Courses**

NSG 622 Advanced Pharmacology

NSG 636 Health, Healing & Self Care  
 NSG 520 Palliative Care & Chronic Illness

### **Clinical Courses**

NSG 619 Diagnostic Health Assessment  
 NSG 621A Adult & Geriatric Care - Theory  
 NSG 621B Adult & Geriatric Care - Practicum  
 NSG 645 Geriatric Health Care: Theory  
 NSG 646 Geriatric Health: Practicum

### **Functional Area Course**

NSG 623 Individualized Study in Advanced Clinical Nursing Practice

## ACADEMIC MATTERS

### **Matriculation**

You are considered matriculated in the program once you have been admitted and enrolled in a master's course. A student who begins coursework as a non-matriculated student is required to apply for admission and gain acceptance to a master's program before completing nine credits of graduate coursework. RSC requires that all master's courses included in the degree program must be taken within a seven-year period regardless of admission date or program activity.

### **Maintenance of Matriculation**

To maintain matriculation in the Graduate Nursing Program it is required to take at least one course within an academic year between September 1st and August 31st with an overall GPA of 3.0 or better. Any disruption to your program plan should be discussed with your advisor. A new program plan will need to be completed that reflects the current program requirements at the time of readmission.

### **Academic Advisement**

1. Upon admission into the program students receive a program of study which identifies required courses.
2. Students then meet with their faculty advisor to develop an individual program plan which is based on the program of study.
3. This program plan is developed for academic integrity and successful progression. Advisement continues throughout the program. It is strongly recommended the student meet with the academic advisor at least once an academic year and as needed.
4. Any changes to the original program plan must be approved by the academic advisor.
5. If you choose a part time or unsure status and decide to move to a full-time status, every effort will be made to accommodate your request, but this cannot be guaranteed. A current program plan is kept on file for each student. The plan is entered into the department's database to plan course scheduling per semester and continued sequence in the program. Students contact their faculty advisor to change their program plan. Failure to do so may result in difficulty in enrolling in subsequent courses and delay time to graduation.

## **Registration Information**

*Registration and Information for First Semester* - Current information about Russell Sage College courses and registration is available on-line at [www.sage.edu](http://www.sage.edu). Students are expected to meet with their faculty advisor to verify their program plan and then register on-line for the upcoming year (Summer, Fall, and Spring semesters). Also on-line is general information about student services, including how to locate and access the Bookstore, Career Development Center, MySage Accounts, Libraries, Vehicle Registration, ID cards, directions for parking, and tuition and fees.

*Registration for Clinical Practicum Courses* - If you are registering for a graduate clinical course, it is important to contact the clinical placement coordinator at least one year in advance prior to the beginning of the course to submit clinical placement form. Faculty will discuss the clinical expectations of the course at the first class. Faculty will have final approval of appropriateness of clinical site placement. See clinical placement guidelines.

## **Incomplete Grades:**

A grade of Incomplete (I) may be granted at the discretion of the faculty member if the student is unable to complete all the work for a course due to illness or a comparable emergency. In order for a grade of "I" to be granted, a student should have completed a majority of the work for the course in the opinion of the instructor. If an "I" is granted, the student has the right to complete the work by the date specified by the faculty member. The grade of "I" at the end of any term must be removed before the end of that term the following year. When an instructor assigns a grade of "I", he/she must assign a parenthetical grade indicating the grade to be assigned if no change of grade notice is filed with the Office of the Registrar by the completion date.

If an incomplete is required due to inability to complete required clinical hours, the student must coordinate with course faculty to develop a plan for completion. Clinical hours for the current course must be completed before the student can advance to the next anticipated clinical course. The student must register for NCR-NSG 575 to complete the clinical experience if an incomplete is required. This is a no-charge, no-credit continuation course. Clinical hours may not be completed when the College is closed for any reason or during the summer semesters.

A student with two or more incompletes will not be able to register for subsequent courses. A Dean's hold is placed on his/her registration until the continued status in the program is reviewed by the program director. The student will not be allowed to re-register for the course (either for credit or audit) in a subsequent semester until the "I" is removed. In assigning a grade of "I", the instructor submits to the Registrar a "Faculty Request for Graduate Grade of Incomplete".

## GENERAL INFORMATION

### **Official Sage Communication**

- Your Sage email address (----@sage.edu) is the official communication venue for Sage. You are expected to check your email often to keep current with course and other relevant information.
- **Solutions** is a process for students to simply and have a one-stop house of answers to address questions or concerns. Link to <https://www.sage.edu/gator-gateway/solutions/>



- Questions about your campus identification and password can be directed to the Help Desk (518-244-4777).

### **APA Format**

The format guide used for all papers submitted within the Department of Nursing is the American Psychological Association (APA), *Publication Manual of the American Psychological Association* (Contact Sage Bookstore for current edition).

### **Academic Honesty**

Academic dishonesty and misconduct violate the essential mission of an academic institution and will not be tolerated at Russell Sage College in any of its forms. Academic dishonesty and misconduct include: cheating, failing to obtain Institutional Review Board (IRB) approval before beginning any research, plagiarism, multiple submissions, and complicity in academic dishonesty/misconduct, abuse of materials or alteration of records. Sanctions beyond those listed here, including suspensions or dismissal in serious cases, may be issued by the institution only, not by an individual faculty member. To view the complete Student Conduct Code, see <https://www.sage.edu/student-life/office/code-of-conduct/>

### **Participation in Professional Organizations**

All students are strongly urged to join and participate in the nursing professional organizations specific to their practice area. Student rates are available as well as access to journals, education, professional practice information and preceptor lists. Further information can be obtained at <https://www.aanp.org/> or <https://www.thenpa.org/> or <https://nursingworld.com/> or [www.apna.org](http://www.apna.org)

### **Sigma Theta Tau**

Sigma Theta Tau is the Nursing honor society whose mission is to develop nurse leaders anywhere to improve healthcare everywhere. Delta Pi #110 is the Russell Sage chapter. Membership is by nomination of the faculty and is offered semi-annually. The chapter meets semi-annually for member inductions and 2-4 times a year to foster education, networking, and professional growth opportunities. Members are encouraged to become active in the various committees of Delta Pi.

### **Grievances and Appeals**

Information about grievances and appeals are linked below to sage.edu <https://www.sage.edu/student-life/office/student-complaint-reporting-policy/>

### **Policy and Procedures for Academic Performance for Graduate Nursing Students**

*Policy:* For all issues of academic performance involving graduate students of the Department of Nursing, students may institute an appeal process described below.

*Procedures:* The appropriate channels of communication for the appeal process shall be:

1. At the time of the initial complaint the student shall discuss the issue directly with the responsible and appropriate faculty. The responsible faculty will make every attempt to facilitate a solution to the problem. (In all instances the responsible faculty shall apprise the Program Director as to the facts of the problem.)
2. In the event that a satisfactory solution is not identified, the student and the professor are to seek consultation with the director of the program. The Program Director will make every attempt to facilitate a solution to the problem.

3. If after consultation with the Program Director, a satisfactory solution is still not reached; the Program Director is to apprise the Department Chair of the issue. The Department Chair will then confer with all parties involved and make every attempt to facilitate a solution to the problem.
4. If after consultation with the Department Chair a solution or agreement is not identified, then the parties involved shall seek consultation with the Dean of Russell Sage College, who may bring the issue to the Sage Graduate School Academic Standards Committee for resolution.
5. When the student exhausts the appeals process within the department, all further appeals will be managed through Sage Graduate School appeal process described in the Sage Graduate School Catalog. See ([www.sage.edu](http://www.sage.edu))

### **Academic Standards**

*Policy:* When a graduate student in the Department of Nursing receives a failing grade in a clinical activity, and/or fails to pass the didactic portion of a course, participation in a specified program of remediation or retaking the course may be required. In such cases continuation in the program may be in jeopardy.

### **CLINICAL COURSES**

*Procedure:* In the case of unsatisfactory performance in the clinical setting and in didactic course content, as identified by the clinical preceptor and/or the responsible faculty, the following will be implemented:

1. The student will receive a mid-clinical hour/course warning. For example, in a 200 hour clinical course the warning will be no later than after 100 hours of clinical activity have been completed. The Program Director will be notified. Prior to the issuance of a warning, the responsible faculty or a designated representative will make a site visit to assess the student's clinical competency. A copy of the preceptor's completed evaluation shall be placed in the student's academic record along with a copy of the warning. It is the responsibility of Sage faculty to determine that clear and specific documentation is available that describes the student's clinical deficiencies.
2. A plan of remediation will be developed that is individualized for the needs of the student. Recommendations may include a plan for a minimum of 40 additional clinical hours at the clinical site (preferable), additional readings, viewing media, additional office time and/or conference time with the responsible faculty, or other assignments as identified by the faculty member. In the event that the preceptor does not wish the student to return to the clinical setting, the responsible faculty will make every effort to identify an appropriate alternate clinical site, if continued placement in a clinical site is deemed appropriate. Clinical hours from the first clinical experience will not be counted toward the course requirement.
3. If the student is re-entering the same clinical setting, a follow-up letter will be sent to the student and preceptor by the responsible faculty and the Program Director. This letter should outline the plan of remediation and identify what is expected of the student, as well as any identified outcome goals. When necessary, a meeting can be held between the student, faculty, and Program Director. During the period of remediation, the responsible faculty, or a designated representative, will make an additional site visit.
4. If by the completion of the clinical hours and the plan of remediation the student fails to make sufficient improvement and/or clinical performance is unsatisfactory, the grade for the

clinical experience will be an automatic failure, and the student will be unable to continue in the program.

5. In circumstances where the student is asked to leave a site for cause and cannot be placed in an alternate clinical setting, the student will receive a grade of "F". Some of the circumstances and conditions under which a student may be permanently removed from a clinical site are specified in the Sage Graduate School Student Code of Conduct.
6. Students must receive a "B-" or higher grade in all graduate courses in the master's program. In the event that a student receives a grade of "C+" or less, the student will be given one opportunity to repeat the course the following semester or when offered next to achieve a passing grade of "B-" or better. In the event the student is unsuccessful in their second attempt to achieve a passing grade of "B-" or higher, they will be dismissed from the Graduate Nursing Program at Russell Sage College. The cost of repeating the course will be borne by the student.
7. Students may not start or progress in their Program Theory/Clinical Course Concentration while repeating a course. The revised Program Plan must be approved by the Faculty Advisor prior to registering for the semester they are repeating the Course.
8. If an unexpected event such as fall, needlestick injury, unexpected patient situation occurs while at the clinical site, the student must notify their clinical and course faculty immediately. Procedures should be followed according to the preceptor's directions and facility policy.

**Students are given one opportunity to repeat only one course throughout their nursing program of study.**

**The following link is from The Russell Sage Graduate Catalog**

<https://grad-catalog.sage.edu/repeat-course-policy>

### ***Repeat Course Policy***

Credits and grade points for the first grade will be deleted from the cumulative record, while the grade itself will remain on the transcript and the repeat noted. The course information will be listed in the usual manner the second time it appears on the transcript. Generally, the course should be repeated in the following semester. However, it may be repeated any time prior to graduation. No matter which grade is higher, the most recent grade counts in calculating the cumulative grade point average. Repetition of coursework for which credit has been granted may jeopardize financial aid eligibility. It is the **student's responsibility** to understand their financial aid situation and the possible consequences of repeating courses. Students with questions regarding the impact of course repeats on financial aid should consult the Office of the Registrar.

### **Academic Standing/Criteria for Continuation**

Students maintain acceptable academic standing by meeting the following criteria:

- An average of "B" or above (GPA of 3.0 or above on a 4.0 scale).
- Completion of program within the specified time limits.
- No more than two "Incomplete" or "RP" grades on the transcript.
- A ratio of "Attempted" to "Completed" credits, excluding credits in the current semester of .75 or better.
- An acceptable level of professional behavior.

- Students who do not maintain acceptable academic standing are subject to dismissal from the program, based on the recommendation of the Program Director.
- Students who do not maintain acceptable academic standing by meeting the above criteria in any semester may be put on probation.
- Students who do not meet the above criteria in two consecutive semesters will be put on probation and students who do not meet the above academic standards in a total of three semesters will be dismissed from the program as per the Graduate Program Director.

In addition to these standards, students admitted to the program on a provisional basis are required to meet the conditions of acceptance stated on their program of study.

To maintain matriculation students must complete one course each year (September-August) at Sage Graduate School.

### **Leave of Absence**

1. Students who need to suspend their studies must request a leave of absence in writing from their Graduate Program Director. Leaves of absence are granted by the Russell Sage College Dean in consultation with other administrators. Students should be aware that changing their status might affect their financial aid eligibility. A leave of absence does not necessarily stop the academic time clock (see “Time Limit for Degree Completion”).
2. Student Not Currently Enrolled: Any matriculated student who does not take at least one course during any one year period of time will be classified as on-leave. Upon returning such students should meet with their Program Director to update their program of study and change their status to active.
3. Note that the hiatus from courses does not change the time limit for degree completion. Students who are not enrolled for 24 consecutive months will be administratively withdrawn from their programs and will have to reapply for admission.
4. Reenrollment/Readmission - Former matriculated students whose time limits have expired must contact the Office of Admission for a readmission/re-enrollment application. If any post-secondary institutions (college, university, technical, proprietary school, etc.) were attended while away from Russell Sage College (previously The Sage Colleges), official transcripts must be forwarded to the Office of the Registrar. Upon re-enrolling, students are newly matriculated for the program of study in the catalog year for which they are reenrolling.

### **GRADUATION**

Students become candidates for graduation upon the filing of a completed application for graduation accompanied by an application fee to the Office of the Registrar. **The filing deadlines are February 15th for May Graduation, June 1st for August graduation, and October 1st for December graduation.** The following is linked to the application page:

<https://www.sage.edu/academics/academic-resources/registrar/graduation/>

## STUDENT RESOURCES

### **Awards and Research Grants**

Awards for graduate students include:

- The Hannah Karp Award: To an outstanding student in the Graduate Nursing Program selected by nursing faculty. The Outstanding Graduate Nursing Student Award is awarded to the student with the highest cumulative GPA at the time of graduation.

Four sources of **research funding** are available through the Department of Nursing:

- The Broughton Graduate Fellowship in Creative Applied Science: Monetary award established in honor of Henry Primm and Jane Tinkham Broughton to create opportunities for advanced, scholarly work at the master's degree level. Link to additional information below <https://www.sage.edu/academics/research/broughton-graduate-fellowship/>
- The Virginia Earles Research Award: Named for a former Graduate Nursing Program Director and Dean of Graduate Studies. Information is available through the Graduate Nursing Program office, Ackerman Hall 131, 518-244-2384.
- Delta Pi Chapter Sigma Theta Tau International: Honor Society of Nursing Ann Gothler Research Award in Nursing: Monetary award to encourage qualified active members of the Delta Pi Chapter to contribute to the advancement of nursing through research. Application information is posted on the Delta Pi Chapter bulletin board, Ackerman Hall, first floor.
- Helen Riewerts Mattei, RSC 1944, established by Claudia Matthew RSC 1971, in memory of her mother to honor Helen's commitment to the field of nursing by supporting Sage Graduate student nursing research.

### **Sources of Financial Assistance**

See Graduate student aid information at

<https://www.sage.edu/admission/financial-aid/graduate-aid/>

Limited numbers of teaching and graduate assistantships, and scholarships are available for graduate students. Information is available through the Graduate Nursing office, Ackerman Hall 131, 518-244-2384.

#### *Teaching Assistant/Graduate Assistants Criteria for Selection:*

Responsibilities may include teaching in an undergraduate clinical or serving as a research assistant.

- Full-time or part-time student
- For teaching assistants: Recent clinical nursing experience in the areas to be taught and interview with Baccalaureate Coordinator.
- For graduate assistants: For information and application go to RSC/cost & AID/graduate/graduate assistantships.
- Interest and communication skills exhibited, determined by an interview with Program Director.

*Julia O. Wells Memorial Foundation, Inc.* - The Foundation provides scholarship monies to the Department of Nursing for distribution to undergraduate, graduate, and doctoral students entering or continuing professional nursing education. Scholarships are provided to encourage and facilitate career opportunities for nurses and students and to foster and advance the visibility, prestige and

perception of the profession of nursing. Information is available through the Graduate Nursing office, Ackerman Hall 131, 518-244-2384.

*Health Systems Alliance Program* - The program, a collaborative venture between Russell Sage College and companies/health care organizations in the area, allows “employees to improve their job-related skills and knowledge, to acquire the education necessary to enhance their skills or prepare for career-related promotional opportunities. Russell Sage College will discount tuition by 20% if it is matched by tuition assistance provided by participating employer. Submit Sponsorship Agreement Form at time registration for the 10% discount course tuition. Get form at <https://www.sage.edu/academics/academic-resources/student-accounts/special-billing/sponsorship-agreement/>

### CLINICAL PLACEMENT GUIDELINES

The following guidelines are to clarify the relationship implied when graduate students from Russell Sage College, Department of Nursing are associated with an agency for clinical practice. These guidelines are intended to be sufficiently broad to be applicable to all placements. Variations and details will be negotiated on a case-by-case basis.

- Clinical placement procurement is a student-initiated process. Discuss with your advisor.
- This process should begin at least one year prior to the beginning of the clinical course.
- Clinical placements must be arranged among the student, preceptor and administrator of the agency. Student may receive assistance from the clinical placement coordinator.
- A clinical agreement must be in place between Russell Sage College and the agency.
- Clinical placements are course specific and student must seek approval for prospective placements with designated course faculty.

#### *Prior to starting the clinical practicum:*

- The student must fill out and follow directions on the student clinical placement form and submit to the clinical placement coordinator for review and approval.
- A signed clinical agreement (contract) with the agency must be on file in the department prior to student beginning practicum. The clinical placement staff in the Department of Nursing will ensure or obtain the agreement.
- Some clinical agencies may require an external background check. Students may have this performed by Certified Background for an additional fee.

#### *Additional guidelines:*

- It is expected that the agency preceptor will meet at regular intervals with the student to review client assessments and interventions, and to provide an evaluation of her/his function to both the student and designated faculty member at the end of the semester. Ongoing collaboration/evaluation among preceptor, faculty and student is expected and is part of the evaluation process.
- The agency will provide the student access to clients and to appropriate meetings relative to the student's function in the agency. The student will assume full responsibility for her/his negotiated role.

- It is expected that once begun, arrangements between the agency and student represent a commitment. Placements can, however, be terminated or re-negotiated for reasonable cause following discussion among all involved parties (student, agency, faculty).

### REQUIREMENTS FOR CLINICAL COURSES

- The student must open a Castlebranch Account. This document management system houses the following information for the Russell Sage College Graduate Nursing Program
  - a) RN registration (current)
  - b) Professional liability insurance (student nurse practitioner)
  - c) Physical Exam (within 1 year)
  - d) Immunization record. See Graduate Nursing Office for list of immunizations.
  - e) Current Cardio-Pulmonary Resuscitation Certification (CPR)

A Castlebranch account can be opened by going to [www.castlebranch.com](http://www.castlebranch.com) and completing the information required. The package code for SGS is SK98im-Document Tracker ONLY. The company charges a fee for this service, and it is the student's responsibility to meet the cost. Castle Branch requirements must be up to date or clinical hours may not be started.

### **RN Licensure**

Students are required to submit copies of RN licensure and current registration throughout the entire program. Licensure in the state you are being precepted in is mandatory and must be in place before any clinical practicum is started. All nursing licenses will be verified at the beginning of each semester by the clinical placement coordinator.

### **Professional Liability Insurance**

Students are required to purchase their own professional liability insurance, no less than \$1 million/\$3 million coverage. Students enrolled in clinical courses are required to purchase student nurse practitioner insurance prior to starting clinical courses. Evidence of current liability insurance must be on file throughout the entire program.

### **Annual Clinical Clearance**

The completion of an **annual** health evaluation is your professional responsibility. Evidence of physical well-being must be on file in Castle Branch **PRIOR** to any clinical experience, and **BE IN EFFECT FOR THE ENTIRE SEMESTER**. It is suggested that annual physicals, CPR certifications, and professional liability insurance be started and renewed every year in early April if possible, or during the summer (July), or early December to avoid expiration during a clinical semester.

A Health Evaluation Report which includes a complete health history, physical exam, and updating of immunizations must be completed each year prior to any clinical experience. Health agencies have become especially concerned about student's immunization records. Students will not enter clinical sites without updated health clearance information on file in a Castlebranch account, as well as a duplicate copy for their own records to present to the clinical agency upon request. The NYS Health Department requires that any individual born after January 1, 1957 must show proof of two measles (Rubeola) immunizations or proof of the disease (titers).

Proof of immunization with Hepatitis B Vaccine is also required (completion or declination). Please review these requirements with your physician. Requirements for Health and Immunization status are subject to change. Students are responsible for maintaining current health records in the Certified Background Database.

### **CPR**

Students are required to maintain current CPR certification (Basic Life Support covers adult, infant and child CPR, choking, two rescuer CPR and pocket mask). A copy of current CPR certification must be on file in a Castlebranch account. If attending AHA CPR course - the Professional Rescuer course is required. American Heart Association or American Red Cross Basic Life Support are the two acceptable options.

### **Student Clinical Placement Form**

The clinical placement form is available in the Graduate Nursing Program Office, or email to the clinical placement coordinator, or on the student advisement/resource Moodle course at <https://moodle-23-24.sage.edu/course/view.php?id=4979>

The form must be completed by the student, and given to the clinical placement coordinator for approval and signature prior to beginning clinical.



## DEPARTMENT OF NURSING PROFESSIONAL PRACTICE/CODE OF ETHICS

Students are to act professionally and practice nursing following the American Nurses' Association [Standards for Excellence](#) (ANA, 2018), American Nurses Association Scope & Standards of Practice <https://www.nursingworld.org/nurses-books/nursing-scope-and-standards-of-practice-4th-edit/> (ANA, 2021) and <https://www.op.nysed.gov/professions/registered-professional-nursing/laws-rules-regulations/article-139> (NYSED). This includes the National Council of State Boards of Nursing Nurses Guide to Social Media [https://www.ncsbn.org/public-files/NCSBN\\_SocialMedia.pdf](https://www.ncsbn.org/public-files/NCSBN_SocialMedia.pdf) (NCSBN, 2018) and the [Health Insurance Portability and Accountability Act of 1996 \(HIPAA\) for professionals](#) (U.S. Department of Health and Human Services, n.d.) The Department of Nursing holds students to these standards in the classroom and clinical settings. Any violation of these standards and/or codes may result in course failure at the time of occurrence and may result in dismissal from the nursing program.

Nursing courses provide an opportunity to build on moral responsibility as it relates to nursing care of clients, families, and communities. This is operationalized through accurate documentation, maintenance of confidentiality, safety, and accountability. The Nursing Department supports the American Nurses' Association Code for Nurses and the ANA Standards of Clinical Nursing Practice. The ANA Code for Nurses includes 11 statements based on the ethical principles of autonomy, beneficence, non-maleficence, justice, veracity, and fidelity. The Department seeks to embed these principles into students' clinical and academic practice in order to be prepared to meet the Standards of Clinical Nursing Practice.

When a violation is alleged, faculty responsible for courses or clinical supervision/internships will contact the designated faculty or program directors as soon as possible after the incident for faculty to discuss appropriate action. Any student found in violation of the department's code of ethics will not be allowed to withdraw from the course.

### PROFESSIONAL CONDUCT

Students are representatives of Russell Sage College and are to act professionally in all aspects of their educational experience including the classroom, clinical and community settings.

It is inappropriate and considered unprofessional behavior to ask faculty for extra points or extra credit to raise a course grade. Grading criteria are determined and clarified at the start of each semester in each course syllabus.

Students having concerns about a course should discuss them first with the faculty member teaching the course, then the Director of the Nursing Program. Not first discussing concerns with the faculty teaching the course is considered unprofessional. If appropriate resolution has not been reached, discussion may be initiated with the Department Chair and finally the Dean of Russell Sage College.

#### **Communication modes include but are not limited to:**

- Class Interactions
- Class Presentations
- Clinical and Lab Settings

- Sage External Community Encounters (i.e., Students Services, Convocations)
- Verbal (i.e., voicemail, classroom and clinical, individual and group presentations)
- Written (i.e., e-mail, Moodle, Sage Advisor, scholarly papers [see Academic Honesty statements below], clinical documentation and assignments)

Failure to communicate appropriately may constitute unprofessional behavior and be subject to disciplinary action.

### **Written Work or Presentations:**

Faculty may use the screening program, [Turnitin.com](https://www.turnitin.com) to monitor for plagiarism. Papers may have a total similarity rate of no more 20%, with each section no greater than 2% similarity. Any similarity rates above these parameters may be considered plagiarism and will result in the initiation of the institution's Academic Dishonesty policy.

The Nursing Department uses the APA's Publication Manual as the current style guide. Please refer to this manual for plagiarism and referencing guidelines (contact the Sage Bookstore for current edition).

### **Testing:**

The Nursing Department has strict policies on testing. Testing will be conducted using Moodle. This is a secure testing site. Removal or attempt to remove questions (e.g., quizzes, tests,) from a class or taking an image of online quizzes or exams or sharing test detail is prohibited and is considered academic dishonesty.

Any violation of professional conduct will be subject to the conditions outlined in the Department of Nursing Student Handbook and Russell Sage College Student Handbook. Records of violations will be kept in student folders.

### **Russell Sage College adheres to the Family Educational Rights and Privacy Act (FERPA) linked below**

<https://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>

## **CIVILITY**

*It is everyone's responsibility to create a positive learning environment in the classroom and in the clinical setting. Your faculty will hold you accountable for the following actions in order to demonstrate civility and professionalism at all times.*

### **Be responsible for your own education**

Faculty will create an active learning environment – willingness to listen, asking appropriate questions, and completing the necessary work will add to your positive learning experience.

Students are advised to limit employment hours to less than 15 hours a week and make coursework a priority.

### **Accept that Faculty's policies, procedures and teaching styles may vary.**

Assignments and learning activities are at the discretion of faculty. Each faculty member has the freedom and authority to set their own course policies, learning activities, and guidelines.

**Attend class/lab**

Students who attend all scheduled learning experiences, listen to the faculty, ask questions, and take good notes are more likely to pass with a higher grade. If you must miss a learning activity, contact your course faculty ahead of time to let them know that you will not be there.

**Attend Clinical**

Attendance at clinical is mandatory for successful completion of the course. The only accepted clinical absences are for illnesses or family emergencies/losses. Any missed hours must be arranged with the preceptor and the course faculty. Unexcused clinical absences will be rescheduled based on clinical availability. If hours are not completed, the student will receive an incomplete in the course and will be required to make up those clinical hours as determined with faculty. Excused absences will be given priority for clinical makeup time, but may need to be scheduled the following semester.

**Be on time**

The faculty will start class/clinical/lab on time and dismiss when appropriate. DO NOT ask your clinical instructor to leave early. Arriving late **is considered unprofessional behavior** and disturbs everyone. At RSC and in the clinical (work) settings, tardiness communicates lack of interest and lack of dependability. If you will knowingly be late, discuss this with your faculty member ahead of time.

**Come to class/clinical/lab prepared – Turn your work in on time**

Complete assigned readings and learning activities before coming to class/clinical/lab. Be prepared to be an active participant in your learning.

**Practice civility**

Remember in college, as in every other area of life, politeness and respect matter.

- Do not have private conversations with your neighbors during class/clinical/lab.
- Turn off cell phones and electronic devices. The noise is distracting to other students. If a necessary communication needs to occur during a class/lab/clinical, please discuss with faculty prior to the start of class and step out to be respectful of your classmates and the learning environment.
- Do not send text messages during class/clinical/lab.
- Respect all opinions. Others may have different ideas and opinions from yours, but they deserve the same level of respect from you as you wish from them.
- Professional dress, posture and demeanor is expected during Zoom classes.

**If you are concerned about your coursework, seek assistance from your faculty.**

In addition to your faculty, assistance is available through your advisor and the Academic Support Center linked here at

<https://www.sage.edu/academics/support/academic-support/>

The following are examples of clinical misconduct/non-professional behavior:

1. Providing nursing care in an unsafe or harmful manner: including performing a procedure incorrectly and/or without faculty/nurse guidance; negligently, willfully or intentionally resulting in physical or mental harm to a client. Failing to document care accurately and completely.
2. Disrespecting the privacy of a client in direct violation of HIPAA: this includes using Protected Health information (PHI) about a client (full name, last name, town, or any information that could identify the patient) in oral, written or any assignments that the patient could be identified; discussing confidential information in inappropriate areas, discussing confidential information about a patient with third parties; and referencing or discussing patients on social networking sites and devices. For more information:  
[https://omh.ny.gov/omhweb/hipaa/phi\\_protection.html](https://omh.ny.gov/omhweb/hipaa/phi_protection.html)
3. Falsifying patient records or fabricating nursing care or patient experiences: this includes fabrication in written materials and verbal reports for the clinical area as well as written material and verbal reports. It also includes fabrication or exaggeration of the number of hours reported as being completed for clinical experience.
4. Failing to report an error or omission in treatment: failure to report the error or omission to the appropriate people including preceptor and clinical instructor.
5. Engaging in behavior that is contradictory to professional decorum such as exhibiting aggressive or intimidating behavior (e.g., profanities, threats, loud talking, rudeness, verbal coercion) toward or in the presence of faculty, staff, peers, patients/clients or agency personnel.
6. Attending clinical without providing/submitting the student and preceptor work schedule.
7. Clinical absence without contacting the instructor prior to absence.
8. Attending clinical without up-to-date Castlebranch documents.
9. Arriving late to the clinical setting.  
[https://www.hhs.gov/hipaa/for-professionals/privacy/laws-regulations/index.html#:~:text=Protected%20Health%20Information,.health%20information%20\(PHI\).%22](https://www.hhs.gov/hipaa/for-professionals/privacy/laws-regulations/index.html#:~:text=Protected%20Health%20Information,.health%20information%20(PHI).%22)

***Note: The above are examples, but are not limited to, unprofessional behavior and may warrant dismissal from the nursing program.***

**RUSSELL SAGE COLLEGE  
NURSING DEPARTMENT  
UNSAFE POLICY AND PROCEDURE**

**Policy**

An unsafe occurrence is an event or situation in which the student demonstrates behavior or makes decisions which actually or potentially harms a client or violates standards of professional conduct. RSC shall not knowingly assign to a facility, nor permit to continue in assignment, any student who poses a direct threat to the health or safety of others.

An action is considered unsafe when the patient, patient's family, student, faculty, health care agency, or college is placed in jeopardy. Every student in the program is expected to act in a safe and ethical manner consistent with the ANA, n.d.

<https://nursing.rutgers.edu/wp-content/uploads/2019/06/ANA-Code-of-Ethics-for-Nurses.pdf>

Unsafe practice in the clinical area may result in a grade of "F" for the course regardless of the student's grade on the theoretical portion of the course.

1. Unsafe practice includes:
  - a. Failure to practice within the guidelines of:
    - i. Russell Sage College Graduate Handbook (sage.edu)
    - ii. The American Association of Colleges of Nursing: The Essentials of Masters Education
    - iii. New York State Education Department
    - iv. ANA Code of Ethics, including Professional Standards, Policy and Practice
    - v. Policies & procedures of the health care agency
2. Specific examples may include, but are not limited to:
  - a. Lack of accountability and responsibility
  - b. Failure to respect the individual client, health team member, faculty, and self.
  - c. Practicing the profession while the ability to practice is impaired by alcohol, drugs use, physical disability or mental disability.
  - d. Negligence in patient care.
  - e. Substantiated act(s) of patient abuse, either physical or verbal
  - f. Inappropriate handling or touching of clients.
  - g. Failure to observe isolation procedures and/or use appropriate personal protective equipment (PPE) and infection control measures.
  - h. Failure to adequately document and/or report nursing care given.
  - i. Inadequate preparation for assuming responsibility for client care.
  - j. Violation of HIPAA regulations (i.e., breach of clients' confidentiality).

**All nursing students are held to the college standards for professionalism and academic integrity. These standards include, but are not limited to, plagiarism, cheating, academic dishonesty, and unprofessional behavior.**

## ACCREDITATION AND AFFIRMATIVE ACTION STATEMENTS

### **Accreditation**

Russell Sage College is accredited by the Middle States Association Commission on Higher Education.

The Baccalaureate and Master's Nursing Degree Programs at Russell Sage College are accredited by the Commission of Collegiate Nursing Education (CCNE), One Dupont Circle, NW, Suite 530, Washington, D.C., 20036, (202) 887-6791. All nursing programs are registered with the New York State Education Department.

The Department of Nursing is a member agency of the American Association of Colleges of Nursing, the National Organization of Nurse Practitioner Faculties, and the Council of Deans of Nursing in Senior Colleges and Universities in New York State.

Graduates with the required number of clinical hours are eligible to take the advanced level certification examinations offered by the American Nurses Credentialing Center (ANCC), and/or the American Association of Nurse Practitioners (AANP).

### **Additional Student Policies, Title IX linked below**

<https://www.sage.edu/student-life/cultural-enrichment-diversity/title-ix/>

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