

# SCHOOL OF NURSING

Nursing and Instructional Building  
1007 Walker Avenue  
Greensboro, NC 27412  
336-334-5400  
<http://nursing.uncg.edu>

## Administration

**Debra J. Barksdale, Dean**

**Yvonne D. Eaves, Senior Associate Dean for Academics**

**Audrey Snyder, Associate Dean for Community Engagement and Academic Partnerships**

**Debra Wallace, Associate Dean for Research and Scientific Advancement**

**Kristie Davis-Collins, Director of the Pre- and Post-Licensure Programs**

**Wanda Williams, Director of the Advanced Nursing Programs**

**Susan Letvak, Director of the Ph.D. Program**

**Amber Vermeesch, Department Chairperson, Advanced Nursing Education**

**Pamela Johnson Rowsey, Department Chairperson, Professional Nursing Education**

## 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 to prepare persons for a role in 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.

## 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.ccnaccreditation.org> (<http://www.ccnaccreditation.org/>)).

Please see complete details on School of Nursing admission, policies, requirements, programs, and courses, 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 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.

### Accreditation(s)

The Master of Science in Nursing and the Doctor of Nursing Practice programs at UNC Greensboro are accredited by the Commission on Collegiate Nursing Education (<http://www.ccnaccreditation.org>).

The Nurse Anesthesia concentration of the Doctor of Nursing Practice program is also accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs, 222 South Prospect Ave., Suite 304, Park Ridge, IL 60068-4010, phone 847-655-1160, <http://coacrna.org>.

### Graduate Programs

- Post-Baccalaureate Certificate in Advanced Practice Foundations
- Post-Baccalaureate Certificate in Nursing Leadership and Management
- Post-Baccalaureate Certificate in Nursing
- Master of Science in Nursing, M.S.N. with Nursing Leadership and Management concentration or Family Nurse Practitioner concentration
- Master of Science in Nursing/Master of Business Administration, M.S.N./M.B.A. in Health Management [*Offered jointly by the School of Nursing and the Bryan School of Business and Economics*]
- Doctor of Nursing Practice, D.N.P. with Post-Baccalaureate Adult/Gerontological Primary Care Nurse Practitioner concentration, Post-Baccalaureate Nurse Anesthesia concentration, or Post-Master's concentration
- Doctor of Philosophy, Ph.D. in Nursing

### Enrollment Requirements for All Graduate Nursing Students

- Evidence of current liability insurance coverage appropriate to concentration or program.
- A three hour chemistry course for anesthesia concentration.
- Competency in basic health assessment prior to NUR 651, NUR 713, NUR 713L, and NUR 771A/NUR 771B.
- Completion of statistics course prior to enrollment in NUR 705 or NUR 715.
- An approved criminal background check prior to enrollment in clinical courses, including NUR 614, NUR 651, NUR 713, NUR 713L, NUR 742, NUR 771A/NUR 771B, and NUR 790.

- Satisfactory completion of Advanced Cardiac Life Support (ACLS) for nurse anesthesia students. All other concentrations require Basic Life Support (BLS) prior to enrollment in clinical practica.
- Evidence of all immunizations identified on Parts A and B of the UNC Greensboro Health History and Immunization Form, excluding the meningococcal vaccine.
- Other requirements, for example, influenza vaccine and drug screens, may be necessary to meet contractual agreements with affiliating clinical agencies.

Prior to enrollment in clinical courses, internships, or project/thesis/dissertation coursework, students must provide evidence of current unrestricted North Carolina licensure as a registered nurse or unrestricted RN licensure in a state covered by the multi-state Nurse Licensure Compact. Students who are residents of North Carolina must hold unrestricted North Carolina licensure as a registered nurse. Ph.D. students should refer to the admissions requirements for that program for more information on nurse licensure requirements.

Students should provide evidence of nursing licensure and BLS to the School of Nursing Office of Student Services and evidence of health history and immunizations to the UNC Greensboro Student Health Services. 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 prelicensure undergraduate students this is defined as any Reckless Behavior or repeated At Risk Behavior as identified on the NCBON Just Culture Nursing Student Practice Event Evaluation Tool (SPEET). See <https://www.ncbon.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.

## Professional Nursing Education

### Professor

Debra C. Wallace, *Daphine Doster Mastroianni Distinguished Professor*<sup>G</sup>

### Lecturer

Joy Hudson Olczak

## Advanced Nursing Education

### Professor

Audrey Snyder<sup>G</sup>

<sup>G</sup> 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/>)
- Health Management, M.S.N./M.B.A. (<https://catalog.uncg.edu/interdisciplinary-programs/health-management/health-management-msn-mba/>)
- 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.*