SCHOOL OF NURSING

Nursing and Instructional Building
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336-334-5400
http://nursing.uncg.edu

Administration
Debra J. Barkdale, Dean
Yvonne D. Eaves, Associate Dean for Academic Programs
Lynne P. Lewallen, Associate Dean for Academic Affairs
Audrey Snyder, Associate Dean for Experiential Learning and Innovation
Debra Wallace, Senior Associate Dean for Research and Innovation
Catherine Sykes, Director of the B.S.N. Program
Cindy Bacon, Graduate Program Director for the M.S.N. Program
Lori Lupe, Graduate Program Director for the D.N.P. Program
Susan Letvak, Graduate Program Director for the Ph.D. Program
Amber Vermeesch, Department Chairperson, Family and Community Nursing
Pamela Johnson Rowsey, Department Chairperson, Adult Health Nursing
Lindsay Draper, Associate Department Chairperson

Mission
At the UNC Greensboro School of Nursing we are taking giant steps anchored by transformation and focused on: Inclusive Communities, Passionate People, Innovative Practices and Extraordinary Outcomes.

The School of Nursing offers an undergraduate program leading to the Bachelor of Science in Nursing degree. The first two years of study are in general education, basic sciences, humanities, and basic nursing. The majority of work in the junior and senior years is in nursing. An RN-BSN program is offered for Registered Nurses who hold an Associate’s degree or Diploma in Nursing.

The School of Nursing offers a Master of Science in Nursing degree. The first two years of study are in general education, basic sciences, humanities, and basic nursing. The majority of work in the junior and senior years is in nursing. An RN-BSN program is offered for Registered Nurses who hold an Associate’s degree or Diploma in Nursing.

The School of Nursing offers a Master of Science in Nursing degree to prepare persons for a leadership role in nursing education and nursing leadership and management. The School, along with the Bryan School of Business and Economics, offers the M.S.N./M.B.A. The School of Nursing offers the Doctor of Nursing Practice to prepare advanced practice nurses and executive nurse leaders. The School of Nursing offers the Ph.D. in Nursing to prepare nurses as scientists in academia and industry.

Philosophy
The philosophy of the faculty at the School of Nursing is a statement of the beliefs and values they hold about the discipline and profession of nursing, as well as nursing education. The conceptual framework and the goals of the undergraduate and graduate programs are built upon this philosophy. Nursing is both a practice discipline and a profession. Comprising the discipline is a unique body of knowledge that is integral to nursing practice, nursing education, and nursing leadership and management. The body of knowledge is continuously developed and refined as an outcome of scientific, historical, philosophical, and ethical inquiry. Nursing knowledge is generated about health experiences and behaviors of persons across the life span. Testing and validation of interventions used in nursing practice generates evidence to support best practices. The metaparadigm concepts of person, environment, health, and nursing form the foundation upon which inquiry and the profession are based.

Nurses use knowledge developed by the discipline to promote optimal health in people and to achieve professional goals. Nursing is an essential component of the health care delivery system and includes the promotion of wellness, the detection of alterations in health, and the provision of care for those with illness, disease, or dysfunction. Professional nursing is characterized by inquiry, caring, and practice. Nurses are professionally, ethically, and legally accountable for the care they provide, and their practice includes independent and collaborative functions.

Nursing education is built upon a foundation of a broad general education and professional nursing curriculum that provides opportunities for learners to attain knowledge and competencies required to practice nursing. Mature learners identify their own learning needs and assume responsibility for continued learning. Effective teachers establish a learner-centered environment that promotes collaboration among themselves and their learners for achievement of educational goals. Baccalaureate education prepares nurses to practice as generalists, while specialty education at the master’s level prepares nurses for advanced practice roles in academia and industry. At the doctoral level, nurses are prepared as scientists to practice in academia and industry and as advanced practice nurses for delivery of healthcare.

Undergraduate
About
The School of Nursing offers a pre-licensure undergraduate program leading to the Bachelor of Science in Nursing Degree. The first two years of study are in general education, basic sciences, and humanities. The majority of the work in the junior and senior years is in nursing. A Veterans’ Access Program (VAP) is also offered, leading to the Bachelor of Science in Nursing degree. Additionally, the School offers a Registered Nurse to B.S.N. program, where licensed RNs prepared at the diploma or associate degree level can earn a Bachelor of Science in Nursing.

Accreditation
The pre-licensure BSN program offered by the School of Nursing is approved by the North Carolina Board of Nursing.

The Bachelor of Science in Nursing program at UNC Greensboro is accredited by the Commission on Collegiate Nursing Education (http://www.ccneaccreditation.org).

Please see complete details on School of Nursing admission, policies, requirements, programs, and courses. Students are responsible for all costs associated with their own health care. Students are required to have health insurance through a private source or through the option offered by the University. Students are responsible to provide their own transportation to clinical experiences.

Graduate
About
The School of Nursing offers the Master of Science in Nursing degree program which is designed to prepare persons for leadership roles in nursing education and nursing leadership and management. The School of Nursing also offers two Doctoral degrees—the Doctor of Nursing Practice and the Doctor of Philosophy. The Doctor of Nursing Practice program is designed to prepare advanced practice clinicians and executive nurse leaders. The Doctor of Philosophy program prepares nurse scientists for roles in academia and industry. Admission by The Graduate School does not guarantee admission to a specific concentration.
Copies of all records, including immunizations, should be retained by the student to submit to the School of Nursing credentialing system prior to enrollment in clinical courses.

Students are responsible for all costs associated with their own health care. Students are required to have health insurance through a private source or through the option offered by the University. Students are responsible to provide their own transportation to clinical experiences.

**Physical and/or Emotional Problems That Do Not Respond to Treatment**

Students in any program can be dismissed from the School of Nursing for physical and/or emotional problems that do not respond to appropriate treatment and/or counseling within a reasonable period of time.

**Investigation and Evaluation**

When faculty members identify a student who presents physical and/or emotional problems that do not respond to appropriate treatment and/or counseling, they immediately suspend the student from the course. Faculty notify the Course Chair and/or Program Director within the School of Nursing. Upon determination by the faculty, Course Chair and Program Director, that the physical and/or emotional problems warrant dismissal from the School of Nursing, the Dean will be notified.

The Dean, in consultation with the faculty, and upon review of the documentation, will make a decision regarding recommending dismissal of the student from the School of Nursing.

The Dean of Nursing will send to the Dean of the Graduate School written notification of the recommendation. If the Dean of Nursing recommends dismissal from the School of Nursing, the Dean of the Graduate School will notify the student. Should the student wish to appeal the decision, the student will submit a written request to the School of Nursing Appeals Committee. The Dean of Nursing will provide to the committee the accumulated correspondence or documentation related to the issue.

A request for an appeal should occur within seven working days of written notification of the decision from the Dean of the Graduate School.

**Hearing Process**

The chairman of the School of Nursing Appeals Committee will thereafter notify the student, the faculty member, Course Chair and Program Director as to the time and place for a hearing to determine whether the physical and/or emotional problems warrant dismissal.

The Committee will hold a closed hearing within ten days at which time the faculty member, Course Chair and Program Director will be present and will provide documentation and other oral or written evidence regarding the incident. The student will be present and will be given an opportunity to provide documentation and other oral or written evidence regarding the problem. The student will be allowed an advocate/support person at the hearing; however, the support cannot speak.

Following the factual presentation, the Committee will convene in executive session to determine whether the problem warrants dismissal from the School.

The Committee shall make its recommendation in writing to the Dean of Nursing and forward pertinent documentation. The Committee may recommend dismissal from the School of Nursing major, or reinstatement in the program.

**Post Hearing Process**

The Dean of Nursing may accept, reject, or modify the Committee’s recommendation. The Dean’s decision will be made after review of
the minutes of the hearing and report to the Committee. If the Dean of Nursing accepts the Committee's recommendation to dismiss the student from the School of Nursing, the recommendation will be forwarded to the Dean of the Graduate School who will notify the student. The Dean of Nursing will notify the faculty member(s) as to the determination.

A student who has been dismissed may reapply for admission to the School of Nursing.

Policy on Unsafe Practice
The nursing faculty of the School of Nursing have an academic, legal, and ethical responsibility to prepare graduates who are competent as well as to protect the public and health care community from unsafe nursing practice. It is within this context that students can be disciplined or dismissed from the School of Nursing for practice or behavior which threatens or has the potential to threaten the safety of a client, a family member or substitute familial person, another student, a faculty member, or other health care provider.

Student Awareness
All students are expected to be familiar with the principles of safe practice and are expected to perform in accordance with these requirements. Within courses, counseling and advising processes, and other instructional forums, students will be provided with the opportunity to discuss the policy and its implications.

Definition
An unsafe practice is defined as:
An act or behavior of the type which violates the North Carolina Nursing Practice Act, Article 9 of Chapter 90 of the North Carolina General Statutes (NCGS 90-171.37; 90-171.44).

An act or behavior of the type which violates the Code of Ethics for Nurses of the American Nurses Association.

An act or behavior which threatens or has the potential to threaten the physical, emotional, mental or environmental safety of the client, a family member or substitute familial person, another student, a faculty member or other health care provider. For precursory undergraduate students this is defined as any Reckless Behavior or repeated At Risk Behavior as identified on the NCBOH Just Culture Nursing Student Practice Event Evaluation Tool (SPEET). See https://www.ncboh.com/vdownloads/just-culture/just-culture-speet.pdf).

An act or behavior (commission or omission) which constitutes nursing practice for which a student is not authorized or educated at the time of the incident.

Investigation and Evaluation of an Unsafe Practice
When an incident occurs which a faculty member believes may constitute an unsafe practice, he/she shall immediately notify the student and instruct the student to leave the clinical setting. The faculty member will notify the Course Chair and/or Program Director within the School of Nursing.

The Course Chair and/or Program Director will investigate the incident within three working days to determine whether there are grounds for believing that an unsafe practice has occurred. If the incident is minor, the faculty member, in consultation with the person named above, may require remedial work or instruction for the student.

If the incident is major, the Course Chair or Program Director, in consultation with the involved faculty member, will review the student's clinical performance evaluations, academic record, and potential for successful completion of the major in nursing. Based upon this careful and deliberate review, a decision to reprimand the student, require withdrawal from the clinical course, or to recommend dismissal of the student from the School of Nursing will be made. The Dean will be informed of the decision and will send written notification of the decision to the student via certified mail.

Should the student wish to appeal the decision, the student will submit a written request to the School of Nursing Appeals Committee. The Program Director or course faculty will provide the accumulated correspondence or documentation related to the issue to the Committee.

A request for an appeal should occur within seven working days of receipt of written notification of the decision from the Dean.

Hearing Process
The Chair of the School of Nursing Appeals Committee will thereafter notify the student, the faculty member, Course Chair and Program Director as to the time and place for a hearing.

The Committee will hold a closed hearing within ten working days of receipt of the request for an appeal, at which time the faculty member, may be present and will provide documentation and other oral or written evidence regarding the incident. The student will be allowed an advocate/support person at the hearing; however, the support person cannot speak at the hearing and cannot be an attorney.

Following the factual presentation, the Committee will convene in executive session to review the actions taken against the student for unsafe practice and to make a recommendation regarding the resolution of the incident. The Committee will base its recommendation on the evidence presented at the hearing.

The Committee shall make its recommendation in writing to the Dean and forward pertinent documentation. The Committee may recommend the following remedies: support for the action taken, remedial work or instruction, a reprimand, withdrawal from the course, or dismissal from the School of Nursing.

Post Hearing Process
The Dean may accept or reject the Committee's recommendation. The Dean's decision will be made after review of the minutes of the hearing and report of the Committee. The Dean will notify the student and the faculty member(s) as to the decision made. Dismissal from the School of Nursing does not constitute dismissal from the University. A student who has been dismissed may reapply for admission to the School of Nursing.

Appeal of Policies
If a student wishes to appeal a policy in the School of Nursing, the student should complete a “Student Appeal Request.” The Student Appeals Committee hears student appeals. Students may obtain the request form and discuss the appeals process with the Chair of the Committee, the Associate Dean for Academic Programs, or the Director of the student’s Program.

Readmission After Withdrawal
Any student who is withdrawn or withdraws from the program must apply for readmission through normal admission procedures.

Adult Health Nursing
Professor
Debra Jean Barksdale
Susan Ann Letvak, Professor and Eloise Lewis Excellence Professor
Pamela Johnson Rowsey, Professor and Eloise Lewis Excellence Professor
Debra C. Wallace, Daphine Doster Mastroianni Distinguished Professor
Associate Professor
Cindy Bacon
Stephanie Pickett
Clinical Associate Professor
Debbie Azzarello Brendley
Cathy Illman Sykes
Sandra Stroud Yamane
Assistant Professor
Forgive Avorgbedor
Ahrang Jung
Clinical Assistant Professor
Kristie Elizabeth Davis-Collins
Lindsay Lyerly Draper
Vadim Korogoda
Chrissy Marie Bazik Kress
Stacey Lyn Schlesinger
Deb Stanford
Linda Ann Stone
Terry C Wicks
Jen-Huei (Vicky) Yeh
Clinical Instructor
Kristen Ann Coble
Zaneta L. Dickens
Gabriel Eric Montague
Aimee Gray Motley
Family and Community Nursing
Professor
Yvonne Donna Eaves
Laurie M Kennedy-Malone (Dr.)
Lynne P. Lewallen
Audrey Elizabeth Snyder
Clinical Professor
Kay J. Cowen
Thomas P McCoy
Associate Professor
Amber L Vermeesch
Wanda M Williams
Clinical Associate Professor
Amita Mittal
Assistant Professor
Lisa Ann Anders
Crystal Marie Epstein
Colleen M McGovern
Clinical Assistant Professor
Sarah Grenon
Autumn Norman Henson
Carrie Ann Hill
Carolyn C Hoskins
Lori J Hubbard
Rebecca Ashley Kalinoski
Julia Ann Kordsmeier
Kathryn Marie Lawrence
Cheryl Arcuni Wicker
Jennifer Lauren Wilson
Instructor
Stacey Anne Eichel Marye
Clinical Instructor
Tammy Faye Hall
Kim Rae Siegrist
Graduate-level faculty
• Nursing, B.S.N. (https://catalog.uncg.edu/nursing/nursing-bsn/)
• Nursing, M.S.N. (https://catalog.uncg.edu/nursing/nursing-msn/)
• Doctor of Nursing Practice, D.N.P. (https://catalog.uncg.edu/nursing/nursing-dnp/)
• Nursing, Ph.D. (https://catalog.uncg.edu/nursing/nursing-phd/)
• Advanced Practice Foundations, Post-Baccalaureate Certificate (https://catalog.uncg.edu/nursing/advanced-practice-foundations-pbc/)
• Nursing Leadership and Management, Post-Baccalaureate Certificate (https://catalog.uncg.edu/nursing/nursing-leadership-management-pbc/)
• Nursing, Post-Baccalaureate Certificate (https://catalog.uncg.edu/nursing/nursing-pbc/)

* The Health Management, M.S.N./M.B.A. is jointly offered by the School of Nursing and the UNCG M.B.A. Program in the Bryan School of Business and Economics.