Faculty Welcome to Students

Welcome to the Elaine Marieb College of Nursing at the University of Massachusetts Amherst. This is an exciting place to live, study, work, and grow. We are part of a large university thriving on a tradition of excellence, and offer an exciting curriculum supported by an array of educational resources. This handbook is a resource for you. The curricula for our programs, as well as specific admission, retention, progression, and graduation policies for each track, are contained within this handbook. Please read this handbook carefully, as it contains the most updated policies that pertain to your educational experience.

Our talented and committed faculty are innovators, striving to offer the best possible student-centered instruction. Our goal is to encourage lifelong learning in students who will soon be entry-level clinicians, returning professionals who seek to enhance their knowledge, skills and analytical abilities, and researchers developing new knowledge for the discipline. The educational experience you receive is supported by the outstanding commitment of our staff.

We are a force for innovation, learning and discovery in preparing culturally proficient nurses to meet the complex healthcare needs of a global community. We encourage and invite you to be an active participant within the college, as a member of the Student Nurses Association, a committee member, or a volunteer in many of the university and college’s activities.

As educational opportunities and policies are subject to periodic changes, the Elaine Marieb College of Nursing and the University of Massachusetts must reserve the right to make changes affecting any matters discussed in this publication. For current policies, please refer to the online version of the handbook on the Elaine Marieb College of Nursing website: www.umass.edu/nursing.

Thank you for choosing the University of Massachusetts Amherst Elaine Marieb College of Nursing to advance your nursing career. We look forward to an exciting year!
Foreword

The Nursing Student Undergraduate Student Handbook is designed to supplement the University and Elaine Marieb College of Nursing websites as well as the University Code of Student Conduct (http://www.umass.edu/dean_students/codeofconduct) and Academic Regulations https://www.umass.edu/registrar/students/policies-and-practices/academic-regulations. Students are responsible for acting in accordance with the University and College of Nursing regulations and policies set forth in these publications. The Elaine Marieb College of Nursing Undergraduate Student Handbook also provides additional information specific to the nursing program, which will be helpful to you throughout your studies here.

The Student Handbook is reviewed annually during the summer term and is as accurate and current as possible. Any changes in policies, procedures, or regulations will be communicated via email to students, who will assume responsibility for complying with them. Please take the time to familiarize yourself with the Handbook. It provides an extremely useful continuing orientation to the programs, faculty, and standards of the College of Nursing. If you have a problem or concern that is not adequately answered by the Handbook, please consult your academic advisor, faculty advisor, or program assistant.
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I. Elaine Marieb College of Nursing History, Accreditation and Organization

History

At its founding in 1953, the College of Nursing offered the first baccalaureate nursing program in public higher education in the Commonwealth of Massachusetts. Four years later, the College launched the first Master of Science degree program, and in 1994, the Commonwealth's first publicly supported Ph.D. program in Nursing in collaboration with the University of Massachusetts Medical School Graduate School of Nursing. In 2005, the college offered its first Ph.D. program sponsored uniquely by the College of Nursing and in 2006 the first Doctorate of Nursing Practice (DNP) program in the state.

Continuous accreditation first by the National League for Nursing, and currently by the Commission on Collegiate Nursing Education (CCNE), along with the success of graduates in passing both licensing and certification exams, testify to the enduring quality of the College's programs, faculty, and curriculum.

The College of Nursing is one of eleven schools and colleges comprising the University of Massachusetts Amherst, founded in 1863. The University is a Carnegie Designated Research University Very High (RUVH) and the flagship campus of the five-campus public university system. Sponsored research now totals over $220 million a year, with increasing emphasis on the life sciences and biotechnology applications.

Embodying the university's commitment to high quality, accessible education, the College of Nursing is committed to meeting the challenges faced by the nursing profession in the context of the changing dynamics of society and the delivery of health care.

The Elaine Marieb College of Nursing is named in honor of distinguished two-time UMass Amherst alumna Elaine Marieb, who earned a master of science degree from the College of Nursing with a specialization in gerontology in 1985, and a PhD in zoology from the College of Natural Sciences in 1969. A trailblazing educator with an abiding belief in the power of education to change lives, Marieb earned six different higher education degrees in all, and connected deeply with the students she taught at Springfield College and Holyoke Community College. She reached countless more students in classrooms around the world through her many best-selling textbooks and laboratory manuals, widely considered to be the gold standard for teaching anatomy and physiology.

The Elaine Nicpon Marieb Charitable Foundation made a transformational gift of $21.5 million to the College of Nursing in 2021. This gift enables the college to bolster student support; expand the simulation labs and other resources to provide a top-tier nursing education; and establish a Center for Nursing and Engineering Innovation and an endowed professorship to attract outstanding researchers and educators.

Accreditation

The baccalaureate degree program in nursing, master's degree program in nursing and Doctor of Nursing Practice degree program at the University of Massachusetts Amherst College of Nursing are accredited by the Commission on Collegiate Nursing Education, 655 K Street, NW, Suite 750, Washington, DC 20001, 202-887-6791. The baccalaureate degree program is fully approved by the Massachusetts Board of Registration in Nursing. The University of Massachusetts Amherst is accredited by the New England Commission of Higher Education (formerly the Commission on Institutions of Higher Education) of the New England Association of Schools and Colleges (NEASC).
Values, Vision, Mission and Goals
Approved by the Faculty Assembly May 21, 2008; reviewed June 2018

Vision
The College of Nursing is a force for innovation, learning and discovery in preparing culturally proficient nurses for leadership in health for a global society.

Mission
To provide an affordable and accessible education to enhance health and healing through nursing leadership in teaching, scholarship, practice and service.

Values
We, the faculty of the College of Nursing, are committed to:

Caring and Collaborative Relationships
• Caring and compassion as the heart of evidence-based nursing practice.
• Collaboration with clients, nursing, and interdisciplinary peers to enhance health and healing.
• Attending to the needs and input of vulnerable and underserved populations.

Leadership
• Reducing health disparities and promoting health in a global society.
• Enhancing the social conscience and professional development of all.
• Environments are systems that interact with nursing practice, culture, and public policy.
• Developing student identity as agents for innovation in the world.

Excellence
• The reciprocal relationships among teaching, scholarship, and engagement.
• Encouraging integrity and a high moral character in all members of the College of Nursing.
• Becoming reflective practitioners to increase the authenticity of our work (Boyer, 1990).

Innovation
• Creative ways of acquiring, managing, and sharing knowledge.

Diversity
• Striving to design and provide culturally sensitive nursing care in a global society.
• Promoting diversity in our college and in the profession.

Lifelong Learning
• Arts, humanities, and sciences as a foundation for nursing education.
• Learning as a dynamic, collaborative process that promotes mutual growth of students and teachers.

Goals
We, the faculty of the College of Nursing, are committed to the following goals:
Engagement Goals

Establish innovative scholarly engagement models that define and respond to the health of the public.

- Search for answers to the most pressing social, civic, economic, and moral problems facing our profession and world today (Boyer, 1990).
- Facilitate an organizational culture of diversity that promotes collaborative partnerships, relationships, and affiliations within a global community.
- Promote faculty practice, which reflects faculty expertise and needs of our communities of interest.
- Promote faculty development and systematic understanding through a variety of mechanisms.
- Contribute to systematic and structural improvement of the University systems.
- Promote service to the underserved and vulnerable populations in our region.

We prepare professional nurses by creating an innovative environment for inquiry, discovery, and learning with diverse populations.

- Ensure a flexible learner-centered environment that utilizes information technology to its highest potential to ensure collaboration and inclusiveness.
- Foster the advancement of students through graduate education.
- Ensure a comprehensive, cohesive curriculum which prepares students for leadership in a changing and diverse sociopolitical world.

Scholarship Goals

Enhance the art and science of nursing by creating, translating, and disseminating knowledge. Our goals are to:

- Facilitate the scholarship of discovery, integration, application, and teaching.
- Foster a creative environment that supports scholarship activities.
- Enhance mechanisms for interdisciplinary scholarship.
Admissions Policy

Undergraduate Nursing Major
Admission to the freshman Nursing class at the University of Massachusetts Amherst is contingent upon successful completion of required high school courses at a level consistent with the University’s and the College of Nursing’s admissions standards. The College of Nursing administration (dean or designee) meets annually with the Office of University Admissions to review the criteria for admission. The primary criteria for admission are the high school transcript and SAT/ACT scores. The use of SAT/ACT scores has been suspended since September 2020. The University of Massachusetts Amherst uses a holistic admissions review. Factors like personal experiences, strengths, and compatibility with the university are also considered.

Candidates must provide satisfactory evidence of secondary school graduation (official High School or GED/HiSET transcript), or its equivalent (e.g., Associate, Bachelor, Master, or Doctoral degree). Candidates must include translations and evaluations of non-English transcripts. Candidates must also comply with the immunization requirements specified by the Massachusetts Department of Public Health. Applicants are notified about admissions decisions by the University's Undergraduate Admissions Office. More information about the admissions process is available on the Admissions website.

Accelerated BS
Admission to the Accelerated BS in Nursing is contingent upon successful completion of a first undergraduate degree (BA or BS) and the required prerequisites. Candidates must provide satisfactory evidence of secondary school graduation (official High School or GED/HiSET transcript), or its equivalent (e.g., Associate, Bachelor, Master, or Doctoral degree).

Candidates must include translations and evaluations of non-English transcripts. Candidates must also comply with the immunization requirements specified by the Massachusetts Department of Public Health. Accelerated BS in Nursing applications are submitted to the University Without Walls (UWW) Admissions Office and reviewed and approved by the College of Nursing. Applicants are notified about admissions decisions by the College of Nursing.

RN to BS
Admission to the RN to BS is open to registered nurses who have completed required prerequisites and whose cumulative GPA is 2.5 or higher. Candidates must provide satisfactory evidence of secondary school graduation (official High School or GED/HiSET transcript), or its equivalent (e.g., Associate, Bachelor, Master, or Doctoral degree). Candidates must include translations and evaluations of non-English transcripts. Candidates must also comply with the immunization requirements specified by the Massachusetts Department of Public Health. RN to BS applications are submitted to the University Without Walls (UWW) Admissions Office and reviewed and approved by the College of Nursing. Applicants are notified about admissions decisions by the College of Nursing.

Graduate Admissions
Admission to the graduate programs in nursing requires an application, current licensure as a
registered nurse and an earned bachelor’s degree in nursing or a related area, two references, a minimum GPA of 3.0 or higher from their bachelor's degree and nursing courses and an essay. Applications for Master’s, PhD and Doctor of Nursing Practice programs are submitted to the Graduate School and reviewed by the College of Nursing faculty and program directors. The GAM committees DNP/PhD in consultation with Director interview students and participate in the admission process and students are formally notified by the Graduate School.

Revised and approved by FA 5/15/19

Progression Policy

1. Students are advised to follow the recommended sequence of courses. The student carries the responsibility for ensuring that the prerequisites for coursework are met.
2. The academic standard for students in the Elaine Marieb College of Nursing is a cumulative grade point average (CGPA) of 2.5 or above, with no grade in a required prerequisite course below a C (2.0). Those courses include KIN 270 and KIN 272, any Human Nutrition course, PSYCH 100, and STATISTICS. Refer to the University policy: https://www.umass.edu/registrar/sites/default/files/academicregs.pdf
3. Successful completion of the physical and biological science prerequisites, college writing, and the R1 and R2 Math Tier requirements are required before beginning clinical courses.
4. The passing grade in all Nursing courses is a C (2.0) or higher.
5. If the Cumulative GPA falls below 2.5 or the student has a grade below C in a required prerequisite or nursing course, the student is required to meet with the academic advisor.
6. Each semester of required courses must be successfully completed before progression to the next semester or to graduation, as outlined in the plan of study, with the exception of nursing research, or other nursing electives.
7. Students who do not progress satisfactorily through the nursing curriculum in its regular sequence or who take a leave of absence are not guaranteed that the curriculum and courses from which they departed will be in place upon their return. They will be expected to complete the curriculum of their new graduation cohort. Continuation in the program is based on space availability.
8. Nursing courses may be repeated once with no prior approval and a second time with the permission of the Assistant Dean. Failure to pass an undergraduate nursing course with a grade of C or better by the third attempt will lead to dismissal from the nursing program. Repeating a nursing course is on a space-available basis and requires payment of course tuition and fees.
9. Completion of standardized NCLEX style examinations is required for preparation for the National NCLEX exam.
10. Students will be cleared for graduation and application for the RN licensure examination (NCLEX-RN®) when all graduation requirements of the college and university have been met.
11. Students must abide by all university policies in addition to those of the College of Nursing.
Attendance Policy

For any absences, students must still meet all course requirements and learning objectives. The university policy may be found here: https://www.umass.edu/registrar/students/policies-and-practices/class-absence-policy. Further College of Nursing information includes:

Excused Absences and Attendance

Attendance in class, clinical, simulation, and lab is mandatory for all students. Excused absences include:

- student illness (with a letter from your healthcare provider),
- bereavement for an immediate family member,
- military obligations, or
- religious observances.

Students who anticipate military and religious absences should notify the faculty at the beginning of the term so accommodation can be made to complete the learning objectives in a timely way.

Students are required to communicate an unexpected absence no later than two hours before class or clinical in the method requested by the course or clinical faculty.

Unexcused Absences and Attendance

Attendance is critical to successful progression. Students who have an unexcused absence in clinical courses will receive deductions on their Clinical Evaluation Tool and/or documentation as a violation and will receive a reduction in the final course grade.

FA 3/8/19

Course Exemption Policy

Students:

- Course exemptions are allowed through Advanced Placement, university testing, or military transcripts during the undergraduate admissions process.
- The College of Nursing policies for undergraduate course exemption are consistent with the University policy.
- All Nursing courses must be taken according to a plan of study.
- For more information, please see the University Exemption Policy in the Academic Regulations https://www.umass.edu/registrar/students/policies-and-practices/academic-regulations.
Advanced Placement Credit

Undergraduate Four-Year Nursing Majors who are awarded advanced placement credit based on a College Level Examination Program (CLEP) or an Advanced Placement (AP) examination administered by the College Board, or based on a local exam, will be granted no grade for these credits. These credits, if appropriate, may be counted toward satisfaction of the University's requirements. CLEP and AP are transfer credits.

Official copies of AP and/or SAT Subject Test scores should be sent electronically to UMass Amherst. Our CEEB # is 3917.

Military Credit

UMass Amherst and the College of Nursing adhere to the VALOR Act Academic Credit Evaluation Policy. We use the American Council on Education (ACE), CLEP, and DSST guidelines and apply the same standards to credits for military education as those applied to coursework from accredited colleges and universities. The JST military transcript is available in electronic format only and may be requested via the Joint Services Transcript (JST) website.

More information about advanced placement is provided in the University Registrar’s Academic Regulations (https://www.umass.edu/registrar/students/policies-and-practices/academic-regulations) and on the Registrar website (https://www.umass.edu/registrar/students/transfer-information/transfer-credit).

FA 1/21/19

Transfer Policy

The College of Nursing does not accept transfer or change-of-major students. There is no minor in Nursing.

Veterans can apply for transfer on a case-by-case basis as space allows.

FA 01/31/19

Educational Mobility Policy

The University of Massachusetts College of Nursing supports the Massachusetts Board of Registration in Nursing Educational Mobility Position Statement (https://www.mass.gov/service-details/nursing-faculty-and-program-administrator-information) and the roadmap set up by the 2010 IOM/RWJ Future of Nursing Report.

The RN to BS and graduate nursing programs are designed to promote education mobility and continue the development and education of the nursing workforce by recognizing and building on knowledge and skills attained by learners prior to their matriculation in formal educational programs. The College of Nursing is committed to using flexible approaches that are incorporated into curricula and reflect consideration of individual student learning needs.
Withdrawal Policy

The College of Nursing policy is consistent with the University procedure for withdrawal from a course or from the University (https://www.umass.edu/registrar/students/withdrawal).

Withdrawing from a Course

To withdraw from a course, students can drop the course in SPIRE or petition the Chief Undergraduate Advisor, Reggie Lamothe at rllamothe@nursing.umass.edu.

- During the add/drop period, students may drop the course in SPIRE, with no record.
- After the add/drop period and until the mid-semester date, "W" drops are accepted and can be done in SPIRE.
- After the mid-semester date, students must petition the academic dean.

NOTES:

- Withdrawing from a course will affect your program of study and may affect your graduation date.
- If you withdraw from courses that bring your total enrollment below a full-time load of 12 credits, it may affect your health insurance coverage and/or your financial aid package. Please check with the Office of Financial Aid (www.umass.edu/umfa).

Withdrawing from the University

- IF you are withdrawing DURING the semester, please visit the Dean of Students Office website for information regarding Withdrawing from the University.
- IF you are withdrawing from the University AFTER the current semester ends but before the first day of classes of the next semester, you must fill out an End of Term Withdrawal in SPIRE.

Readmission Policy

Readmission after Withdrawal

Students in the College of Nursing in good standing at the end of their most recent semester of enrollment are eligible for reentry to the University after a withdrawal:

Undergraduate Students:

Must re-apply after a lapse of one year or longer and must follow the current program of study. Readmission is contingent upon available space.
In order to enroll and be entitled to pre-register, students must file a readmission application with the Registrar by March 15 (for Fall semester) or October 15 (for Spring semester). To enroll but be ineligible to pre-register, they must file a readmission application by June 30 (for Fall semester) or by November 30 (for Spring semester). They must also process their bill payment on time. If the student’s academic status after his or her last semester of enrollment is suspension or dismissal, the student’s eligibility for readmission is based on the guidelines described under Academic Status (https://www.umass.edu/advising/academic-status).

FA 1/31/19

Graduation Policy

University Graduation Requirements Summary for 4-year Nursing Major

1. Admission to Nursing major
2. 120 credits
3. A cumulative average of at least 2.5 overall
4. Meet College of Nursing requirements
5. General Education requirements (may not be taken pass/fail)
   a) Writing - 2 courses: College Writing and Junior Year Writing course in major department
   b) Social World - Four courses, with at least two having a Social and Cultural Diversity component: Literature or Arts, Historical Studies, Social and Behavioral Sciences, and a 4th course from any Social World except Historical Studies.
   c) Biological and Physical Sciences – 1 Biological and 1 Physical Science
   d) Basic Math Skills - 1 course, or exemption by exam.
   e) Analytic Reasoning - 1 course (Statistics may cover both Math Requirements)
   f) Integrative Experience will be fulfilled upon taking Nursing 438.
   g) Freshman Diversity Course (Nursing 212 fulfills this requirement)

Additional information about university graduation is provided in the Registrar’s Academic Regulations (https://www.umass.edu/registrar/students/policies-and-practices/academic-regulations).

University Graduation Requirements Summary for Accelerated BS in Nursing

1. 58 credits
2. No grade below a C

FA 1/31/19

Student Rights and Grievances Policy

Academic Grievances

The following Grievance Procedure applies to all undergraduate and graduate degree programs. College of Nursing faculty and students follow this procedure.
The Academic Honesty Office ([www.umass.edu/honesty](http://www.umass.edu/honesty)) is the process manager for grievances brought under the Grievance Procedure as outlined in Academic Regulations. The Academic Honesty Office is responsible for ensuring that only those matters properly defined as academic grievances are pursued through this procedure, for advising all concerned parties of their rights and obligations under this procedure, for convening hearing panels, and for scheduling hearings. For each formal grievance which proceeds to a hearing, the Academic Honesty Office shall maintain a confidential file open only to the student, the instructor, the provost or designee, and the Hearing Panel.

To help determine if a situation is an academic grievance and to understand the process, Nursing students are referred to the Ombuds Office ([www.umass.edu/ombuds](http://www.umass.edu/ombuds)). The Ombuds Office is a confidential and neutral place where students and instructors can receive help weighing their options, understanding relevant policies and available resources, and receiving referrals for more formal measures when circumstances warrant. It is sometimes the case that the issue of concern can be resolved through informal mediation and the Ombuds Office can provide informal mediation services.

**Equal Opportunity Office Grievance Policies and Procedures**

Nursing students are directed to the Equal Opportunity Office ([www.umass.edu/equalopportunity](http://www.umass.edu/equalopportunity)) to file grievances alleging discrimination and a violation of the University's policies prohibiting such behavior.

The Amherst campus of the University of Massachusetts and the Elaine Marieb College of Nursing are committed in policy, principle, and practice to maintain an environment which is divest of illegal discriminatory behavior and which provides equal opportunity for all persons regardless of race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, veteran status, sexual orientation, gender identity and expression or genetic information. This commitment is consistent with federal and state laws and University policy. A major responsibility emanating from this commitment is the provision of a fair, effective, and efficient mechanism that rectifies or eliminates policies, practices, and actions that are discriminatory, lack provision for due process, or mitigate against the Amherst campus' affirmative action efforts.

*FA 02/19*
Elaine Marieb College of Nursing Deans, Program Directors, and Faculty
2021-2022

Faculty clinical and research interests are indicated below in italics.
*Indicates Graduate Faculty Status

Deans

Allison Vorderstrasse, Dean (Professor)
BSN, Mount Saint Mary College, 1996; MSN (Adult Nurse Practitioner-Diabetes Specialty Concentration) Yale University School of Nursing 2002; DNSc (Chronic Illness Self-Management) Yale University School of Nursing, 2006; Certificate, NIH/NINR Summer Genetics Institute, 2011. Fellow in the American Academy of Nursing.

Cynthia Jacelon, Executive Associate Dean of Academics, Research and Engagement (Professor)
AAS, Brookdale Community College, 1977; BS, Trenton State, 1979; MS, Boston University, 1986; PhD (Nursing), New York University, 2001; Certified Rehabilitation Registered Nurse; Certified Gerontological Nurse; Fellow in the American Academy of Nursing.

Undergraduate Program Directors

Margaret Curnin, Simulation Director (Amherst/Springfield) Clinical Assistant Professor Diploma, Saint Vincent Hospital, 1974; BS, Worcester State, 1981; MSN, Anna Maria College, 1989

Katharine Green, Director Accelerated Track, Clinical Assistant Professor
BSN, University of Pennsylvania, 1982; MS, University of Minnesota, 1991; PhD, University of Massachusetts Amherst 2018; Certified Nurse Midwife

MaryAnn Hogan, Director Nursing Major and RN to BS Online Tracks, Clinical Assistant Professor
BS, University of Massachusetts Amherst, 1976; MS, Anna Maria, 1985

Graduate Program Directors

Mary Ellen Burke, Director MS program. Clinical Associate Professor
BSN., Rutgers, 1988; Frontier College of Midwifery and Family Nursing Community-Based Nurse-Midwifery Education Program, KY; MSN, Frances Payne Bolton College of Nursing, Case Western Reserve, 2000; Post Master’s Certificate in Nursing Education, Graduate School of Nursing University of Massachusetts Worcester, 2012; DNP, University of Massachusetts Amherst, 2018

Karen Kalmakis, Director DNP/CNL Programs, Associate Professor
RN. N.E., Baptist College, 1976; BSN., Elms, 1986; MSN., University of Massachusetts Amherst, 1993; PhD, Nursing, 2008

Rae Walker, Director PhD Program, Associate Professor
BS Nursing 2007, PhD in Nursing 2013, Johns Hopkins University, Baltimore, Maryland; Fellow in the American Academy of Nursing
Full-Time Faculty, Elaine Marieb College of Nursing

Gabrielle Abelard, Clinical Assistant Professor, BS, University of Massachusetts Amherst Nursing, 1997; MS in Mental Health Nursing, Adult Clinical Nurse Specialist, 2001; Post Masters Certificate, Nursing, Psychiatric Mental Health Nurse Practitioner, 2013; DNP (Integrative Health), Regis College, Weston MA, 2014.

Pamela Aselton, Clinical Associate Professor, BSN., Southern Connecticut University; MPH, University of Massachusetts Amherst; MSN; Ph.D.; Certified Family Nurse Practitioner.

Ann Becker, Clinical Associate Professor, BS in Nursing, Simmons College, 1984; DNP, Public Health Nurse Leader, 2017


Carrie-Ellen Briere, Assistant Professor, BS, University of Connecticut, 2009; MS, University of Connecticut, 2013, Ph.D., University of Connecticut, 2014.

Jeungok Choi, Associate Professor, BSN, Seoul National University, Korea, 1983; MSN, 1987; MPH, Tufts, 1999; PhD, Boston College, 2001.

Joohyun Chung, Assistant Professor, BS, Korea University, Seoul Korea, 1999; PhD Nursing Informatics, University of Utah, 2013; MS Statistics in Biostatistics, University of Utah, 2013.

Tracey Cobb, Clinical Instructor, Bachelor of Science in Nursing, Samuel Merritt College & College of California, 12/1998, Master of Science in Nursing, Elms College, Chicopee, MA, 12/2013, PhD Candidate, University of Connecticut.

Kimberly Dion, Clinical Associate Professor, AS (Nursing), Holyoke Community, 1996; BS, University of Massachusetts Amherst, 2001; MSN, University of Hartford, West Hartford, CT, 2006; PhD, University of Massachusetts Amherst College of Nursing, 2015.

Brenda Fionte, Clinical Instructor, BS (Nursing) University of Massachusetts Amherst, 2015; MS (Nursing Education) Grand Canyon University, 2018.

Constance Flynn, Clinical Assistant Professor, BS 1982/MS University of Massachusetts Amherst, MA, 1987; DNP University of Massachusetts Lowell, MA. 2018

Karen Giuliano, Associate Professor, BS in Nursing, Boston College, 1983; MSN, University of Rhode Island, 1989; PhD Nursing, Boston College, 2005. MBA, Global Management, Babson College, 2009. Fellow in the American Academy of Nursing.

Gina Grabowski, Lecturer/ Simulation Lab Tutors, BS in Nursing, University of Massachusetts Amherst, 2001; MS in Nursing, Sacred Heart University, 2018.
Heidi Haghighi, Lecturer/Simulation Lab Tutors, BA, Smith College, 2000, BS in Nursing (Accelerated), University of Massachusetts Amherst, 2001, MS in Nursing, Sacred Heart University, Fairfield, CT, 2018.

Heather Hamilton, Clinical Assistant Professor, BSN (Nursing), Rutgers; MSN; Ph.D. University of Connecticut.

Elizabeth Henneman, Professor, BSN, Boston College, 1979; MS, University of Colorado, 1985; PhD, University of California at Los Angeles, 1998. Fellow in the American Academy of Nursing.

Favorite Iradukunda, Assistant Professor, Diploma (Nursing and Midwifery), Ecole des Sciences Infirmières Sainte Elisabeth, Kabgayi, Rwanda 2007; BS (Nursing) University of Rwanda, College of Medicine and Health Sciences, Kigali, Rwanda, 2012; MS (Nursing) University of Cape Town Health and Rehabilitation Sciences, Department of Nursing and Midwifery, Cape Town, South Africa, 2016; PhD (Nursing) University of Massachusetts Amherst, 2020.

Erin Lamoureux, Clinical Assistant Professor, BS Nursing, American International College, 1981; MS, University of Massachusetts Amherst College of Nursing, 1996; PhD, University of Massachusetts, 2018; AACN Certification as a Clinical Specialist in Gerontology.

Raeann LeBlanc, Clinical Associate Professor, B.A., University of Massachusetts Amherst, 1989; M.S.N., Southern Maine, 1996; D.N.P., University of Massachusetts Amherst, 2012. PhD (Nursing) 2018.

Maud Low, Clinical Assistant Professor, BSN, Simmons, 1983; MS, Boston College, 1987, PhD (Nursing) University of Massachusetts Amherst, 2021.

Lori Anne Lyne, Lecturer, BS., University of Massachusetts Amherst College of Nursing, 1993; MSN, University of Massachusetts Worcester; DNP, University of Massachusetts Amherst, 2018.

Julia McDougal Ronconi, Clinical Instructor, BA (Biological Sciences) University of Colorado, Boulder (1992); BS (Nursing) University of Utah, Salt Lake City 1996; MS (Psychiatric/Mental Health Nursing) University of Utah, Salt Lake City 2004; DNP© University of Massachusetts, Boston (exp. Grad May 2021)

Yeonsik Noh, Assistant Professor with a joint appointment in the College of Nursing and the Electrical Computer Engineering Department, BS (Biomedical Engineering), Yonsei University, South Korea, 2006; MS (Biomedical Engineering) Yonsei University, South Korea, 2008; PhD (Biomedical Engineering) Yonsei University, South Korea, 2013.

Hyeyoung Park, Assistant Professor, BS Seoul National University College of Nursing, 2009; MS in Nursing, Seoul National University College of Nursing, 2013; PhD, Duke University School of Nursing, 2019.

Sheila Pennell, Clinical Assistant Professor, BS (Nursing), 2008, MS in Nursing, 2017, PhD, 2017, University of Massachusetts Amherst.

Kristy Pereira, Clinical Assistant Professor, BS (Nursing), College of Our Lady of the Elms, 2002; MS (Nursing), American International College, 2012.

Memnun Seven, *Assistant Professor*, BSN, Gülhane Military Medical Academy, School of Nursing, Ankara, Turkey, 2003; MSN, Gülhane Military Medical Academy, Health Science Institute, Ankara, Turkey, 2008; PhD, Gülhane Military Medical Academy, School of Nursing, Ankara, Turkey; 2012; Postdoctoral Fellowship: University of Iowa, College of Nursing Iowa City, IA, USA (Genetics), 2015.

Celeste Surreira, *Clinical Assistant Professor*, Diploma in Nursing, Baystate Medical Center School of Nursing, Springfield, MA, 5/1985; Bachelor of Science in Nursing, University of Massachusetts Amherst, 5/1996; Master of Science in Nursing and Clinical Nurse Leader, University of Massachusetts Amherst, 5/2011; DNP/FNP, University of Massachusetts Amherst, 5/2014.

Leonora Thomas, *Clinical Instructor, Placement Coordinator*, BS, Boston College School of Nursing, 1985; MS, Boston College, 1990; Post-Master’s Program, Rush University College of Nursing, Chicago, IL, 1996.
II. Undergraduate Bachelor of Science Program

General Information

The Elaine Marieb College of Nursing offers an undergraduate program leading to the Bachelor of Science degree and is comprised of three tracks:

- Four-year Nursing Major
- Accelerated BS for second-degree students (taught in Springfield UMass Center)
- Online RN to BS

This program is approved by the Massachusetts Board of Registration in Nursing and is fully accredited by the Commission on Collegiate Nursing Education (CCNE), a national nursing education accrediting body. Completion of requirements is part of the qualification for the non-licensed graduate to take the National Council Licensing Examination for Registered Nurses (NCLEX-RN®), a prerequisite to working as a registered nurse.

The nursing major builds on general education requirements and courses that provide the foundation for an approach to nursing science that is humanistic and scientific. Lectures, case studies, group projects, seminars, clinical practice, simulation in the laboratory setting, multimodal content, self-paced modules and independent studies are used. Community agencies such as senior citizen centers, colleges, ambulatory-care centers, community hospitals, medical centers, home-care agencies, long-term care facilities, and community and public health agencies are used for clinical practice. Faculty assists students in exploring new areas and in laying the foundation for a critical thinking and problem-solving approach to nursing practice and research.

Students are expected to assume increasing responsibility for their own education by choosing the learning options that best serve their individual abilities, needs, and interests. Under faculty guidance, students provide nursing care to clients of all ages and develop skills in critical thinking, leadership, and research utilization.

Objectives of the Bachelor of Science Program

The undergraduate program provides the knowledge and skills fundamental to professional nursing. Students emerge from this community-based program prepared for graduate study and able to:

1. Advocate for culturally relevant care for vulnerable and underserved populations to reduce health care disparities and promote social justice.
2. Collaborate to shape environments and systems that promote health and well-being, ensure safe, quality care for all, and maximize the unique contribution of nursing.
3. Enact the nursing role in a manner that consistently reflects caring, professional values, ethical principles, accountability, integrity, a commitment to lifelong
learning, self-care, and an awareness of how personal values influence one’s actions.

4. Exhibit a spirit of inquiry and creativity to identify gaps in nursing knowledge, critique new science, and use evidence as a basis of practice.

5. Provide safe, quality, patient- and family-centered holistic care across the lifespan to promote health and well-being of individuals, families, and communities.

6. Engage others to envision, influence, and implement practice and policy changes in healthcare to achieve a preferred future locally, nationally, and globally.

7. Collaborate with individuals, families, communities and interdisciplinary teams using professional communication to design, manage, and evaluate care, facilitate transitions of care and maximize outcomes.

8. Integrate emerging technologies and information management tools to enhance communication and healthcare access, support safe processes of care, and evaluate impact on health outcomes.

(Approved by Faculty Assembly December 17, 2014; updated 5/15, 5/16; reviewed 5/18)

Four Year Major

Admission Requirements

Students interested in the undergraduate major apply to the University of Massachusetts through the Common Application. Students are then notified of their acceptance to the nursing major by the University of Massachusetts Undergraduate Office (www.umass.edu/admissions) Acceptance to the university does not guarantee admission to the Nursing major; students may be accepted to an alternate major, which is outlined clearly on the acceptance letter from the University. Admissions criteria for freshmen are outlined on the Undergraduate Admissions website (https://www.umass.edu/admissions/undergraduate-admissions/apply/first-year-students/first-year-admissions-requirements).

Students must provide evidence of high school degree conferral as documented by official transcript, including translations and evaluations of non-English transcripts and compliance with the immunization requirements specified by the Massachusetts Department of Public Health. Your immunizations must be current and recorded with University Health Services https://www.umass.edu/uhs/immunizations.

See the Undergraduate Admissions statement on diversity here: https://www.umass.edu/diversity/home.

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Program of Study for Nursing Majors

1. Please select courses listed in bold during the semester indicated.
2. Please also refer to University of Massachusetts graduation requirements:
   Please select one or more of the following courses each semester to complete your General Education requirements and Nursing prerequisites in your first two years:
   - Gen Ed (HS) 4 cr
   - Gen Ed (AL/AT) 4 cr
   - Gen Ed (BS) 4 cr
   - Gen Ed (PS) 4 cr
   - Global and US Diversity (DG/DU) 4 cr (choose courses with HS or AL/AT)
   - Statistics (R1/R2)* 3 cr

* Statistics is a Nursing Prereq in your first 2 years. Stats 111, Stats 240, ResEcon 211 or 212 fulfill R1 and R2.

3. All of the following prerequisite and nursing courses and at least 63 credits must be completed by the end of the sophomore year.

Program of Study: First Two Years (Freshmen entering Fall 2018 or later)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Freshman Year Fall</strong></td>
<td></td>
<td><strong>Semester Total 14-16</strong></td>
</tr>
<tr>
<td>KIN 270 Prereq to KIN 270 (PS or BS)</td>
<td>KIN 100 or 110, BIOL 151, CHEM 110 or 111</td>
<td>4</td>
</tr>
<tr>
<td>Psych 100</td>
<td>Introductory Psychology</td>
<td>4</td>
</tr>
<tr>
<td>Nursing 150 (RAP/non-RAP)</td>
<td>Faculty Seminar for 1st-yr Nursing students</td>
<td>1</td>
</tr>
<tr>
<td>Engl/WP 112 or ENGL/WP 112H (CW)</td>
<td>College Writing (Writing Program)</td>
<td>3</td>
</tr>
<tr>
<td>Gen Ed or Elective or Statistics</td>
<td></td>
<td>2-4</td>
</tr>
<tr>
<td><strong>Freshman Year Spring</strong></td>
<td></td>
<td><strong>Semester Total 16-19</strong></td>
</tr>
<tr>
<td>KIN 270</td>
<td>Anatomy &amp; Physiology I w/Lab</td>
<td>4</td>
</tr>
<tr>
<td>Nursing 212 (SI/DU)</td>
<td>Cultural Diversity in Health &amp; Illness</td>
<td>4</td>
</tr>
<tr>
<td>Nutrition 130 (4 cr) or 230 (3 cr)</td>
<td>Human Nutrition</td>
<td>3/4</td>
</tr>
<tr>
<td>Nursing 210</td>
<td>Human Development Through the Life Cycle</td>
<td>3</td>
</tr>
<tr>
<td>Gen Ed or Elective or Statistics</td>
<td></td>
<td>2-4</td>
</tr>
<tr>
<td><strong>Sophomore Year Fall</strong></td>
<td></td>
<td><strong>Semester Total 17-19</strong></td>
</tr>
<tr>
<td>KIN 272</td>
<td>Anatomy &amp; Physiology II w/Lab</td>
<td>4</td>
</tr>
<tr>
<td>Nursing 100</td>
<td>Perspectives in Nursing</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 202</td>
<td>Issues of Aging in a Global Society</td>
<td>4</td>
</tr>
<tr>
<td>2 – Gen Ed or Elective or Stats</td>
<td></td>
<td>6-8</td>
</tr>
<tr>
<td><strong>Sophomore Year Spring</strong></td>
<td></td>
<td><strong>Semester Total 16-18</strong></td>
</tr>
<tr>
<td>Nursing 333</td>
<td>Pathophysiology/Pharmacology I</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 315</td>
<td>Health and Physical Assessment</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 216</td>
<td>Principles of Nursing Care I</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 298C</td>
<td>Principles of Nursing Care I – Practicum</td>
<td>2</td>
</tr>
</tbody>
</table>
Program of Study for last two years in Major
(Complete at least 57 cr in junior and senior year)

- Students are assigned when they take specialty courses (maternity, pediatrics, psychiatric/mental health, community health nursing, adult health nursing)
- There are two required Nursing Electives that are different from an elective taken in other departments. They must be taken for a letter grade. Students will have a choice based upon availability.
- Students will have an opportunity to request preference for their senior internship placement but the decision of where the internship is done is based upon faculty discretion regarding student’s learning needs and availability of placements.
- NCLEX-RN licensure preparation assessments (ATI) must be taken as assigned.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Junior Year Fall</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursing 316</td>
<td>Principles of Nursing Care</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 334</td>
<td>Pathophysiology/Pharmacology II</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 317 (CW)</td>
<td>Writing in Nursing Ethics (2nd College Writing req.)</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 398E</td>
<td>Principles of Nursing Care: Practicum</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 420</td>
<td>Introduction to Nursing Research</td>
<td>3</td>
</tr>
<tr>
<td>Elective or Gen Ed</td>
<td></td>
<td>2-4</td>
</tr>
<tr>
<td><strong>Junior Year Spring or Senior Fall</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursing 325</td>
<td>Maternal-Newborn Nursing</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 398I</td>
<td>Maternal-Newborn Nursing: Practicum</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 326</td>
<td>Nursing Care of Children</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 398F</td>
<td>Nursing Care of Children: Practicum</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 327</td>
<td>Psychiatric-Mental Health Nursing</td>
<td>2</td>
</tr>
<tr>
<td>Nursing 398G</td>
<td>Psychiatric-Mental Health Nursing: Practicum</td>
<td>2</td>
</tr>
<tr>
<td>Elective OR Gen Ed</td>
<td></td>
<td>2-4</td>
</tr>
<tr>
<td><strong>Junior Year Spring or Senior Fall</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursing 432</td>
<td>Nursing Care of Adults: Acute</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 433</td>
<td>Nursing Care of Adults: Chronic</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 498C</td>
<td>Nursing Care of Adults: Practicum</td>
<td>3</td>
</tr>
<tr>
<td>Nursing Elective</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Elective OR Gen Ed</td>
<td></td>
<td>2-4</td>
</tr>
<tr>
<td><strong>Senior Year Spring</strong></td>
<td></td>
<td>16</td>
</tr>
<tr>
<td>Nursing 438</td>
<td>Professional Role in Nursing (Integrative Experience –IE)</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 439</td>
<td>Community Health Nursing</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 498T</td>
<td>Community Health Nursing: Practicum</td>
<td>3</td>
</tr>
<tr>
<td>Nursing 498</td>
<td>Internship</td>
<td>4</td>
</tr>
<tr>
<td>Nursing 441</td>
<td>Decision Making Strategies for Professional Nursing</td>
<td>1</td>
</tr>
<tr>
<td>Nursing Elective</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td><strong>TOTAL CREDITS:</strong></td>
<td></td>
<td>120</td>
</tr>
</tbody>
</table>
**Estimated Costs**

The University of Massachusetts at Amherst sets the tuition and fee structure for all traditional Undergraduate and Graduate programs, except for University Without Walls/Online Education programs. The following websites will provide you with the most up-to-date tuition and fee structure and meal plan rates.

Tuition and Fees:
https://www.umass.edu/bursar/undergraduate-tuition-rates
Bursar’s Office Explanation of Fees: http://www.umass.edu/bursar/fee-explanation
Estimated Meal Plan Costs: http://www.umassdining.com/meal-plans

The Elaine Marieb College of Nursing provides the best possible clinical experiences for students, using a wide variety of in-patient, outpatient, and community sites (with day, evening, weekend, and night shifts used seven days a week). For this reason, public transportation or sharing transportation have not been workable as means to get to the clinical agencies. Instead, students must provide their own transportation to the clinical sites assigned by their course faculty.

Other Estimated Supplies and Miscellaneous Costs for the Nursing Program as of September 2021 are posted on the Elaine Marieb College of Nursing website (costs are subject to change without notice).

**NOTE:** Students are required to have health insurance.

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**RN to BS (Online)**

**General Information**

The RN to BS option is an online program of study offered by the Elaine Marieb College of Nursing through the University Without Walls. It is an intensive curriculum for registered nurses who are returning to college to complete their baccalaureate degree. The RN to BS option combines online instruction and student-tailored practice to meet the needs of registered nurses with other life responsibilities. It calls for substantial student autonomy in meeting established objectives.

Clinical practice is arranged under faculty direction with the cooperation of community agencies and health care facilities including senior citizen centers, colleges, ambulatory care centers, community hospitals, and medical centers. The faculty assists the student in exploring new areas and laying the foundation for a problem-solving approach to nursing practice and research.

To receive a University of Massachusetts Amherst Bachelor of Science degree, a total of 120 credits must be successfully completed; of which 45 must be UMass credits:

- 60 non-Nursing credits submitted as transfer credits.
- 30 credits earned in the University of Massachusetts Amherst Nursing program.
- 30 additional Nursing credits will be awarded for RN licensure.
Admission Requirements

- A minimum grade point average of 2.5 on a 4.0 scale from courses taken for the Associates Nursing degree and all the nursing prerequisites.
- Current R.N. licensure (new graduates must obtain prior to starting 2nd semester in program)
- One professional letter of recommendation
- Completion of 52 non-nursing credits (60 transfer credits must be completed by the second semester of study), including a grade of C or better in all nursing prerequisites.
- Grades must be consistent with graduation requirements for students of Associate Degree programs or Diploma programs.

Sixty (60) credits of non-nursing coursework are distributed over the following areas:

- The University's General Education requirements, completed by all students earning a bachelor's degree from the University. This includes diversity courses as required by the University.
- Seven nursing prerequisites (all to be completed prior to beginning the nursing course sequence): 1. Nutrition; 2. Human Anatomy (Anatomy & Physiology I with lab); 3. Human Physiology (Anatomy & Physiology II with lab); 4. Medical microbiology; 5. Abnormal Psychology; 6. Life Span Growth and Development; and 7. Statistics. Some of these prerequisites may be fulfilled through NLN Challenge Exams when such exams are available.
- Electives (7 to 9 credits): An additional 30 credits may be earned via submission of RN licensure, of which 15 credits will be considered University of Massachusetts Amherst residence credit.

A grade of C or higher is required in all coursework.

Students must provide evidence of high school degree conferral as documented by official transcript, including translations and evaluations of non-English transcripts and compliance with the immunization requirements specified by the Massachusetts Department of Public Health.

Application deadlines:

February 1 for June admission, and October 1 for January admission. To apply, visit https://www.umass.edu/uww/resources/apply-to-rn-to-bs.
# RN-BS: One-Year Plan of Study

<table>
<thead>
<tr>
<th>Semester</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring</td>
<td>N418</td>
<td>Nursing Care of Families</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N420</td>
<td>Introduction to Nursing Research</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N438</td>
<td>Professional Role in Nursing</td>
<td>3 cr</td>
</tr>
<tr>
<td>Summer</td>
<td>N212</td>
<td>Cultural Diversity in Health and Illness</td>
<td>4 cr</td>
</tr>
<tr>
<td></td>
<td>N317</td>
<td>Writing in Nursing Ethics</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N439</td>
<td>Community Health Nursing</td>
<td>3 cr</td>
</tr>
<tr>
<td>Fall</td>
<td>N315</td>
<td>Health &amp; Physical Assessment</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N440</td>
<td>Vulnerable and Underserved Populations</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N498S</td>
<td>Vulnerable/Underserved Populations: Practicum</td>
<td>2 cr</td>
</tr>
<tr>
<td>Winter</td>
<td>N235</td>
<td>Introduction to Health Informatics</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>TOTAL CREDITS:</strong></td>
<td><strong>30</strong></td>
</tr>
</tbody>
</table>
## RN-BS: Two-Year Plan of Study

<table>
<thead>
<tr>
<th>Semester</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 1</td>
<td>N418</td>
<td>Nursing Care of Families</td>
<td>3 cr</td>
</tr>
<tr>
<td>Summer 1</td>
<td>N317</td>
<td>Writing in Nursing Ethics</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N439</td>
<td>Community Health Nursing</td>
<td>3 cr</td>
</tr>
<tr>
<td>Fall 1</td>
<td>N315</td>
<td>Health &amp; Physical Assessment</td>
<td>3 cr</td>
</tr>
<tr>
<td>Winter 1 or 2</td>
<td>N235</td>
<td>Introduction to Health Informatics</td>
<td>3 cr</td>
</tr>
<tr>
<td>Spring 2</td>
<td>N420</td>
<td>Introduction to Nursing Research</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N438</td>
<td>Professional Role in Nursing</td>
<td>3 cr</td>
</tr>
<tr>
<td>Summer 2</td>
<td>N212</td>
<td>Cultural Diversity in Health and Illness</td>
<td>4 cr</td>
</tr>
<tr>
<td>Fall 2</td>
<td>N440</td>
<td>Vulnerable and Underserved Populations</td>
<td>3 cr</td>
</tr>
<tr>
<td></td>
<td>N498S</td>
<td>Vulnerable/Underserved Populations: Practicum</td>
<td>2 cr</td>
</tr>
<tr>
<td>Winter 1 or 2</td>
<td>N235</td>
<td>Introduction to Health Informatics</td>
<td>3 cr</td>
</tr>
</tbody>
</table>

**TOTAL CREDITS:** 30

For additional information, contact: Liz Theroux, RN-BS Program Assistant: etheroux@acad.umass.edu, 413-545-5096. For the most up to date information, visit www.umass.edu/nursing.

## Technology Requirements for the Online RN to BS Track

The following are required to take full advantage of the University of Massachusetts Amherst’s online programs. The Learning Management System used is Blackboard Learn.

**Software Requirements:**
- Modern Browser: Firefox (latest version), Chrome (latest version)
- Microsoft Office 2016 Professional (or 2016 for Mac)
Recommended and Minimum Configurations
UMass Amherst’s Information Technology department provides guidelines about configurations for Windows and Mac at this link: http://www.umass.edu/it/support-center

Technical Support
For technical assistance, visit https://embanet.frontlinesvc.com/app/home/p/2101 or call 1-855-757-7055 (24 hours a day, 7 days a week). A live chat option is available on the tech support site.

University of Massachusetts Amherst e-mail Account
Email options are explained at the UMass Amherst Office of Information Technology (IT) website: https://www.umass.edu/it/email.

RN – BS: Estimated Cost
As of September 2021 (Costs Subject to Change)

The University of Massachusetts Amherst believes that the primary responsibility for financing your college education rests with you and your family. Financial aid is available to assist in your efforts. University tuition and fees are established each spring for the following academic year. The total of these expenses is your Cost of Education and is used to determine your eligibility for financial aid.

Tuition 2021-2022: $585/credit plus $50/term registration fee.
Cost per credit is the same for in state and out-of-state students.

Other estimated supplies and miscellaneous costs for the RN-BS track as of September 2021 are posted on the College of Nursing website (costs are subject to change without notice).
Accelerated Bachelor of Science

General Information

The Accelerated Track is a 17-month Elaine Marieb College of Nursing course of study offered at the UMass Center in Springfield, Massachusetts. The program is designed for individuals with a non-nursing bachelor's degree who are interested in pursuing professional nursing. This is a full-time, fast-paced program that requires significant dedication and commitment. Students spend 4-5 days per week in the classroom and in clinical sites. Preparation for class and clinical is critical for success in this program. Outside employment is discouraged.

The program builds on the students’ previous education, experience, and required prerequisites. Lectures, case studies, group projects, seminars, clinical practice, simulated laboratory, independent study, multimodal content, and self-paced modules provide the foundation for an approach to nursing that is humanistic and scientific. Community agencies such as senior citizen centers, colleges, ambulatory-care centers, community hospitals, medical centers, home-care agencies, long-term care facilities, and community and public health agencies are used for clinical practice.

Completion of requirements is part of the qualification for the non-licensed graduate to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN®), a prerequisite to working as a registered nurse, and provides an academic foundation for graduate study in nursing.

Students who satisfactorily complete the 58 residence credits will be awarded a Bachelor of Science Degree with a major in Nursing. This 17-month track begins in August.

Admission Requirements

Evidence of bachelor's degree in a field other than Nursing, as documented by official transcripts (including translations and evaluations of non-English transcripts).

- C or better (3.0) in the following prerequisite courses: Human Nutrition, General or Medical Microbiology, Human Anatomy (or Anatomy & Physiology I with lab), Human Physiology (or Anatomy & Physiology II with lab), Statistics, and Human Growth and Development throughout the Lifespan
- Overall GPA in the prerequisite courses of B or better (3.0)
- One letter of reference
- Resume
- Completion of essay
- Non-native speakers of English on Foreign Student Visas that apply for admission to the College must submit their TOEFL Scores. A minimum passing score is 80
Admissions Procedure

Applicants are ranked according to the strength of their GPA in the prerequisite courses, recommendations, essay, resume, and (for foreign students) TOEFL scores.

The application deadline for classes that start in August is **January 15**. To apply, visit [https://www.umass.edu/uww/resources/apply-to-accelerated-bachelor-in-nursing](https://www.umass.edu/uww/resources/apply-to-accelerated-bachelor-in-nursing).

Students must provide evidence of high school degree conferral as documented by official transcript, including translations and evaluations of non-English transcripts and compliance with the immunization requirements specified by the Massachusetts Department of Public Health.

Accelerated BS Program of Study

The program starts with an orientation session before the first class begins in August. There are at least two days per week of clinical experience each semester that can occur on weekends and on day, evening, and night shifts. In the summer and fall semesters of the following year, there are at least four days of clinical each week. Each didactic class credit is equivalent to one hour in class per week and at least three hours of outside of class preparation and study. Each clinical credit hour equals 42 hours per semester. The total time commitment is 24-30 hours per week, plus study time. The Accelerated track is a full-time commitment with little room to accommodate personal schedules. The student may be required to rearrange other responsibilities to meet the demands of the program. The College of Nursing provides the best possible clinical experiences for students, using a wide variety of in-patient, outpatient, and community sites (with day, evening, weekend, and night shifts used seven days a week). For this reason, public transportation or sharing transportation have not been workable as means to get to the clinical agencies. Instead, students must provide their own transportation to the clinical sites assigned by their course faculty.

<table>
<thead>
<tr>
<th>Course</th>
<th>Course Title</th>
<th>Semester</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>N304</td>
<td>Concepts of Nursing</td>
<td>Summer 1</td>
<td>2</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td><strong>3 cr</strong></td>
</tr>
<tr>
<td>N315</td>
<td>Health and Physical Assessment</td>
<td>Fall 1</td>
<td>3</td>
</tr>
<tr>
<td>N333</td>
<td>Pathophysiology/Pharmacology I</td>
<td>Fall 1</td>
<td>3</td>
</tr>
<tr>
<td>N406</td>
<td>Nursing Process: Clients with Common Health Disruptions</td>
<td>Fall 1</td>
<td>3</td>
</tr>
<tr>
<td>N407</td>
<td>Nursing Process: Clients with Common Health Disruptions: Practicum</td>
<td>Fall 1</td>
<td>4</td>
</tr>
<tr>
<td>N420</td>
<td>Introduction to Nursing Research</td>
<td>Fall 1</td>
<td>3</td>
</tr>
<tr>
<td><strong>TOTAL TERM 1</strong></td>
<td></td>
<td></td>
<td><strong>16 cr</strong></td>
</tr>
<tr>
<td>N334</td>
<td>Pathophysiology/Pharmacology II</td>
<td>Spring</td>
<td>3</td>
</tr>
<tr>
<td>N436</td>
<td>Comprehensive Nursing</td>
<td>Spring</td>
<td>4</td>
</tr>
<tr>
<td>N437</td>
<td>Comprehensive Nursing: Practicum</td>
<td>Spring</td>
<td>3</td>
</tr>
<tr>
<td>N439</td>
<td>Community Health Nursing</td>
<td>Spring</td>
<td>3</td>
</tr>
<tr>
<td>N498T</td>
<td>Community Health Nursing: Practicum</td>
<td>Spring</td>
<td>3</td>
</tr>
<tr>
<td><strong>TOTAL TERM 2</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
N325  Maternal-Newborn Nursing                                      Summer 2  2
N398I  Maternal-Newborn Nursing: Practicum                          Summer 2  2
N326  Nursing Care of Children                                       Summer 2  2
N398F  Nursing Care of Children: Practicum                          Summer 2  2
N327  Psychiatric-Mental Health Nursing                             Summer 2  2
N398G  Psychiatric-Mental Health Nursing: Practicum                 Summer 2  2
TOTAL TERM 3                                                       12 cr

N438  Professional Role in Nursing                                  Fall 2  3
N498  Internship*                                                  Fall 2  4
N441  Decision-Making Strategies for Professional Nursing           Fall 2  1 (P/F)
N321  Preventive Care and Integrative Therapies                    Fall 2  2
N3xx  Nursing Elective                                             Fall 2  2
TOTAL TERM 4                                                       12 cr

TOTAL CREDITS                                                     58

*About the Internship (N498): The internship is an important component of the program for facilitating transition from student to professional nurse roles. This experience approximates the responsibility in a beginning level staff position offered under faculty guidance and a professional nurse preceptor mentor. The internship requires 12-24 hours a week in a clinical setting, providing the student with an opportunity to synthesize concepts and theory from previous coursework and to apply this knowledge in clinical practice.

The Accelerated Track is revised in response to rapid advances in scientific technology, new trends in health care delivery, and evidence from nursing research. Refer to the College of Nursing’s website for the most up to date information: https://www.umass.edu/nursing/academic-programs/accelerated-bs-nursing.

Accelerated BS: Estimated Fees and Expenses
As of September 2021 (Fees are subject to change. Check with Bursar’s office for most up-to-date fees)

Tuition 2021-2022: $695/credit plus $50/term registration fee. Cost per credit is the same for in state and out-of-state students.

Other Estimated Supplies and Miscellaneous Costs for the Nursing Program as of September 2021 are posted on the Elaine Marieb College of Nursing website (costs are subject to change without notice).

Students are responsible for paying for Room/Board and are required to always carry personal health insurance. The Elaine Marieb College of Nursing provides the best possible clinical experiences for students, using a wide variety of inpatient, outpatient and community sites (with day, evening, weekend, and night shifts used seven days a week). For this reason, public
transportation or sharing transportation have not been workable as means to get to the clinical agencies. Instead, students must provide their own transportation to the clinical sites assigned by their course faculty.

The University of Massachusetts Amherst believes that the primary responsibility for financing your college education rests with you and your family. Financial aid is available to assist in your efforts. The total of these expenses is your Cost of Education and is used to determine your eligibility for financial aid.

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**Description of Nursing Courses in the Undergraduate Program**

*All courses are 3 credits unless otherwise noted.*

**100 – Perspectives in Nursing**  
This is a lower division course designed to introduce the student to the concepts of health and illness as they relate to the health care system and to society. This course provides an overview of health and health care services, relating historical events and social movements to developments in nursing and the health professions. Emerging roles of professional nurses in health care are explored. Interrelationships of nurses and other members of the health team are considered.

**150 – Faculty Seminar for First-Year Nursing Students 1 cr**  
Seminar sessions are used to explore the role of the professional nurse through discussions with nurse leaders, group discussions, critical thinking exercises, values clarifications and self-discovery.

**202 - Issues of Aging in a Global Society 4 cr**  
Examination of concepts, issues, research, and theories related to human responses to biophysical, psychosocial, and cultural phenomena that affect older adults globally.

**210 – Human Growth and Development throughout the Lifespan**  
This course will approach the study of human growth and development from a life span perspective and will emphasize the whole individual as she/he evolves. Gross and fine motor development, cognitive growth, language development and social growth will be considered at each age level. The interaction of the variables, including culture, ethnicity, class, and gender will be addressed. Major trends and issues will be discussed, with a focus on examining individual, institutional, contextual and cultural influences and effects.

**212 - Cultural Diversity in Health and Illness 4 cr**  
The theoretical foundations for understanding cultural diversity in health and illness beliefs and behaviors and selected practical implications of this understanding will be explored. Cultures within the United States are emphasized.

**216 - Principles of Nursing Care I 2 cr**  
This course introduces concepts and principles essential for nursing practice including nursing process, therapeutic communication, and nursing care delivery. Concepts related to microbiology
and infection control are introduced.

235 - Introduction to Healthcare Informatics (RN-BS)
This survey course will provide a state-of-the-art overview of the role of information technology in healthcare with emphasis on essential content and applications in healthcare informatics.

298C - Principles of Nursing Care I: Practicum 2 cr
This clinical course provides an opportunity for students to develop beginning skills in gathering patient data and providing safe basic nursing care.

304 – Nursing Perspectives (Accelerated)
This course provides an overview of healthcare and historical events in nursing. The evolving role of the professional nurse and trends in patient care are introduced.

315 - Health and Physical Assessment in Nursing
Students organize, interpret and document data using process interviewing, physical exam and clinical reasoning.

316 - Principles of Nursing Care II 2 cr
Nursing process is used to plan care related to adult health promotion, risk reduction and disease prevention. Interwoven curriculum concepts include nursing practice, interdisciplinary collaboration, scholarship, values, and diversity/social justice.

317– Writing in Nursing: Ethics
This course is designed to meet the Junior Year Writing Requirement in the Major. Ethics and the role of the nurse are used as the contexts for the development of writing skills. The techniques of specific types of writing are learned through writing assignments, peer editing and instructor feedback.

321 - Preventive Care and Integrative Therapies 2 cr
Students will incorporate evidence-based preventive care concepts into lifestyle management skills that address healthy nutrition, physical activity and integration of complementary modalities for client care.

325 – Maternal-Newborn Nursing 2 cr
This course introduces the student to the theory and practice of maternal-newborn nursing care for families in the childbearing year. Both uncomplicated and high-risk pregnancy, birth, postpartum, lactation, and newborn care are discussed.

326 - Nursing Care of Children 2 cr
This course focuses on developing nursing knowledge and skills related to children and families during childrearing experiences, including communication, teaching/learning, and assessment and management of acute and chronic illness.

327- Psychiatric-Mental Health Nursing 2 cr
This course provides the theoretical basis for community mental health nursing with individuals, families, and groups. Strategies for prevention, nursing interventions and
rehabilitation are emphasized.

**333- Pathophysiology/Pharmacology I**
This course explores major elements of altered disease processes at the cellular, tissue, and organ levels and the pharmacological agents used to treat, manage, prevent or cure diseases across the lifespan.

**334– Pathophysiology/Pharmacology II**
This course explores major elements of specified disease processes at the cellular, tissue and organ levels and the pharmacological agents used to treat, prevent or cure diseases across the lifespan.

**398E – Principles of Nursing Care II: Practicum 2 cr**
This clinical course provides an opportunity to apply theory to nursing practice and to develop beginning proficiency in basic nursing and health promotion skills with the individual in the community.

**398F – Nursing Care of Children: Practicum 2 cr**
This course focuses on the application of principles related to care and management of children and families to positively affect the health status in well, acute and chronic health states.

**398G – Psychiatric-Mental Health Nursing: Practicum 2 cr**
This clinical course will focus on the development of competencies in providing care to clients in need of psychiatric mental health nursing services with the goal of promoting optimal mental health.

**398I - Maternal-Newborn Nursing: Practicum 2 cr**
Students provide care that positively affects health of pregnant women, newborns, and families. Principles of health and illness, anticipatory guidance, safety, assessment and management of individuals and families are employed.

**406 – Nursing Process: Clients with Common Health Disruptions (Accelerated)**
This course will develop a theoretical foundation for nursing, introducing nursing process and the underlying rationale for fundamentals of nursing practice. Nursing process is applied to the care of clients throughout the life span who are either at risk for or are experiencing common disruptions of health.

**407 – Nursing Process: Clients with Common Health Disruptions: Practicum (Accelerated) 4 cr**
Students use the nursing process, apply nursing theory and concepts and develop nursing skills in providing care to adult patients in acute and sub-acute clinical settings.

**411 – Palliative Care Nursing – Responding to the Needs of Persons with Life-Limiting Illnesses 2 cr**
Examines the philosophy, theory, and role of nursing in palliative care. Includes palliative care communication, assessment, management of symptoms, end of life planning, and compassionate care for self and others.
418 – Nursing Care of Families (RN to BS)
Utilizing family theory and principles to guide practice, this online course explores foundations of family theory as it relates to health and illness in families across the lifespan.

420 – Introduction to Nursing Research
This course prepares consumers of nursing research by critiquing published studies, discussing research designs and methods, analysis of various models for utilization, and using examples from practicing nurse researchers.

432 – Nursing Care of Adults: Acute
This required theory course focuses on concepts of restorative nursing care of adults.

433 – Nursing Care of Adults: Chronic
This required theory course is focused on concepts of restorative nursing care for groups of individuals with complex health disruptions, which include illnesses that coexist and cause acute exacerbations of chronic illness.

436 – Comprehensive Nursing (Accelerated) 4 cr
This required theory course focuses on concepts of restorative nursing care of adults.

437 – Comprehensive Nursing: Practicum (Accelerated)
This course focuses on the role and responsibilities of the nurse in assisting clients of all ages and their families in management of human responses to complex health disruptions. Selected nursing diagnoses are used to organize and delineate the content. Clinical practice will take place in hospital and community settings.

438 – Professional Role in Nursing
Theory course focusing on historical, ethical, legal, political, societal and organizational issues to analyze professional nursing roles. The process of change within organizations, communities and health systems will be explored.

439 – Community Health Nursing
Synthesis of public health theory, epidemiology, theories of health promotion, and nursing theory enable students to identify health concerns and become involved in promoting health and wellness in selected communities, while emphasizing diversity.

440 – Vulnerable and Underserved Populations (RN to BS)
Emphasis is placed on synthesis of new and previously acquired knowledge with community and aggregate nursing practice. Special attention will be placed on providing care to vulnerable and underserved populations in community-based settings.

441 - Decision Making Strategies for Professional Nursing 1 cr (taken Pass/Fail)
This course, offered the semester before graduation, assists students to further develop and practice decision-making skills needed for entry-level clinical nursing practice using case scenarios and practice questions.
**490R – Issues in Women’s Health 2 cr**
Students will explore the health needs of women across the lifespan and within the social context of health determinants that effect the life and health of women across cultures.

**490S - Nursing Care in the Neonatal Intensive Care Unit 2 cr**
This course introduces students to neonatal nursing (neonates born prematurely/ill and requiring NICU care). Students will examine the pathophysiology of the premature/ill neonate and management of the neonate and family.

**490M – Nursing, Social Change, and Health Justice 2 cr**
Examines the philosophy, theory, and role of nursing in leading social change for health justice. Includes emancipatory knowing, social change models, community engagement, coalition building, and activism.

**498 – Internship 4 cr**
This practicum prepares students for beginning professional nursing practice. Students are expected to synthesize knowledge and skills to manage and advocate for groups of clients in various settings.

**498C – Nursing Care of Adults: Practicum**
In this clinical practicum, students provide and manage nursing care for select clients with restorative health care needs. Emphasis is on providing care to sick clients in inpatient settings.

**498S – Vulnerable and Underserved Populations: Practicum (RN to BS) 2 cr**
Emphasis is placed upon refinement of nursing skills, including methods of health promotion across the life span, with vulnerable and underserved populations. Includes individual and group decision-making, leadership, and professional role transition.

**498T – Community Health Nursing: Practicum**
The purpose of this clinical practicum is to provide the student with the opportunity to plan and provide community-based nursing care and a population-based intervention.

### Special Academic Programs

**Departmental Honors in Nursing: Commonwealth College (4-year Nursing Majors only)**

Departmental Honors (DH) is an Advanced Scholarship track of Commonwealth Honors College (CHC). Students have the option to complete either multidisciplinary honors (MH) or departmental honors.

Successful graduation with departmental honors requires:
- Completion of the DH requirements with minimum grades of B (or as specified below)
- 3.4 minimum cumulative GPA
- Submission of a properly formatted Honors Thesis will result in the award of "Departmental Honors" on the student’s academic transcript.

For information about DH, speak with the Honors Program Director, Kimberly Dion
Departmental Honors Admission Criteria:

Minimally, to be eligible to apply for DH (Departmental Honors), students must have:

- An overall GPA of 3.40 or higher earned after one full-time semester of UMass Amherst coursework.
- The ability to complete the DH-Track requirements.
- The ability to complete the CHC residency requirement, i.e., 45-graded (not pass/fail) credits earned at UMass Amherst (not transferred).

Commonwealth Honors College Admission Process:

- UMass Amherst students who are not already members of Commonwealth Honors College (CHC) must apply to Departmental Honors (DH), or Multidisciplinary Honors (MH) via the CHC online application using the following link: https://www.umass.edu/honors/admissions.
- Commonwealth Honors College members meet with the Department Honors Program Director (HPD) regarding their interest in joining Departmental Honors (DH), an Advanced Scholarship track of CHC. The HPD will determine a student’s eligibility and preparedness for DH. Admission to DH will be at the discretion of the HPD based on the criteria as established by the department and CHC (see Admission Criteria above). The HPD will notify the CHC office of newly accepted DH students so appropriate steps can be taken for SPIRE designation.

Commonwealth Honors College Program Requirements:

- 2 NURS honors courses 300-level or higher
- Successful completion of an Honors Thesis.
- Individually contracted: NURS 499Y Honors Research and NURS 499T Honors Thesis

Nursing Residential Academic Program (RAP) (4-year Nursing Majors only):

The Nursing Residential Academic Program (RAP) is designed exclusively for first-year nursing majors and is highly encouraged. This positive living and learning environment helps first-year students excel academically and adjust to the University. All students accepted to the nursing major are required to join a Faculty First Year Seminar, whether they choose to do it in a RAP or not. Nurse RAP provides an opportunity for first-year students to live in the same residence hall, have access to a peer mentor, form friendships with other nursing students, and share common classes in the fall semester, including College Writing (ENGLWP 112) and Faculty Seminar for First Year Nursing Students (N150).

International Programs

Nursing students may study abroad during the sophomore year and/or summer and spring breaks. Study abroad options are available in Madrid, Spain and Dublin, Ireland (currently suspended due to Covid-19).
II. Elaine Marieb College of Nursing Requirements, Policies, and Procedures

See also “Key Policies” on p. 10.

Academic Policies
Students are responsible for acting in accordance with the University and College of Nursing regulations and policies. See also “Key Policies” at the beginning of the Handbook.

General Academic Policies
1. Students are advised to follow the recommended sequence of courses. The student carries the responsibility for ensuring that the prerequisites for coursework are met and that coursework is taken in the proper sequence.
2. The academic standard for students in the College of Nursing is a cumulative grade point average (CGPA) of 2.5 or above, with no grade in a required prerequisite course below a C (2.0). Those courses include: CHEM 111 or any prerequisite for KIN 270 and, KIN 272, any Human Nutrition course, PSYCH 100, and STATISTICS.
3. Successful completion of the physical and biological science prerequisites, college writing, and the R1 and R2 Math Tier requirements are required before progression into the Junior year of the nursing major.
4. If the Cumulative GPA falls below a 2.5 or the student has a grade below C in a required course, the student will not be allowed to progress to the next semester of required courses. Such students are encouraged to meet with the academic advisor.
5. Each semester of required courses must be successfully completed before progression to the next semester, as outlined in the plan of study.
6. Students who do not progress satisfactorily through the nursing curriculum in its regular sequence or who take a leave of absence are not guaranteed that the curriculum and courses from which they departed will be in place upon their return. They will be expected to complete the curriculum of their new graduation date. Continuation in the program is based on space availability.
7. Nursing courses may be repeated once with no prior approval and twice with the permission of Assistant Dean. Failure to pass an undergraduate nursing course with a grade of C or better on the second attempt will lead to dismissal from the program. If an unacceptable grade is received in a required course, the student is on probation from the College of Nursing. The student must petition in writing to the Committee on Undergraduate Academic to be allowed to repeat the nursing course. If the student is denied a repeat of the clinical course, the student is considered dismissed from the College of Nursing. Repeating a nursing course is on a space-available basis and requires payment of course tuition and fees.
8. Standardized NCLEX style examinations are required for progression in the program.
9. Students attending class or clinical under the influence of alcohol and other intoxicating substances will be asked to leave. If this behavior occurs in a clinical setting, it will be grounds for disciplinary action and dismissal.
10. Students must abide by all university policies in addition to those of the College of Nursing.
11. Students will be cleared for graduation and application for the RN licensure examination (NCLEX-RN®) when all graduation requirements of the university and College of Nursing have been met.

Additional information may be found in the Registrar’s Academic Regulations document: https://www.umass.edu/registrar/students/policies-and-practices/academic-regulations.

Notes about 4th semester Internships:
1. Placement in an internship site is determined by the clinical facility and the College. The College of Nursing will request the student’s identified preferences; however, the College of Nursing cannot guarantee a placement in a requested facility or in a requested nursing field.
2. Medical/Surgical nursing is the default for all student requests. Example: if you request ICU, ER, Maternity; the College will add Med/Surg as a fourth option. Placements in Maternity, Pediatrics, ICU, ER, and PACU are very limited.
3. Requests will be sent to the first facility on the student’s request list. If there are no available placements at that facility a request will be sent to the student’s second facility of choice, etc.
4. Students are not to approach or contact nurses or Nurse Managers or other faculty regarding internship opportunities. All communication regarding internship placements will be handled by the Course Coordinator. Any contact information you have needs to be given to the Course Coordinator.
5. Once a student’s request is accepted by a facility no further searches will be made.
6. Students are required to be available for internship hours (class, lab, site hours) during all active University days in the semester.
7. Students must be available for other class days on the Amherst/Springfield campus as assigned. These include start of semester lab days, other courses, ATI testing days, and Simulation days. These days are mandatory and require on-campus presence of the student for all courses.
8. Students may receive communication over the summer months from the Course Coordinator regarding materials that may be due earlier than the start of term and students are responsible for checking for voicemails and emails daily. Failure to submit required materials will delay your start of internship hours.
9. Credentialing materials must be completed in CastleBranch. Failure to submit the required materials will delay your start of internship hours and be reflected in your Clinical Evaluation Tool (CET) scoring.

Grading

1. The standardized grading system used in all courses offered by the College of Nursing is as follows:

<table>
<thead>
<tr>
<th>Theory Grading Scale</th>
<th>Clinical Grading Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>A = 93 -- 100</td>
<td>A = 4.0 (3.86 -- 4.0)</td>
</tr>
<tr>
<td>A- = 90 -- 92</td>
<td>A- = 3.7 (3.7 -- 3.85)</td>
</tr>
<tr>
<td>B+ = 87 -- 89</td>
<td>B+ = 3.3 (3.3 -- 3.69)</td>
</tr>
<tr>
<td>B = 83 -- 86</td>
<td>B = 3.0 (3.0 -- 3.29)</td>
</tr>
<tr>
<td>B- = 80 -- 82</td>
<td>B- = 2.7 (2.7 -- 2.99)</td>
</tr>
<tr>
<td>C+ = 77 -- 79</td>
<td>C+ = 2.3 (2.3 -- 2.69)</td>
</tr>
<tr>
<td>C = 73 -- 76</td>
<td>C = 2.0 (2.0 -- 2.29)</td>
</tr>
<tr>
<td>C- = 70 -- 72</td>
<td>C- = 1.7 (1.7 -- 1.99)</td>
</tr>
<tr>
<td>D+ = 67 -- 69</td>
<td>D+ = 1.3 (1.3 -- 1.69)</td>
</tr>
<tr>
<td>D = 63 -- 66</td>
<td>D = 1.0 (1.0 -- 1.29)</td>
</tr>
<tr>
<td>F or IF = &lt; 62</td>
<td>F or IF = 0 (0 -- 0.99)</td>
</tr>
</tbody>
</table>
2. No course required for the Nursing major may be taken on a Pass/Fail basis except as designated by the College of Nursing.

3. The University Policy for Incomplete grades will be followed:
   Students who are unable to complete course requirements within the allotted time because of severe medical or personal problems may request a grade of Incomplete from the instructor of the course. Normally, Incompletes are warranted only if a student is passing the course at the time of the request and if the course requirements can be completed by the end of the following semester. Instructors who turn in a grade of "INC" are required to leave a written record of the following information with the departmental office of the academic department under which the course is offered: (1) the percentage of work completed, (2) the grade earned by the student on the completed work, (3) a description of the work that remains to be completed, (4) a description of the method by which the student is to complete the unfinished work, and (5) the date by which the work is to be completed. In the case of an independent study where the entire grade is determined by one paper or project, the instructor should leave with the departmental information pertaining to the paper or project that will complete the course. To avoid subsequent misunderstanding, it is recommended that the student also be provided with a copy of this information.

   Grades of Incomplete will be counted as F’s until resolved and will, if not resolved by the end of the following semester, automatically be converted to an F. Faculty wishing to extend this deadline must write to the Registrar’s Office stipulating a specific date by which the Incomplete will be completed.

   Students are not permitted to re-register for a course in order to clear an Incomplete.

   Requests for grade changes from INC to Y, from INC to a grade, from NR to a grade, or from a blank to a grade require the signature of the instructor only. In situations where an instructor has permanently left the employ of the University, the department chair or head (or designee) may change an INC to a final course grade after reviewing the information on student performance originally provided by the instructor at the time the INC was submitted and completing an evaluation of the makeup work of the student. Changes of an INC grade by the chair or head (or designee) require the signature of the Associate Dean for Academic Affairs in the College of Nursing. This procedure would normally be used only in cases where the original course instructor cannot be contacted, or the instructor refuses to evaluate the makeup work of the student or to provide an opportunity for the student to make up the missing work.

   The College of Nursing states that if the course for which a student has received an Incomplete is prerequisite to another course, a grade of C or higher must be recorded before the student proceeds. In any event, contracts for completion are required when an INCOMPLETE is registered for the course. When the GPA is considered for honors or acceptance into the nursing major INC grades are detrimental to the CGPA.
4. Repeated Courses: Students may repeat a course for which they have received grades of C-, CD, D+, D or F. The grades received in both the original course and the repeated enrollment will remain on the student’s record. Students may not enroll in a course more than twice without the approval of their Undergraduate Dean.

5. American Psychological Association 7th edition -- APA style is the official style in citations for College of Nursing papers. For more information, please see the APA website at: http://www.apastyle.org.

**Guidelines for Independent Study Contract**

The Independent Study Contract is a statement of bilateral obligations wherein the instructor agrees to provide direction and assistance, and the student agrees to complete stated learning activities in order to achieve objectives, which have been mutually agreed upon.

These guidelines are for use with departmental Independent Studies that permit variable allocation of 1 to 6 credits and may include a practicum, if desired. The Independent Study Learning Contract (LC) provides maximum feasibility and at the same time assures accountability for all concerned. University guidelines are followed for time expectations. For example, a 3-credit LC would be the equivalent of 3 class hours per week (or 42 hours per semester) plus approximately 9 hours of preparation per week (or 126 hours per semester).

**Assumptions**

- The student has had sufficient background in the subject to be able to establish objectives that are pertinent and relevant to the chosen area.
- Both student and instructor are willing and able to accept the necessary responsibility and commitment, which can be considerable.
- There is coherence in the Learning Contract in that it is related not only to prior learning but also to future possibilities for study.
- It is possible to pursue the subject under study to the degree of complexity and level of intensity warranted.
- The terms of the LC are clearly understood by all parties concerned, are reasonable in scope and have a realistic timetable.
- Any LC that proposes research involving the participation of human subjects must be approved by the College of Nursing Committee on Scholarship and Human Subjects Review.
- The LC can be renegotiated if the situation warrants.

**Process**

- The student brings to the instructor a written statement of the objectives to be attained and a brief description of the learning activities believed to assure the attainment of the objectives.
- The instructor aids in the refinement of the statement of objectives to assure that they will meet individual learning needs and involve adequate study of the subject.
- Both student and instructor identify appropriate and available learning resources.
• If a practicum is involved, the instructor is responsible for the Letter of Agreement with the cooperating agency in accordance with policy and procedure.
• The learning activities and the use of selected learning resources are spelled out and their relationship to the objectives are made explicit.
• The criteria for evaluation and the evidence upon which evaluation is to be based are established. It should be clear how, by whom, when and on the basis of what evidence evaluation will be carried out.
• A written agreement is completed and signed by the student and the instructor with copies retained by each and a copy filed in the student’s academic folder.

NCLEX Preparation

Students are required to use assigned NCLEX preparation software (ATI) concurrent with the curriculum to ensure success with RN licensure. The cost of ATI is incorporated in the CON fees. See Appendix G for the policy related to NCLEX preparation.

Professional Conduct

1. It is expected that each student shall understand and act in accordance with the values, vision and mission of the College of Nursing, the Code of Ethics as promulgated by the American Nurses Association, the University Code of Conduct, and the Academic Honesty policy of the University. Failure to do so will constitute a cause for dismissal regardless of academic standing.

2. Confidentiality of information related to clinical experiences and anonymity of patients and families are to be preserved.

3. Professional accountability and responsibility include attendance at all scheduled clinical and classroom course experiences and being on time and well prepared for the respective experiences.

Undergraduate Baystate Health Systems Badge Policy

All UMass undergraduate students are likely to eventually do a clinical rotation at Baystate Medical Center, Baystate Franklin Medical Center, or Baystate Wing Hospital. You will be given the responsibility of a Baystate badge that needs to be worn when at the facility. You must take care of this badge and ensure that it is kept safe. It is not easy to replace and must be kept secure for patient safety. Treat it as you would your driver’s license. You will keep this badge until you graduate. If the badge is lost, the student must obtain a replacement badge and pay for it.

In your last semester at Baystate, the badge must be returned to Liz Theroux in office 22, Skinner Hall, Amherst or to your Program Assistant in the Springfield Center. Baystate is very strict in accounting for all the badges they have issued. Your final grade will be held until the badge is returned.
Academic Policy and Procedure for Professional Conduct Standards  
(Approved by Faculty Assembly 2011)

Policy:

While enrolled in the University of Massachusetts Amherst College of Nursing, all pre-licensure students are expected to always abide by the Professional Conduct Standards. This policy is applicable only to pre-licensure students; all other students are held accountable to the Board of Nursing for adhering to these standards. Failure to abide by these standards will result in disciplinary action that may include dismissal from the nursing program.

Procedure:

1. All students will receive a copy of the Professional Conduct Standards at the start of the first designated nursing course for their program. The standards will be reviewed, and the student will sign an acknowledgement form that will be placed in the student’s academic file.

2. At the beginning of each subsequent academic year, the Professional Conduct Standards will be reviewed with students by the appropriate course coordinators.

3. Violation of these standards will result in the following disciplinary action:

First Violation:

1. The faculty member will give students an immediate oral warning. The incident will be documented by the faculty member on the Violation of Professional Conduct Standards form. One copy will be given to the student and one signed copy will be placed in the student’s academic file.

2. If this violation is of a serious nature, it may be referred to the Assistant Dean of Undergraduate Education and the Associate Dean for Academic Affairs for further disciplinary action, which might include dismissal from the program.

Second Violation:

1. The faculty member will document the incident on the violation of Professional Conduct Standards form. Following discussion of the incident with the student, the faculty member will forward a copy of the signed form to the coordinator and Assistant Dean of Undergraduate Education for review and recommendation regarding further action.

2. The recommendation of the coordinator and Assistant Dean of Undergraduate Education will be forwarded to the Associate Dean for Academic Affairs for review and recommendations regarding reprimand or dismissal. If necessary, the Associate Dean for Academic Affairs
recommendation will be forwarded to the Dean of the College of Nursing for final decision. This disciplinary action process will be documented and placed in the student’s academic record.

3. If the student has not been dismissed and remains in the program, any additional violation will be documented and forwarded as indicated in steps 1 and 2 above. Disciplinary action may include dismissal from the nursing program.
University of Massachusetts Amherst Elaine Marieb College of Nursing
Undergraduate Program Violation Report for Standard of Safe Nursing
Practice of Professional Conduct Policy

Student:________________________________________________________

Faculty:_______________________________________________________

Date:__________ Time:_____ Place:______________________________

Violation # (circle one)  1  2  3  Description of incident:

Action Taken: Student

Comments:

Student Signature:_________________________________________ Date: __________

Faculty Signature:_________________________________________ Date: __________

Course Coordinator Signature:_________________________ Date: __________

Assistant Dean of Undergraduate Education

Signature:________________________________________________ Date: __________

Associate Dean Signature:_____________________________ Date: __________

Dean Signature:_________________________________________ Date: __________
University of Massachusetts Amherst
Elaine Mareib College of Nursing
Undergraduate Program Professional Conduct Policy Signature Sheet

Professional Conduct Standards

In addition to the University’s Code of Student Conduct Policy, the following behaviors are expected for all clinical nursing students. These include, but are not limited to:

- Student will adhere to HIPAA privacy requirements at all times, which include, but are not limited to: not removing, photocopying, or scanning documents that have personal identifiers from the clinical area, not leaving workstation computers open, and not engaging in discussion of clients outside accepted work area.
- Student will notify appropriate personnel (e.g., client, faculty, client’s primary RN, preceptor) before leaving a clinical learning assignment.
- Student will practice within educational level, experience, and responsibilities while in the role of the nursing student.
- Student will not engage in unauthorized photography in the laboratory or clinical unit.

Registration

Before registering for courses, students are required to review course selections with the Academic Advisor during the scheduled Academic Counseling period each fall and spring. Changes in course schedules should be accomplished with Academic Advisor consultation. Authorization for credits in excess of eighteen requires approval of the Faculty Advisor.

Policy for Undergraduate Electronic Testing: Students

1. Testing in the College of Nursing prepares students in a similar testing environment to current licensure testing (NCLEX), which is a strategy for your success.

2. Testing accommodations should be presented to the instructor at the beginning of the semester.

3. Seating will be at the faculty’s discretion and may be assigned. It is in your best interest to arrive at the testing room 15 minutes early to ensure an on-time start. Students may not be allowed to enter the room after an exam begins.

4. Testing device should be fully charged and have the test downloaded before arriving. Students should restart their computers and be connected to Eduroam before beginning their test. Students are not permitted to have any programs open on their testing device besides Examplify.

5. All bags and belongings are to be placed either at the front of the room or away from the testing environment. No other items may be present on the desk, including water bottles,
mugs, or blank paper. No hats, headphones, or ear buds are allowed. Items such as phones or other electronic devices should be turned off and stored.

6. Keyboards, cases, and covers are permitted if they are attached to the device. These must be free of any writing or notes and available to the proctor to check.

7. Backward navigation (the ability to return to a previous question once it has been submitted) is disabled on all exams.

8. Once complete, exams must be uploaded BEFORE leaving the testing room. Students must show the instructor the green checkmark success screen before closing Examplify or leaving the testing area.

9. Students will be provided the exam password at the beginning of the exam period. Once the password is entered, the exam must be started within 3 minutes. The following are prohibited:
   
a. Attempting to take the exam before the exam period,
b. Attempting to take the exam outside of the testing area,
c. Continuing to take the exam after the exam period has concluded,
d. During exam review, note taking, for example on paper or recording of any kind, including photography.

10. Students must follow University Policy regarding Academic Honesty (http://www.umass.edu/honesty/).

11. Passwords may not be shared with other students.

12. Excused or make-up exam arrangements must be made with the instructor before the scheduled exam time.

13. In the event of an issue with the student’s device, the student should immediately bring their testing device to the proctor for assistance.

14. Additional testing time will not be granted for a bathroom or other break.

(Approved, Faculty Assembly 4/19/17, revised to reflect Examplify 7-10-17)

Clinical Setting Policies and Procedures

Health Requirements

Students in the College of Nursing are required to adhere to certain health maintenance procedures in compliance with standards prescribed by affiliating clinical agencies and The Commonwealth of Massachusetts General Laws, Chapter 76, Section 15C, entitled Immunization of college health science students. Students may use the services of their own family health care providers or the
University Health Services. The policies are intended to protect the health and well-being of the client as well as the nursing student engaged in clinical practice. The health maintenance plan is as follows:

**Health Requirements**

All students need to set up an account with **CastleBranch** after admission to the College of Nursing. You will be responsible for uploading evidence of your immunizations and required documents into the self-service system before your first clinical. Certified Background Check will also perform a national background check on all students, which is necessary before entering clinical placements.

All students must carry health insurance at all times while registered as a student.

**CPR Requirement**

American Heart Association Course: BLS for the Healthcare Provider. This is the only course accepted by our affiliating agencies. Online courses are not acceptable.

**Professional Liability Insurance**

Professional Liability Insurance: Contact: www.nso.com (Upload the one-page “Certificate of Insurance” for your file.)

Students are required to acquire and submit proof of medical malpractice insurance before entering courses with a clinical component. Students are also responsible for ensuring that a copy of the one-page certificate of insurance is on file at least three weeks prior to the start of the semester. Students are not allowed to participate in clinical experiences until this documentation is on file. Students will upload this insurance certification to their CastleBranch.com account.

**Annual Update**

CastleBranch will send an email reminder for annual updates at least two weeks prior to their due date.

Healthcare agencies will not allow students to begin clinical experiences until this information has been received. Timely submission will prevent a student’s clinical status from being in jeopardy.

**Students are required to notify the Elaine Marieb College of Nursing of any significant change in their health status that may affect clinical experiences. Examples include serious illness, accidents, injuries, or surgery which would require health care provider clearance prior to returning to the clinical setting.**

**NOTE:** It is the student’s responsibility to make arrangements with the University Health Services (UHS) or their private family health care provider in a timely fashion in order to comply with the above policies. When applicable, the College of Nursing will publicize the availability of special clinics set up by UHS to assist with required immunizations or
STUDENTS MUST PROVIDE THE COLLEGE OF NURSING WITH THE REQUIRED APPROPRIATE DOCUMENTATION OF HEALTH STATUS TO PARTICIPATE IN CLINICAL PRACTICUM.

A delay in returning the necessary documentation will prevent a student from attending clinical experiences.

Criminal Offender Record Information (CORI/SORI) Checks and Fingerprinting

CORI ([Massachusetts] Criminal Offender Records Index) and SORI ([National] Sex Offender Records Index) checks are required by most clinical agencies and will be completed on all students and faculty once they are admitted to the program and yearly thereafter. Progression and clinical placements in the nursing program may be contingent upon a satisfactory CORI/SORI investigation. Please review the website at http://www.mass.gov/eohhs/gov/laws-regs/hhs/criminal-offender-record-checks-cori.html for more details on CORI checks.

Note: Some clinical agencies may require a National Background Check and Fingerprinting; this process will be explained as necessary.

Undergraduate Elaine Marieb College of Nursing Credentialing Policy

As part of your professional role, nursing students are required to have very specific credentials in order to be present in hospitals, clinics, and community settings where we interact with the public. These are very similar, if not identical, to the requirements that you will have soon with an employer in the health care industry. Part of your education in nursing is learning to be prompt and meticulous about ensuring that all your documentation is on time and kept current to attend clinical. Please read this policy carefully to the end.

It is the student’s responsibility to maintain their current credentials that may include CPR, a criminal background check, fingerprinting, immunizations, special training, etc. It is recommended that you begin a file with copies of all your documents so you always have them at the ready for clinical agencies and employers.

1. At the Elaine Marieb College of Nursing, we use an external company that assists us in assuring clinical agencies that our students are credentialed for clinical. CastleBranch (CB) is the name of the company that securely maintains documents for the College and this is where you must submit your materials for credentialing.
2. Before you come to nursing school, you may begin the credentialing process by taking an American Heart Association BLS for Healthcare Providers CPR class, seeing your healthcare provider, undergoing TB testing, and getting immunized.
3. When you enroll, you will be directed by email to register with CastleBranch.
4. As soon as you register with CastleBranch, you will get an email to begin uploading your documents into their secure site. You must have everything uploaded into CastleBranch by:
   o Accelerated students - July 1 for fall clinicals, November 1 for spring clinicals and March 1 for summer clinicals.
Nursing majors - May 1 for fall clinicals and November 1 for spring clinicals.

All students - Between August 1-15th each year, you must upload modules to Centralized Clinical Placements at www.mcnplacement.org/orientation.

All students – October 1 for flu immunization verification.

5. You may from time to time receive an email from Castle Branch informing you that something has expired and these must be attended to immediately. Never ignore reminders from CastleBranch, as it is likely you have a new requirement that has triggered a reminder email.

6. Anything marked INCOMPLETE in your CastleBranch account must be completed before you go to clinical. Anything marked REJECTED is incorrect documentation and the CastleBranch site will direct you how to correct the error. Anything marked OVERDUE must be completed immediately.

7. Students must attend to this in the term prior to a clinical course to have everything completed in a timely way and should not leave for vacation without ensuring that everything is complete. Some components must be completed in Massachusetts.

8. Each term, on the first day of class in any clinical course and before you go to the clinical site, we will check to make sure you have completed all the requirements for students on the CastleBranch site.

9. You may not attend clinical and will be sent home if you are not properly credentialed.

10. At that point, a better use of your time will be going to complete whatever you failed to complete, but you will be missing precious learning time in clinical and it will be recorded as a 0.5 deduction in your clinical evaluation in the area of unprofessional behavior. This will also be an unexcused clinical absence and cannot be made up, potentially impacting your ability to be successful in the course.

If you have questions or trouble uploading documents, please contact the Database Administrator, Jennifer Heim at the College of Nursing, jheim@umass.edu, phone #413-545-5049.

University Health Services (UHS) collects state required immunization data through their New Student Immunization Office which is required for all UMASS students and a separate process.

Please also follow any instructions you receive from UHS (https://www.umass.edu/uhs/immunizations).

Adopted by Faculty Assembly December 2016, edits approved 5/17, 5/18

**Good Moral Character Policy**

The Massachusetts Board of Registration in Nursing (BORN) establishes policies (based on MGL c. 112, ss. 74, 74A and 76 and Board regulations at 244 CMR 8.00) for initial licensure as a registered nurse or licensure by reciprocity in the Commonwealth of Massachusetts. One of the criteria for application for licensure involves the determination of “good moral character.” Failure to meet this criterion could delay or prevent licensure. Please refer to the Mass.gov website: https://www.mass.gov/service-details/good-moral-character-requirements-for-nursing-licensure for complete information. It is the student’s responsibility to seek legal guidance with any concerns about meeting these criteria.
Guidelines for Conduct in Clinical Settings

Conduct
It is expected that every student in the College of Nursing will adhere not only to the University of Massachusetts at Amherst Code of Student Conduct, but also to the American Nurses Association Code of Ethics for Nurses. The statement of the Code, included in the next section, provides guidance for conduct and relationships in carrying out nursing responsibilities consistent with the ethical obligations of the profession and quality in nursing care.

Clinical Evaluation Tool
All students who are completing clinical courses will be evaluated using a course-specific Clinical Evaluation Tool (CET). Please see Appendix B for a sample CET format.

Clinical Practice
The College of Nursing maintains contractual agreements for student experience with a variety of agencies. Students must meet the expectations of both the college and the agency for appropriate professional conduct and attire. In the event that a cooperating clinical agency asks a student to withdraw because the student’s conduct or clinical performance is unacceptable to the agency, the University will attempt to arrange for the student to obtain the clinical experience at another agency where the objectives of the course can be met. However, the effort of the University to place the student in another agency will depend upon the circumstances under which the student was dismissed from the first agency. If a student cannot demonstrate ability to deliver safe care at the level required in a course, the instructor has a responsibility to remove the student, so that the safety and welfare of clients are not compromised. (For example, inadequate knowledge of care or medications needed by clients, inappropriate or disruptive behavior or communications with clients, faculty or agency staff.) The student will receive a grade of “F” in the clinical course.

Attendance at all scheduled clinical practice experiences is mandatory. Absence for any reason must be explained and will be evaluated by the instructor, who will decide whether an alternative experience must be arranged. Should the university be officially closed, e.g. during a snowstorm, clinical practice may be cancelled.

The clinical instructor will use feedback from a variety of sources in determining your clinical grade. These sources may include both written and verbal communication from all members of the healthcare team, including patients and family members. However, the final determination of your grade is the responsibility of the clinical instructor.

Clinical experiences are based on students’ learning needs and course objectives. Many of these experiences are found outside the university’s immediate environment.

Medication Administration Policy
Students must adhere to the College of Nursing policy, Clinical Facility policy, and/or the State Regulations in the administration of medications.
Students may be limited in the medications that they can administer according to the course specific administration guidelines or Clinical Facility policy.

All medication administration must be approved and directly observed by the faculty, Registered Nurse, or preceptor.

Students must follow any course specific guidelines regarding medication administration.

**Professional Conduct and the American Nurses’ Association Code of Ethics**

The Elaine Marieb College of Nursing abides by and adheres to the *Code of Ethics for Nursing*, which is set forth by the American Nurses’ Association as it relates to the professional conduct of nurses.

**American Nurses Association Code of Ethics (revised January 2015)**

1. The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.

2. The nurse’s primary commitment is to the patient, whether an individual, family, group, community, or population.

3. The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.

4. The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.

5. The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

6. The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.

7. The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.

8. The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.

9. The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain integrity of the profession, and integrate principles of social justice into nursing and health policy.
Transportation

Students are required to provide their own transportation to clinical and community sites that are contracted with the program. To provide maximum clinical experience for students, multiple sites are used seven days a week with the potential of evening, weekend, and night hours. For this reason, public transportation or sharing transportation have not been workable as means to get to the clinical agencies. Instead, students must provide their own transportation to the clinical sites assigned by their course faculty.

Unsafe Nursing Practice Policy (Policy adopted 2011)

The faculty of the Elaine Marieb College of Nursing has an academic, legal, and ethical responsibility to prepare graduates who are competent in safe nursing practice to protect health of individuals and communities. It is within this context that students are disciplined or dismissed from the College of Nursing for unsafe practice or unsafe behavior that 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.

Practices or behaviors that warrant disciplinary action include, but are not limited to:

- Excessive use of faculty time to ensure safe practice by one student to the detriment of other students in the clinical rotation.

- Inadequate or poor preparation for or understanding of nursing care, patient’s medications, or patient’s nursing needs.

- Acts of omission or commission in the care of clients including, but not limited to:
  - physical abuse
  - placing clients in hazardous positions, conditions, or circumstances
  - mental or emotional abuse of others
  - failure to rescue
  - failure to use appropriate judgment in administering safe nursing care consistent with the level of nursing preparation
  - violating or threatening the microbiological safety of the client, such as by breaking aseptic technique
  - failure to use standard and transmission-based precautions in clinical procedures
  - inability to apply previously learned skills and principles in providing nursing care
  - failure to observe or report critical assessment results regarding patients in a timely fashion
  - failure to assume responsibility for completing nursing actions

Unsafe nursing practice is defined as any behavior determined to be actually or potentially detrimental to the client and/or to the health care agency.
• A student may be removed from a clinical area immediately if, in the professional judgment of a faculty member, the student has demonstrated unsafe practice in a clinical area.

• A faculty member who removes a student from the clinical area due to unsafe clinical practice during the clinical assignment is required to notify the course coordinator within 24 hours, and to consult with the appropriate Track Director or Executive Associate Dean for Academic Affairs.

• The faculty member will identify and document in writing the student’s unsafe clinical practice, advise the student regarding the unsafe clinical performance and the requirements for addressing the deficiencies, and if appropriate, refer the student for remediation or assistance using the CON clinical learning contract. Students are expected to respond to the remediation plan within 48 hours by contacting the designated person who will assist them with remediation. Students need to be self-directed for remediation because unsafe practice involves skills that have been previously taught. This means that the independent use of class material, practice in lab, and use of recommended resources is expected.

• The faculty member’s documentation of the student’s unsafe clinical practice and recommended remedial action plan will be provided to the course coordinator, Assistant Dean of Undergraduate Education, Associate Dean, and the student’s file.

• A student may be reinstated to the assigned clinical area only after the recommended action plan has been followed, successfully completed, and appropriately documented.

• If, following the remediation plan completion, the student’s clinical performance continues to remain unsafe; the Assistant Dean of Undergraduate Education or Associate Dean for Academic Affairs, in collaboration with the faculty member, may require additional remediation or may remove the student from clinical activities.

• If the same student needs to be removed from the clinical area more than one time, the student may be dismissed from the program due to unsafe behavior.

Uniform Policy
More information and how to order uniforms may be found online:
https://www.umass.edu/nursing/academic-programs/nursing-major/clinical-information-undergraduate-nursing-majors

As nurses and nursing students, it is our role to care for the public in many settings. The rationale for a consistent uniform policy is to present a professional image as well as to be mindful of disease transmission. The College of Nursing uniform policy is intended to maintain a consistent professional image, consider medical asepsis, and to be congruent with dress code policies of agencies used for clinical experience. The uniform for clinical experiences (with the exception of clinical settings that have different uniform requirements) will include:

1. Plain navy blue uniform quality scrub pants and an embroidered (see website for ordering information) white scrub/uniform top and jacket are required. Two sets are recommended. No shirt sleeve showing beneath the scrub top is allowed.
2. The University of Massachusetts name badge must be worn on the front of the scrub/uniform top or jacket.
3. Clean, all white or all black, leather or vinyl, (no canvas) nursing shoes are required. Nursing clogs, if permitted by the clinical agency, must be closed toe and heel. White nylon stockings or socks must be worn.
4. Uniforms must be kept clean and pressed.
5. Hair must be restrained and off the collar.
6. Make-up must be kept to a minimum.
7. No artificial nails or nail polish shall be worn. Fingernails must be neat and clean and length should not exceed \(\frac{3}{4}\)". There is strong evidence that artificial nails harbor bacteria and can cause infection.
8. Facial piercings (nose, tongue, eyebrows, etc.) must be removed in the clinical area and tattoos covered to the extent possible.
9. Jewelry must be limited to watches, small inconspicuous rings such as a wedding band and neck chains. No bracelets are allowed. Earrings must be stud type, no dangling earrings.
10. Use of colognes and perfumes, or odor of smoking, is not permitted in the clinical setting, as they may have an adverse effect on individuals.
11. Clinical agency dress code policies, if stricter than College of Nursing policy, must be adhered to while in that setting.

*Students who do not comply with the uniform policy will not be allowed in the clinical setting.*

**Health/Illness/Injury Incident Policy**  
(*Refer to university policy*)

**PURPOSE:**

The University of Massachusetts (UMass) Amherst College of Nursing is committed to maintaining a safe, healthy and productive environment. This policy informs faculty, staff and students of the steps to follow to insure the immediate care of the student in the event of a health incident.

1. **POLICY STATEMENT:**
   Any health/illness/injury incident, that occurs to a student in any teaching environment within the college or its affiliated clinical agencies must be documented and reported by the faculty member and student. All students must provide the college with emergency contact numbers during orientation, including a local number in case they require transportation from the college or clinical facility. It is the student’s responsibility to ensure a safe transportation alternative. The UHS website [http://www.umass.edu/uhs/](http://www.umass.edu/uhs/) mentions two transportation options that may be helpful. The **UHS Shuttle** offers free rides from any on-campus location to UHS (call 413-577-7425). If the student is referred by the healthcare provider to off-campus services, then **HealthRide** is an option (email a voucher request to [https://www.umass.edu/uhs/accesstocare/rides/healthride](https://www.umass.edu/uhs/accesstocare/rides/healthride) or call Celebrity Cab (413) 253-7330; or call Aaron’s Transportation (413) 387-0300 or (413) 585-8294.)
II. PROCEDURE:

A. On Campus

1. If the incident is an emergency, call 911. This will trigger EMS. If the incident is not an emergency, call the UMass Police Department at 413-545-2121. If the individual is in need of mental health services, call the Center for Counseling and Psychological Health at 413-545-2337.
2. Notify the Dean’s office at 413-545-5093 or the Executive Associate Dean for Academics, Research and Engagement office at 413-545-9576 and report the location and nature of the incident as well as the faculty, staff or student’s name.
3. If necessary, the student’s emergency contact will be notified by the Office of the Dean or the Office of the Executive Associate Dean for Academics, Research and Engagement.
4. The student may be referred to University Health Services or the student’s healthcare provider of choice. The student is responsible for all healthcare costs for her/himself incurred in treatment of said injury, both immediate care and any necessary follow-up care. The College is not financially responsible for any costs incurred by the student.
5. The faculty or staff member and student will complete the College of Nursing Health Incident Report Form within one business day (see Appendix F). This form includes a clear statement of the incident that occurred, who was involved, action that was taken, and any plan for follow-up. The description should be factual in nature and free of interpretation and impressions. If a student is unavailable to sign the College of Nursing Health Incident Report Form within one business day, the Nursing faculty member should indicate this on the form and obtain the student’s signature as soon as possible. The form must be submitted to the office of the Executive Associate Dean for Academics, Research and Engagement who will oversee any investigation or remediation necessary.
6. If warranted, the student must provide documentation from a healthcare provider stating that she/he can return to clinical without restrictions.

B. Off Campus

1. If the incident is in a clinical facility, the policies and procedures set forth by that site must be followed. Neither the faculty nor the CON is responsible for the cost of any treatment involved in the student’s care.
2. The faculty member will notify the office of the Executive Associate Dean for Academics, Research and Engagement at 413-545-9576 as appropriate and report the location and nature of the incident as well as the student’s name and contact information.
3. If necessary, the student’s emergency contact will be notified by the Office of the Dean or Office of the Executive Associate Dean for Academics, Research and Engagement.
4. The student may receive appropriate and necessary care at an acute facility emergency department, employee health office or be referred to University Health Services or the student’s healthcare provider of choice. The student is responsible for all healthcare costs for her/himself incurred in treatment of said injury, both
immediate care and any necessary follow-up care. The College and clinical facility are not financially responsible for any costs incurred by the student.

5. The faculty member and student will complete the College of Nursing Health Incident Report Form within one business day, which includes a clear statement of the incident that occurred, who was involved, action that was taken, and any plan for follow-up. The description should be factual in nature and free of interpretation and impressions. If a student is unavailable to sign the College of Nursing Health Incident Report Form within one business day, the College of Nursing faculty should indicate this on the form and obtain the student’s signature as soon as possible. The form must be submitted to the office of the Associate Dean for Academic Affairs who will oversee any investigation or remediation necessary.

6. If warranted, the student must provide documentation from a healthcare provider stating that she/he can return to clinical without restrictions.

**Code of Student Conduct**

All undergraduate students are responsible for complying with the rules, regulations, policies, and procedures contained in this publication as well as those in other official University publications and announcements that may be issued from time to time. Please refer to the Dean of Students home page at [http://www.umass.edu/dean_students/codeofconduct](http://www.umass.edu/dean_students/codeofconduct). Here you will be able to access the Code of Student Conduct and the Academic Regulations documents online.

**Academic Honesty Policy**

Please refer to the policy concerning Academic Honesty at the Dean of Students home page located at [http://www.umass.edu/dean_students/academic_policy](http://www.umass.edu/dean_students/academic_policy). All members of the University community must participate in the development of a climate conducive to academic honesty. While the faculty, because of their unique role in the educational process, have the responsibility for defining, encouraging, fostering, and upholding the ethic of academic honesty, students have the responsibility of conforming in all respects to that ethic.

Intellectual honesty requires that students demonstrate their own learning during examinations and other academic exercises and that other sources of information or knowledge be appropriately credited. Scholarship depends upon the reliability of information and reference in the work of others. No form of cheating, plagiarism, fabrication, or facilitating of dishonesty will be condoned in the University community.

Formal definitions of academic dishonesty, examples of various forms of dishonesty, and the procedures that faculty must follow to penalize dishonesty are contained in the ACADEMIC HONESTY POLICY, which follows ACADEMIC REGULATIONS herein. A student identified by an instructor or another student of having committed a breach of the academic honesty regulations has the right to appeal before any penalty can be imposed. Appeals must be filed within ten days of notification by the instructor that s/he suspects dishonesty. Information on the appeals process is also contained in ACADEMIC HONESTY POLICY, or can be obtained from the Ombud's Office, where appeals are filed.
In addition, the Academic Standards Committee adopted the **Policy Concerning Academic Honesty** in June of 2004, which states the following:

**Policy Concerning Academic Honesty**

The integrity of the academic enterprise of any institution of higher education requires honesty in scholarship and research. Academic honesty is therefore required of all students at the University of Massachusetts Amherst.

Academic dishonesty is prohibited in all programs of the University. Academic dishonesty includes but is not limited to:

- **Cheating** - intentional use, and/or attempted use of trickery, artifice, deception, breach of confidence, fraud and/or misrepresentation of one's academic work.

- **Fabrication** - intentional and unauthorized falsification and/or invention of any information or citation in any academic exercise.

- **Plagiarism** - knowingly representing the words or ideas of another as one’s own work in any academic exercise. This includes submitting without citation, in whole or in part, prewritten term papers of another or the research of another, including but not limited to commercial vendors who sell or distribute such materials.

- **Facilitating dishonesty** - knowingly helping or attempting to help another commit an act of academic dishonesty, including substituting for another in an examination, or allowing others to represent as their own one’s papers, reports, or academic works.

Sanctions may be imposed on any student who has committed an act of academic dishonesty.

Any person who has reason to believe that a student has committed academic dishonesty should bring such information to the attention of the appropriate course instructor as soon as possible. The procedures are intended to provide an efficient and orderly process by which action may be taken if it appears that academic dishonesty has occurred, and by which students may appeal such actions.

**Social Media and E-Mail Policy**

A. Policies
   1. Know your college and university’s E-mail policies: https://www.umass.edu/it/policies/it-policy-email-communications
   2. Use professionalism, efficiency and protect yourself from liability.

B. Addresses and Subject Lines
   1. Check with the List Administrator of your college for faculty/student assignments to groups and e-mail distribution lists. Know who can use what lists and for what use.
2. Always use a brief but relevant subject heading (avoid using this space for your message).
3. Always use a salutation, “Hello Sue,” and end with your name, “Jane Doe.”
4. Your address should ideally be a personal name and not a string of letters and numbers that cannot identify you.

C. Content, Message, Length
   1. Keep to the subject.
   2. Use proper grammar and spelling.
   3. Do not e-mail credit card numbers or social security numbers.
   4. Do not send person’s names or any information that could breach confidentiality.
   5. Do not send angry messages. If there is a conflict, it is best to meet in person to discuss.
   6. Do not type messages in all lower case or all upper case – they are hard to read and hard to interpret.
   7. Do not SPAM. Use your list administrator to send broadcast e-mails of importance to students or the College. If you have important class related information, include it in your website or use the class home page announcements feature.
   8. Proofread and make sure the appropriate people are on the e-mail.

D. Replies and Reply-All’s
   1. Only include enough of the original e-mail to continue the thought. Avoid sending a string of previous e-mails. This may not be appropriate.
   2. If you have been sent a question on an e-mail list, send your personal reply to the original mailer only, not the entire list, unless indicated otherwise.
   3. If you are copied on an e-mail, no reply is required.

E. Signatures
   1. Always use a signature when you can. Keep it to 4 or 5 lines (mailing, phone, and fax info).
   2. Use your mail service to automatically insert this signature.
   3. Avoid appending long and inappropriate text to your signature.

F. Courtesy and Timing
   1. Remember to use “please” and “thank you.” Use formal address when indicated such as “Dr., Dean, Professor.”
   2. Don’t expect an e-mail reply any faster than a phone reply would take.
   3. If you need an immediate answer from someone, use the telephone.
   4. If you schedule meetings, please allow for one week advance warning via e-mail.
   5. Use emoticons (smiley faces, etc.) sparingly.

Technology Policy

PURPOSE: To provide students with information regarding the acceptable use of technology in the classroom and clinical setting.

I. POLICY STATEMENT: The use of technology is an integral part of today’s classroom and clinical environment. However, when technology is used inappropriately it can also hinder the teaching, learning, and patient care process. Therefore, each professor will establish times when the use of technology in the classroom and in
clinical is appropriate. During those times, the technology must be used for purposes that are relevant to the specific course and not distracting fellow students. Using technology at times other than those permitted by your course professor will be considered disruptive behavior and will result in disciplinary action as outlined in the Student Code of Conduct.

II. CLASSROOM
   A. The Acceptable Use Policy for Computing and Information Technology Resources outline the responsibilities of each member of the community when using computing and information technology resources. This is put forth as a minimum set of standards for all areas of the University. http://www.it.umass.edu/security/acceptable-use-policy.

III. CLINICAL

1. Nurses must not transmit or place online individually identifiable patient information.
2. Nurses must observe ethically prescribed professional patient nurse boundaries.
3. Nurses should understand that patients, colleagues, institutions, and employers may view postings.
4. Nurses should take advantage of privacy settings and seek to separate personal and professional information online.
5. Nurses should bring content that could harm a patient’s privacy, rights, or welfare to the attention of appropriate authorities.
6. Nurses should participate in developing institutional policies governing online conduct.

B. 6 Tips to Avoid Problems
1. Remember that standards of professionalism are the same online as in any other circumstance.
2. Do not share or post information or photos gained through the nurse patient relationship.
3. Maintain professional boundaries in the use of electronic media.
4. Do not make disparaging remarks about patients, staff, fellow students or faculty, even if they are not identified.
5. Do not take photos, videos or audio recordings of patients on personal devices, including cell phones.
6. Promptly report a breach of confidentiality or privacy.
University Policy on Student Absence for Religious Observance
(Sen. Doc. NO. 89-037)

Head/Chairpersons of Departments/Programs should draw the attention of their faculty to the obligations under the Law. Any student who is unable to attend classes or to participate in any examination, study or work requirement because of religious observance is to be provided with an opportunity to make up the said examination, study or work requirement.

Students have the right to make up examinations, study or work requirements that they miss because of absence from class for religious observance, but they also have an obligation to inform the course instructor as to the days on which they may be absent for religious reasons at the beginning of each semester.

If they feel that it is important for course planning, instructors have the right to require students to provide a written list of days they will be absent for religious observance within one full calendar week after the student’s enrollment in the course, provided the course instructor lists this requirement and corresponding deadline on the course outline or other handouts.

In the event of a dispute between a faculty member and a student in the course, the Head (Chairperson/Designee) of the Department in which the course is taught shall be responsible for its amicable resolution. If the dispute cannot be resolved at this level, the issue should be referred to the Ombudsperson. Current procedures of resolving grievances of students (Sen. Doc. No. 86-020) apply.

Alcoholic Beverage Policy, Smoke-Free Policy and the Drug Free College and Communities Act

The University of Massachusetts has developed policies on the use of alcohol, tobacco and other drugs on and off campus. See the campus’s Code of Student Conduct: https://www.umass.edu/dean_students/codeofconduct.

Responding to a Critical Incident

If it is possible to do so safely, exit the building immediately when you become aware of an incident, moving away from the immediate path of danger, and take the following steps:

Notify anyone you may encounter to exit the building immediately. Evacuate to a safe area away from the danger and take protective cover. Stay there until assistance arrives. Call 911 and the U-Mass Police department at 545-2121 providing each dispatcher with the following:
1. Your name
2. Location of the incident (be as specific as possible)
3. Number of shooters (if known)
4. Identification or description of shooter(s)
5. Number of persons who may be involved
6. Your exact location
7. Injuries to anyone, if known.

Individuals not immediately impacted by the situation are to take protective cover, staying away from windows and doors until notified otherwise. If you are directly involved in an incident and exiting the building is not possible, the following actions are recommended:

1. Go to the nearest room or office
2. Close and lock the door
3. Turn off the lights
4. Seek protective cover
5. Keep quiet and act as if no one is in the room
6. Do not answer the door
7. Notify 911 and UMass Police 545-2121 if it is safe to do so, providing each dispatcher with the following information:
   a.) Your name
   b.) Your location (be as specific as possible) c.) Number of shooters (if known)
   c.) Identification or description of shooter
d.) Number of persons who may be involved e.) Injuries if known
8. Wait for local police or security to assist you out of the building

IV. General Information for Nursing Students

Academic Advising

Academic advising services for nursing students are provided by the College of Nursing. Academic advising services include but are not limited to course selection, program planning, summer course work, change of courses, withdrawal from the program, career advisement, and referrals for academic support. This discussion occurs on an individual basis and may be augmented as needed by referrals to appropriate student services on campus.

Academic Advising Process

At the beginning of the program, you will be assigned to the Academic Advisor for the College of Nursing, Reggie Lamothe (rlamoth@nursing.umass.edu). All questions about program, schedule, courses, retention and graduation are to be directed to the Academic Advisor.

Advising notes will be recorded in SPIRE or Navigate with the capacity for emailing a copy of the advising note to the student. Advisors are available for student consultation either during
their posted office hours or by appointment. Advisors can best be reached by e-mail.

The university designates one week each fall and spring for students to pre-register for courses the following semester.

Although each student has an academic advisor, the student carries the responsibility for ensuring that they meet all the requirements for progression in the major and for graduation.

**Course Evaluations**

During the last weeks of each course, students are asked to evaluate the course and the clinical and/or classroom instruction by the faculty electronically using a form called the Student Response to Instruction (SRTI). SRTIs become available online two weeks before exam week.

The SRTI ask students to respond to general questions regarding the course objectives, teaching/learning environment, faculty instruction, clinical experience (if appropriate), and the clinical preceptor (if appropriate). Course evaluation data is confidential and assists the College of Nursing in enhancing the quality and continued improvement of the curriculum and the Nursing programs.

All responses are anonymous. Instructors receive feedback via a computer-generated report with a statistical summary of multiple-choice responses and open-ended responses and comments. This is your opportunity to offer constructive suggestions and recommendations for the continued growth and development of the nursing program. Thoughtful participation in the evaluation process is appreciated.

**Program Evaluation**

At the conclusion of a students’ program, an End of Program or Exit Interview Evaluation is conducted with all students by the Dean or a designee, which provides valuable information for College of Nursing program review.

**Support Services on Campus**

**The Library System**

The UMass Amherst Library System has several sites, with holdings that include more than 6 million books, periodical volumes and government documents. The W.E.B. Du Bois Library is the largest site, and is the location for most reference materials, many collections and reserve materials. Videos covering many nursing categories, including communication, community, culture, family, fundamentals of nursing care, gerontology, health assessment, home care, holistic care, leadership, maternity, medications, pediatrics, psychiatric, research and restorative nursing are now housed on the third floor in W.E.B. DuBois Library. Please visit their website at [http://www.library.umass.edu](http://www.library.umass.edu).
The link listed above also provides a pathway to access online library databases and other resources. Please Note: Firewalls may preclude your ability to access e-journals! Please take the necessary steps to ensure that you can access e-journals and other materials.

The Nursing Resource and Simulation Laboratories

The College of Nursing has two state-of-the-art Nursing Clinical Simulation Laboratories (NCSL) in Skinner Hall and in our Springfield center. These labs have clinical simulation rooms, a community apartment with recording and two-way mirrors for instruction, hospital bed areas, and health assessment rooms. It includes high fidelity Sim Man© mannequins, Sim Baby©, Sim Junior Kid©, Noelle Maternity©, Adult Vital Sim©, Vital Sim Babies©, Vital Sim Kid©, and other types of equipment for student and faculty learning and teaching.

The NCSLs offer the latest in simulation technology to develop a student’s clinical and decision-making skills in a safe and controlled environment. The UMass Amherst College of Nursing is a leader in this innovative teaching methodology. Faculty develop realistic clinical case scenarios and advanced simulation mannequins serve as simulated patients. Clinical scenarios related to all clinical areas such as maternal child health, pediatric, medical surgical and critical care nursing are implemented with students. Students are able to practice critical thinking skills related to the nursing process (assessment, diagnosis, intervention, and evaluation), safety issues including medical error detection, communication and/or team building. The NCSLs simulate a realistic patient environment where students and faculty engage in enjoyable learning experiences with the potential to improve the effectiveness, efficiency and safety of patient care. The simulations challenge and test student’s clinical and decision-making skills, helping them to develop as a baccalaureate nurse. Students also practice nursing skills on more basic mannequins. These skills might include: injections, wound care, intravenous therapy, catheterization, oxygen therapy, central venous care, tube feedings, ostomy care and health assessment skills. The NCSLs is dedicated to supporting the College of Nursing’s vision, mission, values and goals. For more information, please contact con-simlab@nursing.umass.edu.

Information Technology

All students are required to have a NET ID, which is generated by IT once the students pay their deposit and are matriculated into the program. The NET ID will be sent via their non-UMass email address or to their home if there is no non-UMass email address on file. Consultants are available in each area to check out materials and to assist users with machine malfunctions and basic software problems. Additional software help is available from the IT HELP Desk in A109 LGRC (545-9400). Walk-in consulting for academic computing data analysis is available Monday-Friday, 9am-5pm, in LGRC room A121. For more extensive consulting, phone (413) 545-2836. A complete list of services can be viewed on their website at https://www.umass.edu/it/support.
Campus Organizations and Resources

Center for Multicultural Advancement and Student Success (CMASS):
www.umass.edu/cmass
The Center for Multicultural Advancement and Student Success (CMASS) opened doors in 2011 to support the student success and sense of belonging of first generation, students of color, multiracial students, and low-income students. Check out Your CMASS and the Cultural Centers to learn how you can benefit from our programs and services, or the Calendar to find out what is happening in our locations. Our programs and services are open to anyone. If you are not receiving our weekly bulletin yet we encourage you to join CMASS.

Disability Services: www.umass.edu/disability
Disability Services at UMass Amherst is committed to full access for all persons at the University of Massachusetts Amherst and embraces the philosophies of diversity and multiculturalism. Direct services are provided for all types of disability. Disability Services also provides information and referral on issues of accessibility, as well as training and staff development to the University community.

Equal Opportunity and Diversity: https://www.umass.edu/equalopportunity/

Ombuds Office: www.umass.edu/ombuds

Undergraduate Admissions: https://www.umass.edu/admissions/diversity

Writing Center: www.umass.edu/writingcenter
Writing Center tutors work with undergrad, graduate & postdoc, staff, and faculty writers on any academic genre at any point in the writing process. Tutors meet individually with writers in 45-minute consultations both face-to-face and online. After an initial conversation about the writing project, the tutor and writer read the text and discuss options for its revision. Writers often bring just an idea or an assignment to the Center and work with a tutor on how to begin writing.

For additional campus organizations and resources, see the A-Z directory at www.umass.edu.

Financial Aid for Undergraduates

Financial Aid Services is committed to working with students and families to provide the best possible financial resources available. We want to ensure that a University of Massachusetts Amherst education is affordable. Many university scholarship opportunities, as well as other helpful financial aid and student loan pages, can be found at https://www.umass.edu/financialaid/undergraduate/types-aid . There are also additional outside scholarship resources such as the College Resource Network www.collegeresourcenetwork.com . Scholarship availability varies year to year. Financial Aid Services can assist you with any questions you may have regarding your financial aid award, student employment, debt management, scholarship searches and financing options that may be available for your college education. Financial Aid Services can be reached at 413-545-0801; by visiting our website at https://www.umass.edu/financialaid/undergraduate or in person at
255 Whitmore Administration Building, M-F from 8-4pm or in person at 255 Whitmore Administration Building, M-F from 8-4pm.

In addition, certain nursing organizations such as the Nurses Educational Funds, Inc. (http://n-e-f.org/) and Sigma Theta Tau International (https://www.sigmanursing.org/) offer scholarships. Scholarships for baccalaureate students in good academic standing are available through the National Black Nurses Association http://www.nbna.org. The National Association of Hispanic Nurses has a scholarship program for students who are current members in good standing for at least 6 months before the scholarship application deadline in March (https://nahnnet.org/about/awards). The American Association of Men in Nursing also offers scholarships to eligible students. www.aamn.org https://www.aamn.org.

College of Nursing Student Scholarships

There are multiple nursing scholarships available for College of Nursing students from all undergraduate nursing tracks (nursing major, accelerated, and RN to BS) through umass.academicworks.com. Applications are open for a few weeks in September and October; all students will receive email communications with exact dates to apply.

These scholarships are available to nursing students as long as they will be enrolled for the following fall semester, as awards are given a year after applying. All applicants will be notified by email by December 31 of their award status; recipients will be notified by April 30 of their award amount, and will receive the actual funds in their Bursar’s Bill Account by September 30, a full year after applying.

Awardees are required to attend the Scholarship Award Ceremony during the spring semester (usually held the end of April, exact date to be communicated) unless there are extenuating circumstances. Please don’t hesitate to contact Ben Monat with any questions at ben.monat@umass.edu.

Awards and Recognition

College and university achievement award winners are honored at the end of the spring and fall semesters at their respective Scholarship and Awards Ceremony:

**COLLEGE OF NURSING LEADERSHIP AWARD:** The Elaine Marieb College of Nursing recognizes the extraordinary leadership of an undergraduate student nurse from each of the undergraduate tracks (Four-year Major, Accelerated, and RN to BS). This award is presented to an undergraduate student who has a 3.2 grade point average or higher; has shown evidence of consistent leadership relative to student activities and College of Nursing activities; is someone who has enhanced the visibility of the College of Nursing on the university campus, and in the community at large.

**COLLEGE OF NURSING CLINICAL SCHOLAR AWARD:** The Elaine Marieb College of Nursing recognizes the extraordinary scholarship of an undergraduate student nurse from each of the
undergraduate tracks (Four-year Major, Accelerated, and RN to BS). Special recognition is given by the clinical faculty of the College of Nursing to an undergraduate student who: has a grade point average of 3.2 or higher; actively participates in a scholarship project while matriculated in the program; has exceptional abilities in caring for clients and families; has confidence and competence in practice; has the ability to work collaboratively with peers and staff; and demonstrates evidence of leadership.

**COLLEGE OF NURSING DIVERSITY AWARD:** The Elaine Marieb College of Nursing recognizes the extraordinary work in promoting and improving diversity of an individual or group in the College of Nursing community who is committed to the health of disenfranchised or underrepresented communities through teaching, outreach, or scholarship.

**NURSING SERVICE LEADERSHIP AWARD:** This award was established to honor a nursing leader in the community who has provided generous support to the Elaine Marieb College of Nursing and its programs.

**GLEN GORDON FRIEND OF NURSING AWARD:** This award was established in 1994 by the College of Nursing to honor the outstanding contributions of Dr. Glen Gordon as a friend and supporter of Nursing. It is given each year to an individual who is not a nurse, but who has strongly supported the mission and goals of the College of Nursing.

**UNIVERSITY AWARDS**

**SENIOR LEADERSHIP AWARD:** Recognizes graduating seniors who have demonstrated outstanding leadership and service to the UMass Amherst community. Award recipients have distinguished themselves through important contributions to student organizations and campus jobs, through academic excellence, and through public and community service.

**LEADERS IN THE MAKING:** Supports the pursuits of promising sophomores and juniors. Recipients have diverse records of achievement in scholarship and volunteerism, and are student role models.

**21st CENTURY LEADERSHIP AWARD:** These awards are designed to recognize students who are academically accomplished and who have contributed to the University by exceptional achievement that distinguishes them or enhances the reputation of the campus. The recipients are nominated by faculty for strong leadership qualities; noteworthy original research; community service; the achievement of success by overcoming extraordinary personal circumstances; or public presentation through art, performance or athletic ability.

**WILLIAM F. FIELD ALUMNI SCHOLAR AWARD:** Recognizes juniors for outstanding academic achievement, as well as their respective contributions to the arts, athletics, research, or service to the campus community.
Organizations and Associations

**American Association for Men in Nursing**  
[https://www.aamn.org](https://www.aamn.org)  
The AAMN’s mission is to shape the practice, education, research, and leadership for men in nursing and advance men’s health. The purpose of AAMN is to provide a framework for nurses, as a group, to meet, to discuss and influence factors, which affect men as nurses.

**The National Black Nurses Association- Western MA Chapter**  
[https://www.nbna.org/about](https://www.nbna.org/about)  
[https://www.nbna.org/AF_MemberCommittee.asp?committeeid=63](https://www.nbna.org/AF_MemberCommittee.asp?committeeid=63)  
The National Black Nurses Association was organized in 1971 in Tuskegee, Alabama and represents approximately 200,000 African American nurses from the USA, Canada, Eastern Caribbean and Africa, with 115 chartered chapters nationwide. The NBNA mission is to provide a forum for collective action by African American nurses to represent and provide a forum for black nurses to advocate for and implement strategies to ensure access to the highest quality of healthcare for persons of color. NBNA is committed to excellence in education and conducts continuing education programs for nurses and allied health professionals throughout the year. The association provides annual scholarships for students. Dr. Gabrielle Abelard is the UMass faculty sponsor: Gabrielle Abelard gabelard@umass.edu.

**National Association of Hispanic Nurses- Western Mass Chapter**  
[https://www.facebook.com/NAHNWMASS/](https://www.facebook.com/NAHNWMASS/)  
The NAHN-WMASS Chapter promotes nursing leadership of Hispanic nurses through healthcare awareness, advocacy, collaboration, and educational advancement. Competent quality healthcare is delivered through community partnerships who pledge to promote health equity within the Hispanic communities in Western Massachusetts. Our mission is to empower Hispanic nurses to improve the health and well-being of individuals, groups, and communities by the use of action-based, culturally sensitive, evidence-based nursing practices. We welcome membership participation from students in the effort to reduce health disparities and improve healthcare outcomes for culturally diverse populations.

**National Student Nurses’ Association and UMass Student Nurses’ Association**  
[https://www.nsna.org](https://www.nsna.org)  
The National Student Nurses’ Association (NSNA) is an organization that was established in 1952, with the assistance of the American Nurses Association and the National League for Nursing, to prepare nursing students to be active nurse leaders and participants in their professional organizations. NSNA strives to provide the opportunities necessary to explore and understand the many different aspects of the nursing profession. Through the guidance of prominent nursing leaders and peers from around the country, students will learn self-governance, advocacy for student rights and the rights of patients and to take collective, responsible action on vital social and political issues. Membership in NSNA is voluntary and is open to all nursing students.

The Student Nurses’ Association (SNA), a chapter of the national association, is a UMass registered student organization (RSO) that has been formed in conjunction with the College of Nursing at UMass. SNA was developed to meet the needs and goals of student nurses while enabling them to grow socially and professionally. The SNA is a very active organization focused on leadership and fellowship. In a community-focused atmosphere, SNA allows the student to explore the many
aspects of the nursing profession. All nursing students at the university are encouraged to participate actively in SNA. Students are able to learn leadership and organizational skills, which are expected in the practice of professional nursing. Several programs that SNA has sponsored throughout the years have gained the support of the student body and have contributed to the ongoing success of this organization within the Commonwealth and nationally. There are biweekly SNA meetings in Skinner Hall on Wednesday evenings with pizza. The faculty sponsor for 2021-2022 is Dr. Ann Becker abecker@uhsc.umass.edu.

**Sigma Theta Tau International**
(www.sigmanursing.org)
Sigma Theta Tau International (STTI), Honor Society of Nursing, was founded in 1922 by six nursing students at Indiana University. Sigma Theta Tau International now is the second largest nursing organization in the United States and among the five largest and most prestigious in the world. Sigma Theta Tau was organized to encourage and recognize superior scholarship and leadership achievement at the undergraduate and graduate levels in Nursing. Membership is available by invitation through active chapters and assumes acceptance of the purposes of the society and responsibility to participate in achieving the goals consistent with the professional and scholastic character of Sigma Theta Tau. The Beta Zeta-At-Large Chapter at the University of Massachusetts at Amherst was established in 1972 as the fifty-second chapter of Sigma Theta Tau International. It amended its charter in 2002 to include affiliation with the Elms College, Chicopee, MA. In 2006 the chapter again amended its charter to include American International College in Springfield MA. It is committed to serving its growing membership in the development of knowledge, encouragement of professional achievement and the advancement of nursing through research. Membership is conferred upon students in baccalaureate and graduate nursing programs and nursing leaders in the community, who demonstrate exceptional achievement in the nursing profession. Membership is by invitation and takes place in the fall semester for those students at the senior level. Membership criteria and further information are available on the website.

**College of Nursing Alumni Association**
Every graduate of a nursing program of the College of Nursing is automatically a member of the college Alumni Association. The Association’s Board of Directors is a group of tremendously enthusiastic and loyal alumni engaged in many different areas of nursing. Nancy Thompson is the current chair of the association. Each year, the College of Nursing organizes several events to provide opportunities for alumni networking. One such event is our annual luncheon during Homecoming Weekend, which includes an exciting and timely educational program as well as the presentation of Outstanding Alumni Achievement awards. The Alumni Association is an important vehicle that creates and sustains alumni support, enthusiasm and participation essential for promoting the college’s mission, “To provide an affordable and accessible education to enhance health and healing through nursing leadership in teaching, scholarship, practice and service.”
Student Participation in College of Nursing Governance

As stated in the Faculty By-Laws, there is student representation on various committees. The student representatives on these committees are elected by their peers. Although each committee has a specific number of students in voting positions, committees welcome any additional student(s) who wish to attend the meetings. Student representatives are available to their classmates to answer questions and/or hear concerns to be presented at committee meetings. Elected students are representatives with voting privileges on the committees on which they serve including:

- Committee on Undergraduate Academic Matters
- Committee on Graduate Academic Matters
- Committee on Faculty and Student Matters
- Committee on Diversity and Social Justice
V. Appendix

Appendix A: Deans, Directors, and Administrative Offices

Deans

Dean of the College of Nursing  Dr. Allison Vorderstrasse

Executive Associate Dean for Academics, Research and Engagement  Dr. Cynthia Jacelon

Undergraduate Programs

Director of the Nursing Major/RN to BS Tracks  MaryAnn Hogan

Director of the Accelerated Program  Dr. Katharine Green

Clinical Simulation Lab Director  Margaret Curnin

Honors Program Director  Dr. Kimberly Dion

Director of International Programs  Dr. Ann Becker

Graduate Programs

Director of the PhD (Doctor of Philosophy) Program  Dr. Rae Walker

Director of the DNP (Doctor of Nursing Practice) Program  Dr. Karen Kalmakis

Director of the MS (Masters) and Certificate Programs  Dr. Mary Ellen Burke

Seedworks Endowed Professor in Social Justice  Dr. Raeann LeBlanc

Office of the Dean

The Dean’s Office is responsible for the overall operation of the College.

Allison Vorderstrasse, Dean
Ann York, Administrative Assistant to the Dean
Healthcare Outreach and Community Engagement
Cheryl L. Dukes, Director
Communications
Susan Cassidy, Director
Office of Nursing Scholarship & Research
The Office of Nursing Scholarship assists faculty in their scholarly pursuits. Grant writing assistance and research consultations are available. Faculty development is central to this office and is focused on pre and post award assistance. This office communicates regularly with the Office of Grant and Contract Administration (OGCA).

Ian Cooke, Grants and Contracts Coordinator

Office of Academic Affairs
The Office of Academic Affairs has the following responsibilities:

- Assures that the quality of education is provided for all academic programs within the College.
- Facilitates and maintains communications within the university to the Graduate College and to the Deputy Provost who is the Dean of Undergraduate Education.
- Communicates with the Massachusetts Board of Registration in Nursing in regard to educational matters.
- Oversees the Nursing Clinical Simulation Laboratories.
- Supports the Curriculum Committees, the Committee on Undergraduate Academic Affairs (Standards and Curriculum), and the Committee on Faculty and Student Matters.
- Assures quality partnerships and relationships with affiliating agencies.
- Arranges and manages international study opportunities, clinical agency contracts, recognition of students, clinical education workshops, and the College of Nursing Pinning & Hooding ceremonies.
- Coordinates and implements data collection, annual reports and surveys.
- The work of this office is supported by professional and clerical staff members who are responsible for the daily operations of all undergraduate, graduate, and Continuing Education programs and matters pertaining to the College of Nursing.

Dr. Cynthia Jacelon, Executive Associate Dean for Academics, Research and Engagement
MaryAnn Hogan, Director of the Nursing Major and RN to BS Tracks
Dr. Katharine Green, Director of the Accelerated Program
Dr. Kimberly Dion, Director, Honors Program
Leonora Thomas, Clinical Placement Coordinator
Margaret Curnin, Director, Clinical Simulation Laboratories
Jason Steele, Lab Assistant, Clinical Simulation Laboratories
Gina Grabowski, Instructor, Clinical Simulation Laboratories
Heidi Haghighi, Instructor, Clinical Simulation Laboratories
Dr. Rae Walker, Director of the PhD program
Dr. Karen Kalmakis, Director of the DNP program
Dr. Mary Ellen Burke, Director of the Masters/Certificate Programs
Reggie Lamothe, Chief Undergraduate Advisor
Karen Ayotte, Program Assistant for DNP Program, Academic Staff Lead
Cynthia Mendoza, Program Assistant for the PhD, CNL and Master’s Programs.
Liz Theroux, Program Assistant, Undergraduate Nursing Major and RN to BS tracks
College of Nursing Business Office
The College of Nursing Business Office provides overall financial and personnel management of the College’s operating budget including accountability for the annual operating & capital budgets, fiscal policies and procedures, efficiency and effectiveness of systems and fiscal compliance and control, operations, as well as professional human resources services to the College of Nursing: HR management consultation, payroll management, employee relations, employment services and organizational development, training and development programs for the staff. Advice is also given regarding grant budget creation for personnel line items as well as other grant needs and provides oversight and consultation for post-award grant spending, and long-range financial planning and modeling for strategic management.

William Kilbride, Business Manager/Personnel Director
Nancy Lattinville, Assistant Business Manager
Stacey Blanco, Purchasing/Travel Specialist
Daniel Shelton, HR Lead
Lynn Yovina, Personnel Assistant

Office of Development
The Development Office is responsible for the design, implementation and evaluation of a comprehensive fundraising program to increase private support to ensure and advance the College of Nursing’s vision, mission and strategic plan. This involves annual fund raising from alumni and friends as well as focused individual, corporate, foundation and planned giving.
The Director of Development reports jointly to the Dean of the College of Nursing and the Associate Vice Chancellor for Advancement.

Olivia Frazier, Director
Ben Monat, Assistant Director of Development and Stewardship
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<thead>
<tr>
<th>Name, Credentials, Title</th>
<th>Phone Area</th>
<th>Room</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abelard, Gabrielle, DNP, PMHNP, PMHCNS-BC, RN, BSN Clinical Assistant Professor</td>
<td>545-9755</td>
<td>227</td>
<td><a href="mailto:gabelard@gmail.com">gabelard@gmail.com</a></td>
</tr>
<tr>
<td>Aselton, Pamela PhD, MPH, FNP-BC Clinical Associate Professor</td>
<td>545-5089</td>
<td>124</td>
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<tr>
<td>Chung, Joohyun, PhD, RN Assistant Professor</td>
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<tr>
<td>Curnin, Margaret, MSN, RN Clinical Assistant Professor</td>
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<td><a href="mailto:mcurmin@acad.umass.edu">mcurmin@acad.umass.edu</a></td>
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<td><a href="mailto:bbogusla@umass.edu">bbogusla@umass.edu</a></td>
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<tr>
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<tr>
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<td>Spgfld 37</td>
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<td>LeBlanc, Raeann, PhD, DNP, AGPCNP-B, CHPN Clinical Assistant Professor and Seedworks Professor</td>
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</table>
### Tomatoes, Leonora MS
APRN Clinical Instructor, Placement Coordinator 545-1375 225 leonorathoma@umass.edu

### Vorderstrasse, Allison DNSc, APRN, FAAN
Professor and Dean 545-5093 234 avorder@umass.edu

### Walker, Rachel PhD, RN, OCN
Associate Professor 545-0250 122 r.walker@nursing.umass.edu

### College of Nursing Staff Directory

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<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Phone</th>
<th>Room</th>
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<tr>
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Appendix B – Clinical Evaluation Tool

University of Massachusetts Amherst
Elaine Marieb College of Nursing

Clinical Evaluation Tool

NURSING N _____ Clinical Practicum

<table>
<thead>
<tr>
<th>Semester:</th>
<th>Year:</th>
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Student Name: | Final Grade |
Instructor: | Days absent |
Clinical Site: | Days tardy |
Clinical dates: |

Grading Scale:
Follows the College of Nursing policy. A grade of C (2.0) is required for passing.

<table>
<thead>
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<th>Clinical courses</th>
<th>A = 3.86-4.0</th>
<th>C = 2.0-2.29</th>
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<tr>
<td>A- = 3.70-3.85</td>
<td>C- = 1.7-1.99</td>
<td></td>
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<tr>
<td>B+ = 3.3-3.69</td>
<td>D+ = 1.3-1.69</td>
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<tr>
<td>B = 3.0-3.29</td>
<td>D = 1.0-1.29</td>
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<td>B- = 2.7-2.99</td>
<td>F or IF = 0-0.99</td>
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<td>C+ = 2.3-2.69</td>
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Midterm Evaluation:
Faculty Comments:

Student Comments:

Instructor Signature: Date:
Student Signature: Date:

Final Evaluation: Met all clinical behaviors with a grade of 2 or higher: ☐ Yes ☐ No
Faculty Comments:

Student Comments:  

Date:

Instructor Signature:

Student Signature:  

Date:

Violation of Standards of Safe Nursing Practice or Professional Conduct issued during the course?

Yes (Date:_______)  No

Directions for Use of This Tool *(updated May 2021 CUAM)*

**Faculty**

- Review the CET with the student prior to the semester’s clinical experience to review:
  - The Key to Clinical Grading- including the Grade Scale (0-4), Student Performance Quality, and Faculty Assistance (meeting behaviors with and without cueing).
  - Review the CET on an ongoing basis to guide selection of learning experiences for the student.
  - Complete the CET at midterm to evaluate progress towards meeting course objectives. Discuss course objectives that require increased attention for remainder of the semester.
  - Complete the CET at end of course to evaluate how well course objectives were met.

**Student**

- Review the CET with the faculty member prior to the semester’s clinical experience to review:
  - The Key to Clinical Grading- Including the Grade Scale (0-4), Student Performance Quality, and Faculty Assistance (meeting behaviors with and without cueing).
  - Meet with faculty member to review CET at midterm to review progress with meeting course objectives.
  - Meet with faculty member to review CET at end of course to review progress with meeting course objectives.

**Grading system**

- Ratings given at midterm reflect student progress in the course objectives and reflect an expectation of continued growth and learning for the remainder of the clinical course.
  - It is permissible to use a number midpoint between two grades (i.e., 2.5, 3.5) if needed to most accurately reflect a student’s actual clinical performance.
  - The “comment” section following each behavior should be used to give examples of student behaviors that are either exemplary (i.e., appropriate but not required for a rating of 4) or behaviors that suggest further student experience and faculty feedback regarding the behavior is needed required for a rating of 0 or 1).
  - Midcourse ratings for a clinical behavior are not averaged into the final clinical grade.
• Ratings given at the end of the course alone will factor into the clinical grade, although the ratings will reflect progress throughout the course.
• The final grades for each clinical behavior under a specific objective are averaged together to form a final grade for each course objective.
• The averaged final course objectives are then averaged together to determine an overall numeric clinical course grade which is then converted into a letter grade using the College of Nursing grading scale.
• All clinical objectives are considered fundamental to nursing care. Students must achieve a 2 or greater in all clinical behaviors.
**Glossary**

**Course Objective:** A statement of student performance that demonstrates student learning and skill development. Course objectives are approved as part of the course approval process in the University, and are not modifiable by individual faculty members without use of this process.

**Clinical Behavior:** A statement of student performance in the clinical setting that partially demonstrates achievement of the overall course objective. A course objective may have a number of clinical behaviors linked to it on the clinical evaluation tool.

**Minimal:** barely adequate or the least possible: minimal care.

**Occasional:** occurring or appearing at irregular or infrequent intervals; occurring now and then

**Frequent:** happening or occurring at short intervals, regular

### Key to Clinical Grading

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<th>Grade Scale</th>
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<td>4</td>
<td>Meets behavior consistently over time:</td>
<td>With minimal* cueing or direction from faculty</td>
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<tr>
<td></td>
<td>• Independently</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Proactively</td>
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<tr>
<td></td>
<td>• Uses excellent time management and organizational skills</td>
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<td>• Consistently able to state theoretical rationale for actions chosen to meet behaviors/objectives</td>
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<tr>
<td></td>
<td>• Collaborates with instructor and care team</td>
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<td></td>
<td>With minimal* cueing or direction from faculty</td>
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<tr>
<td>3</td>
<td>Meets behavior with supervision over time:</td>
<td>With occasional* physical and/or verbal direction and/or cueing</td>
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<td></td>
<td>• Demonstrates steady improvement in time management and organizational skills</td>
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<tr>
<td></td>
<td>• Seeks opportunities that are usually student-initiated to meet objectives</td>
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<tr>
<td></td>
<td>• Frequently able to state theoretical rationale for actions chosen to meet behaviors/objectives</td>
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<tr>
<td></td>
<td>• Frequently independent and proactive</td>
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<tr>
<td>2</td>
<td>Meets behavior with assistance from faculty:</td>
<td>With frequent* verbal and/or physical direction/cueing</td>
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<td>• Performance meets minimal course expectations.</td>
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<tr>
<td></td>
<td>• Has developed minimal time management and organizational skills.</td>
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<tr>
<td></td>
<td>• Occasionally able to state theoretical rationale for actions chosen to meet behaviors/objectives</td>
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<tr>
<td></td>
<td>• Occasionally independent and proactive</td>
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<td>1</td>
<td>Unable to consistently meet clinical behavior:</td>
<td>Requires ongoing directive cues from instructor</td>
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<tr>
<td></td>
<td>• Dependent</td>
<td></td>
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<tr>
<td></td>
<td>• Performance is below level specific criteria</td>
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N.O. = Not Observed (no opportunity to observe in clinical session) May not use N.O. for final evaluation

Notes:
- The student must meet all clinical behaviors with a minimum rating of “2” to pass this course and progress in the program. If a behavior at midterm is scored at less than “2”, a Violation of Standards of Safe Nursing Practice or Professional Conduct Policy form will be issued by the faculty.
- If at any time the instructor feels the student’s performance is unsafe or unsatisfactory Violation of Standards of Safe Nursing Practice or Professional Conduct Policy form will be issued by the faculty. This may occur at any time during the course.
- Faculty and students should have ongoing communication about progress in the course. It is permissible to utilize a number midpoint between two grades (i.e., 3.5, 2.5 or 1.5) if needed to most accurately reflect a student’s actual clinical performance.

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<th>Final</th>
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<tr>
<td>b.</td>
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<tr>
<td>c.</td>
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<td></td>
<td></td>
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<tr>
<td>d.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
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<td>Final objective grade</td>
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*10/19, 1/14 CET kg & CET Workgroup*
Appendix C
University of Massachusetts Amherst
Elaine Marieb College of Nursing
CONSENT FOR DRUG TESTING

I certify by my signature below that I understand that I may be asked to participate in the BASICS drug education and testing program for students at the University of Massachusetts, Amherst. I recognize that I will be asked to provide urine samples for drug analysis and I hereby consent to have samples of my urine collected and tested in accordance with CON policies. I agree to fully cooperate with the testing program. I acknowledge that scheduled and random testing may be requested consistent with the CON policy. I acknowledge that the UMASS drug-testing program is a 11-panel screening. I also agree to inform the Medical Review Officer of any requested information (including copies of prescriptions, letters from prescribing health care provider, etc.) that will enable him to make a fair and accurate determination of specimen status (positive or negative).

In accordance with the UMASS drug-testing protocol, I specifically authorize the Dean of the Elaine Marieb College of Nursing or designee to release all information and records relating to the testing of my urine samples to only appropriate individuals. Additionally, I specifically authorize the staff of the Student Psychological Services to verify my attendance/nonattendance at counseling sessions that may be mandated by the UMASS drug-testing protocol.

_____________________________ Date:__________ Student Signature

Name (please print) ________________________________

PARENT OR GUARDIAN IF STUDENT IS UNDER 18 YEARS OF AGE:

Signature: ________________________________
Date: ________________________________
Appendix D

University of Massachusetts, Amherst
Elaine Marieb College of Nursing

Faculty Report of Reasonable Suspicion of Drug/Alcohol Use

Contact the Executive Associate Dean for Academics, Research and Engagement immediately to report a suspicion of drug or alcohol use (413-545-2706). Please use the space below to provide a detailed description of the student’s behavior. All information is to be kept confidential. Please return the form in a sealed envelope to the Associate Dean for Academic Affairs office within 24 hours.

1. Name of Student: ____________________________________________
2. Date of Incident: ____________________________________________
3. Time of Incident: ____________________________________________
4. Location of Incident: __________________________________________
5. Detailed description: Include any behavioral, visual, olfactory or auditory observations.
   ____ Speech (normal, incoherent, confused, change in speech, slurred, rambling, shouting, slow, using profanity)
   ____ Coordination (normal, swaying, staggering, lack of coordination, grasping for support)
   ____ Performance (unsafe practices, unsatisfactory work)
   ____ Alertness (change in alertness, sleepy, confused)
   ____ Demeanor (change in personality, fighting, excited, combative, aggressive, violent, argumentative, indifferent, threatening, antagonistic)
   ____ Eyes (bloodshot, dilated)
   ____ Clothing (dirty, disheveled)
   ____ Odor of alcohol on breath
   ____ Other observed actions or behaviors
   ____ List reports of complaints of student behavior from personnel or other students
   ____ List unexplained absences or tardiness.
   ____________________________________________________________________________
   ____________________________________________________________________________

6. Did the student admit to use of drugs/alcohol? ________ No _______ Yes Comments: 
   ______________________________________________________

7. Were drugs/alcohol discovered? ________ No _______ Yes Comments: 
   ______________________________________________________

8. Did another faculty member or healthcare provider observe the student’s behavior? If so, please have that individual document their observations and sign below.

   Faculty Signature _______________________________ Date: ____________________

   Other Professional Witness _______________________________ Date: ________________
Appendix E
University of Massachusetts Amherst
Elaine Marieb College of Nursing
Student Drug Testing Notification Form for Random Drug Testing

Student Name: ____________________  Student ID: ___________

Notification Date & Time: ________________________________

I, the Undersigned:

Acknowledge being notified to appear for drug testing and have been notified to report to the drug-testing station at:

Location and Time: ____________________________  Date: ______________

I will be prepared to provide an adequate specimen and will not over hydrate.

I understand that I may have a witness accompany me to the drug-testing site.

By signing, I have been notified of my selection for drug testing, and am aware of what is expected of me in preparation for this drug-testing event.

Student’s Signature: ________________________________

I can be reached at the following telephone number on day of the test:
Telephone Number:

Note: Report to the test site with picture identification.

DO NOT DRINK TOO MANY FLUIDS
Appendix F
UMass Amherst Elaine Marieb College of Nursing
Incident Report Form

Directions: This form should be completed by both the student and faculty member within 24 hours after an incident occurs and should be submitted to the Executive Associate Dean for Academics, Research and Engagement upon completion.

Today’s Date: ____________________________

Date & Time of Incident: ________________________________________________

Location of Incident: ______________________________________________________

Student’s Name: _______________________________ ID#: ______________________

Email: ___________________________________________ Phone #: __________________

Faculty Member’s Name: _______________________________ Phone #: __________________

Email: ______________________

1. Briefly describe the incident (who was involved, who was present, who was notified, what happened when, where).

2. List any testing/treatment that were provided.

3. Identify any follow-up which is planned or which was recommended.

Student’s Signature: _______________________________ Date: ______________

Faculty Signature: _______________________________ Date: ______________

Name of Witness (If present): ______________________________

Phone #: ___________________________ Email: ______________________________

FOR OFFICE USE ONLY:
Environmental Health and Safety Office notified: Date: ___________ Follow/Up Remediation Plan: Actions taken:

Completion Date: ____________________________ Signature: ____________
Appendix G

ATI Policy

(Approved by faculty 3/2020)

Description of Product: ATI is a comprehensive package designed to assist students in learning and applying the complex information needed to provide safe, effective patient care. The product is designed to assist students in learning how to successfully pass the standardized NCLEX (National Council Licensure Examination) test, which is a core requirement for practicing as a registered nurse.

A total of up to 6 points (6% of course grade) can be achieved by the student taking the ATI proctored test for any course where ATI is a part of the course grade.

Academic Regulations: As with all testing in the Elaine Marieb College of Nursing, students are expected to abide by the University of Massachusetts Academic Honesty Policy and Procedures (https://www.umass.edu/honesty/) and complete their work individually when taking ATI tests whether supervised by a faculty member or not.

**Students are expected to complete the following requirements in courses requiring ATI testing:**

- **Due one week before first ATI Proctored Assessment: Practice Assessment and Focused Review:**
  - Complete a Practice Assessment in the ATI program with a score of 80% or greater.
  - Note: Students may retake Practice Assessments multiple times and continue to review content using their Focused Reviews. After taking a Practice Assessment, it is strongly recommended that students access their individualized ATI Focused Reviews and spend at least one hour reviewing content before retaking the Practice Assessment. Students must earn a score of 80% or greater and present evidence to the course instructor before taking their Proctored Assessments. Rationales will be enabled after all Practice Assessments for the course are completed (one week before proctored test).

- **Proctored Assessments: One Proctored Assessment will be offered for each course. Students will be required to provide proof of completion of Practice Assessments, with a score of 80% or better before being allowed to take the Proctored Assessment. Students must take the Proctored Assessment on the date and time specified in the course syllabus.**

- **Students registered with Disability Services should contact the instructor of record to make arrangements based on specific accommodation needs.**

See below for table describing earned points for ATI Proctored Assessment test scores and remediation recommendations using the ATI remediation products included in your ATI package:

<table>
<thead>
<tr>
<th>Proficiency on Proctored</th>
<th>Course points for Achievement on Proctored Assessments</th>
<th>Remediation recommended</th>
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<tr>
<th>Assessments</th>
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<tr>
<td>Proficiency level 2 or 3</td>
<td>6 pts</td>
<td>None needed- good job!</td>
</tr>
<tr>
<td>Proficiency level 1</td>
<td>3 pts</td>
<td>Strongly Recommend ATI Remediation programs</td>
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<tr>
<td>Proficiency level &lt;1</td>
<td>1 pts</td>
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End of Program ATI RN Comprehensive Predictor Exam

All 4-year and accelerated undergraduate students in the College of Nursing are required to take the ATI RN Comprehensive Predictor Exam during the final semester of their nursing program.

- Students will take the ATI RN Comprehensive Predictor exam within the first eight weeks of the final semester. Students are encouraged to utilize the focused reviews throughout their final semester. Students who do not achieve the stated benchmark will complete a personalized ATI and NCLEX-RN Success Contract. Students who complete an ATI and NCLEX-RN Success Contract must submit the contract and successfully complete the criteria set forth within the Success Contract. The goal for this is to provide the students with an opportunity to attain the mastery of knowledge and skills outlined in the focused review.

- At the end of the final semester, an ATI Nurse Educator will provide a 3-day live NCLEX-RN Review Course. An additional NCLEX Readiness Assessment is provided as part of the Live Review Course. Student attendance is mandatory.

It is recommended that students not achieving the benchmark (95% or higher likelihood of passing NCLEX on first try) on the ATI RN Comprehensive Predictor Test, purchase and participate in the Virtual ATI Program prior to taking the NCLEX-RN. Virtual ATI is a personalized, innovative online partnership that provides the student with a personal Virtual-ATI Coach who works with them one-on-one for up to 12 weeks. Once the ‘green light’ is given, ATI recommends that the student take the NCLEX-RN in 3 weeks.

Students are encouraged to work with ATI upon Program completion to assess readiness to take the NCLEX-RN. Further information may be found at [www.atitesting.com](http://www.atitesting.com).