



Associate of Science in Professional Nursing Student Handbook

Academic Year 2026-2027

southeastmn.edu 507-453-2700

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A member of the Minnesota State system

DISCLAIMER:

All students enrolled at Minnesota State College Southeast (Southeast) are expected to adhere to policies and procedures in the [campus student handbook](#). Nursing students are also held accountable for the information and guidelines set forth in this Nursing Student Handbook. Every effort has been made to ensure the accuracy of the material contained within this handbook. However, all policies, procedures, clinical information/documentation, program information, and fees are subject to changes by appropriate action of the faculty, the college administration, the Dean of Nursing and Allied Health, the Minnesota State Colleges and Universities Board of Trustees, the Minnesota Board of Nursing, the Accreditation Commission for Education in Nursing (ACEN), or the Minnesota Legislature without prior notification. The provisions of the Nursing Program Handbook do not constitute a contract between the student, the college, or the nursing program. Students will be responsible for, and held to, changes (addendums) in the handbook. Nursing students will be notified of addendum (via student email, or D2L/Brightspace).

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Welcome Letter from the Dean

Welcome to the Associate of Science in Nursing (ASN) program at Minnesota State College Southeast! Whether you are beginning your first semester or returning to continue your nursing education, I am delighted that you have chosen to be part of our nursing community. You are embarking on a challenging and rewarding journey that will prepare you to make a meaningful difference in the lives of individuals, families, and communities. Our faculty and staff are committed to providing a supportive, engaging learning environment where you will be challenged to grow academically, professionally, and personally. We are committed to helping students be successful and enjoy a meaningful educational experience.

Nursing is more than a career, it is a profession built on compassion, integrity, critical thinking, and a commitment to lifelong learning. Throughout your time in our program, you will develop the knowledge, skills, and confidence needed to provide safe, high-quality, patient-centered care. There will be moments that test your resilience, but each challenge is an opportunity to learn, grow, and become the nurse your future patients deserve. Remember that you are not alone; your instructors, advisors, and classmates are valuable partners in your success.

This Student Handbook has been prepared for students enrolled in the Associate of Science in Nursing (ASN) program at Southeast and it is an important resource that outlines the program's history, our mission, vision, philosophy and values. It outlines policies, expectations, and standards that guide our nursing program. I encourage you to read it carefully and refer to it often throughout your educational journey.

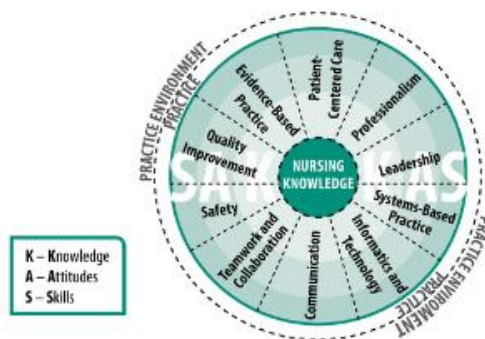
Understanding these guidelines will help you navigate the program successfully and make informed decisions as you progress toward graduation. I wish you a successful and rewarding year and look forward to celebrating your accomplishments as you prepare to join the nursing profession.

Program Overview

Program History

In Spring 2019, the nursing department at Minnesota State College Southeast proposed a new Associate of Science in Nursing (ASN) program. A five-semester associate degree program was designed to reflect best practices in nursing education. The program adopted standards and competencies from Quality and Safety Education for Nurses ([QSEN](#)), and the [Massachusetts 'Nurse of the Future' Core Competencies](#):

- ❖ Patient-Centered,
- ❖ Evidence-Based Practice,
- ❖ Teamwork and Collaboration,
- ❖ Safety,
- ❖ Quality Improvement,
- ❖ Informatics,
- ❖ Professionalism,
- ❖ Leadership.



General education courses were included in the course of study to enhance the professional nursing knowledge and practice students achieve through coursework. The program was created to align with provisions set forth by the Minnesota Board of Nursing and standards outlined by the Accreditation Commission for Education in Nursing (ACEN).

In August of 2020, the program was approved as an ASN program by the Minnesota Board of Nursing and began offering general education courses. Candidacy status for national accreditation with ACEN was granted in Spring of 2021. In March of 2023, the ASN program received its' final approval for accreditation by the ACEN Board of Commissioners. The next on-site visit is scheduled for 2027.

Minnesota Board of Nursing



[2023 Annual Nursing Education Report](#)

**Accreditation Commission for
Education in Nursing**



[Accreditation Information for Students](#)

QSEN materials have been used with permission for educational use only. For further information see www.QSEN.org
Massachusetts Nurse of the Future competencies used with permission for education use only.

Vision, Mission, Philosophy, and Values

❖ College

- **Mission:** Minnesota State College Southeast delivers exceptional transfer, career, and technical education that empowers learners and transforms lives.
- **Vision:** Southeast is the destination for generations of learners who shape thriving, resilient communities.

❖ Nursing Program

- **Mission:** The mission of the Nursing Department of Minnesota State College Southeast is to provide nursing education at both the practical and professional levels to meet the needs of students and the community.
- **Vision:** To create an educational environment fostering the holistic development of students at the practical and professional levels of nursing whom effectively influence and manage responses of individuals, groups, and communities.
- **Philosophy:**
 - The nursing faculty believe that nursing is an integration of art and science utilizing patient-centered care, evidence-based practice, healthcare informatics, empathy, ethics and the development of therapeutic relationships. Nursing encompasses teamwork and collaborative care of patients, families, and populations from diverse backgrounds in a variety of settings.
 - The nursing faculty believe that nursing includes the promotion of health, prevention of illness, and the care of ill, disabled, and dying people. This is accomplished through effective communication with the patient, the patient's family and/or support person, and the

interprofessional healthcare team. We believe that patient advocacy, safety, application of research, participation in quality improvement initiatives, leadership, and patient education are also essential nursing roles.

- The nursing faculty believe that the care of patients and families is provided with professionalism and dignity in keeping with a patient's beliefs and values. Each patient has the right to health care information that will facilitate active participation in the promotion, restoration, and maintenance of health.
- The nursing faculty believe that nursing education is best delivered in an environment that focuses on student-centered learning in which faculty is the facilitator of learning. The framework of adult learning theory provides the foundation for a collaborative learning environment with the understanding that adults are internally motivated and self-directed, bring life experiences and knowledge with them, and are relevancy oriented.

Statement of Professionalism

Nursing students are representatives of the Southeast Nursing Department. As ambassadors of the college and the nursing profession, students are expected to conduct themselves in a professional manner at all times, encompassing academic and personal endeavors. The behaviors, attitudes, and performance of each nursing student reflects the expectations of others within the nursing profession. Professionalism is critical in service to our patients, healthcare teams, and other cohorts of students.

The following statements were designed by nursing faculty at Southeast. These statements describe personal attributes and qualities believed to be important for students to exemplify while learning and preparing to practice as professional nurses.

Respect & Civility

Your fellow students, instructors, and patients should be treated, with value and respect. Be courteous, polite, and strive to preserve the dignity of others. Acknowledge each other's concerns, fears, and anxieties while celebrating accomplishments. Nursing students will not engage in behaviors such as divulging confidential client information, starting malicious rumors, or speaking about others in a manner that is intended to be hurtful. Choose your words carefully; people remember what you say.

Personal, Academic, and Professional Honesty

Dishonesty hurts not only the people around you, but you as well. Strive to be open, direct, and accurate with your responses. Nurses continue to outrank other professions in [Honesty/Ethics in Professions | Gallup Historical Trends](#) released in January of 2026. Nurses have generally been able to avoid widespread scandals and, as such, Americans continue to hold them in the highest regard. It is our duty to ensure that nursing students and professionals maintain this high standard.

Responsibility

It is important that students take responsibility for their individual learning. Instructors are available to help facilitate that process. Students assume responsibility for their academic plan. In addition, students are obligated to conduct themselves in a professional manner and be aware of their behavior. Students are expected to attend classes and arrive in a timely manner so as not to disturb other class members.

Preparedness

It is important that students prepare for scheduled classroom, lab, and clinical activities. This includes ensuring that students have the necessary tools for activities and are prepared in a timely fashion. Students should prepare in advance of activities by reviewing how to use tools including but not limited to electronic equipment, lab equipment, and personal equipment. Students are responsible for being prepared for academic class work as well.

Communication

Good communication is essential. Students have the obligation to make sure communication accomplished verbally or nonverbally is clear, timely, and appropriate when interacting with peers, instructors, college staff, community healthcare partners, and patients and community.

End-of-Program Student Learning Outcomes (EPSLO's)

- 1. Patient-centered care (QSEN)** Evaluate nursing care provided to patients, families, groups, populations, and communities from diverse backgrounds in a variety of settings to ensure that it is compassionate, age and culturally appropriate, and based on a patient's preferences, values, and needs.
- 2. Evidence-based practice (QSEN)** Integrate use of current evidence, clinical expertise, and patient/family preferences and values when making clinical decisions.

3. **Teamwork and collaboration (QSEN)** Collaborate with members of the interprofessional healthcare team, utilizing effective communication, to engage in shared decision-making when managing and coordinating patient care.
4. **Safety (QSEN)** Implement strategies that minimize risk and provide a safe environment for patients, self, and others.
5. **Quality Improvement (QSEN)** Utilize quality improvement strategies to effect change in the delivery of patient care.
6. **Informatics (QSEN)** Integrate information technology into practice that supports the application of clinical judgment in the management of patient care.
7. **Professionalism (Massachusetts Nurse of the Future Competencies)** Integrate accountable and responsible behaviors that uphold established regulatory, legal, and ethical principles.
8. **Leadership (Massachusetts Nurse of the Future Competencies)** Utilize leadership, management, delegation, and priority-setting skills in the provision and management of safe, quality, patient-centered care.

Sample Program Plan for Associate Degree Nursing (ASN)

TERM 1	TERM 2
Course/Credits	Course/Credits
MN Transfer Curriculum Goals 1-10 (3 credits)	BIOL 2516 Anatomy & Physiology II (4 credits)
BIOL 2515 Anatomy & Physiology I (4 credits)	Chem 2518 General Organic Biochemistry (4 credits)
ENGL 1215 College Writing I (3 credits)	HUMA1125 Moral Problems (3 credits) *Must complete before graduation.
PSYC 1115 Lifespan Psychology (3 credits)	BIOL 2531 Microbiology (3 credits)
Total Credits for Term 1 = 13 credits	Total Credits for Term 2 = 14

<u>Prerequisites</u>	<u>Additional Requirements for Nursing Program Admission</u>
Prerequisites may be required for BIOL 2515 & Chem 2518. Contact the registrar's office or student advising for more information.	Traditional students (not a Licensed Practical Nurse) must complete a Nursing Assistant Training class and provide documentation of their active status on a Nurse Aide registry for any U.S. state. To register for a Nursing Assistant course at Southeast, go to www.southeastmn.edu/training
	*Mobility students (current Licensed Practical Nurse) must have/maintain a current, unencumbered U.S. license.

ASN Program Admission

Near the end of term 2, students may apply for **conditional acceptance** to the ASN Program. Conditional applicants will be part of the final ranking when student transcripts demonstrate successful completion of prerequisites with a grade of "C" or higher. *Application deadlines: June 1st for Fall, October 15th for Spring.

TERM 3		TERM 4
Course/Credits		Course/Credits
*CNA Students NURS1401 Nursing Fundamentals & Community Health (5 credits)	*LPN Students NURS1431 Transition to the Professional Role (5 credits)	NURS 1441 Medical Surgical Nursing I (6 credits)
NURS 1410 Fundamentals Skills Lab (2 credits)	*LPN Students not required	NURS 1450 Medical Surgical Skills Lab (1 credit)
NURS1420 Pharmacology in Nursing (3 credits)	*LPN Students not required	NURS2418 Family Nursing (4 credits)
NURS 1460 Health Assessment (1 credit)		
BIOL 2540 Pathophysiology (3 credits)		
Total Credits for Term 3 = 14 credits (CNA Students) Total Credits for Term 3 = 9 credits (LPN Students) <i>*LPN students receive 6 credits for advanced standing upon successful completion of N1431 & N1460.</i>		Total Credits for Term 4 = 11 credits

TERM 5
Course/Credits
NURS 2400 Medical Surgical Nursing II (5 credits)
NURS 2480 Complex Care and Leadership Concepts (6 credits)
NURS2458 Nursing Skills and Simulation (1 credit)
Total Credits for Term 5 = 12 credits Nursing Core Credits = 34 Total Program Credits = 64

Admission, Progression, and Graduation

Admission

Admission to the ASN Program requires a two-step application process; first to [Minnesota State College Southeast](#) and then to the ASN Program. *Note that if a student has had more than one semester off from classes (excluding summer) the student will need to complete this short application to return to “active” status with Southeast. Program information, including applications, can be found on the college website [Associate of Science in Nursing webpage](#).

Prospective students should be aware that declaring pre-nursing as a major does not guarantee admission to the Southeast ASN program. Successful completion of program pre-requisite courses does not guarantee acceptance into the ASN program. The ASN admission process is competitive and accepts a specific number of students on each campus. Acceptance into the ASN program is based on a point ranking system. Copies of the ASN program readiness checklist can be reviewed on the [Southeast Nursing](#) webpage.

The program has been structured in collaboration with Winona State University for students to have the option of a dual seamless admission for ASN students to complete their BSN program.

Transfer of Credits

General education credits may be transferred if they are equivalent to those required by the Southeast Nursing Program. The Southeast Registrar approves final conferral of all transfer courses. Nursing courses (NURS & HEAL) from other institutions are non-transferable.

Program Progression Policy

This policy applies to any student who wishes to repeat (re-enter) a course(s) in the nursing program after unsuccessful completion or withdrawal of a nursing course(s) in the same semester. This policy only refers to progression within the nursing program. The college may have other stipulations that supersede this nursing program's progression policy. The link to the collegewide progression policy is [Southeast - Satisfactory Academic Progress \(southeastmn.edu\)](#)

Progression Committee

The Progression Committee is the decision-making body that determines student program progression when re-entry or re-admission is needed. In addition, the committee can make determinations associated with performance concerns. This

committee consists of Nursing and Allied Health faculty, as well as college-wide faculty and staff members.

Progression and Graduation

1. A minimum grade of "C" is required in all nursing and required general education courses. Students must earn a minimum grade of "C" in each of the nursing courses in order to proceed to the next nursing course in the sequence and to qualify for graduation.
2. The deadline for completing all nursing course requirements shall be the last day of the semester, as specified in the Southeast College Catalog and/or the semester Course Schedule of Assignments. A grade of Incomplete (I) may be given at the discretion of the instructor, following Southeast's [Incomplete Grade Policy](#). In order to allow for progression related to clinical placement in subsequent semesters, incomplete courses must be completed within 2 weeks of the last day of the semester.
3. Students must satisfactorily complete all of the courses listed in the Nursing Program curriculum prior to graduating. Students must meet the College requirement of a cumulative Southeast GPA (Grade Point Average) of at least 2.00 (C) for graduation.
4. Students must complete all required nursing courses in the nursing program **in consecutive academic semesters as indicated on the program plan**. All General Education Courses in the nursing program plan must be completed prior to or concurrently with the indicated semester of nursing coursework on the program plan.
5. Students must successfully meet established criteria for all End of Program Student Learning Outcomes (EPSLO's) to successfully graduate from the program.

Re-entry Requirements (repeating a course)

1. A student must earn a minimum grade of "C" in each nursing course to progress in the program. Each student is expected to track his/her academic progress throughout each semester. Students are encouraged to meet with nursing faculty regarding any academic concerns.
2. If a student fails to earn a grade of "C" in a nursing course, or courses, in one semester of the program the student will not be allowed to progress in the program. The student is eligible to apply for re-entry, and continued program progression, if they meet the following criteria:

- a. The student submits a completed **Request for Program Re-entry Form** (see Appendix D) within 48 hours of the last day of class.
 - b. The student has not had a previous course failure/program re-entry.
 - c. The course failure was not the result of ethical misconduct and/or unsafe behavior.
3. All requests for program re-entry will be reviewed by the Admission & Progression Committee. Approval for re-entry is granted based on the following criteria:
 - a. The re-entry of the requesting student is permissible and in accordance with college policies related to professional standards, codes of conduct, and due process.
 - b. The Nursing Program determines that space is available for theory and clinical placements in the upcoming semester. In the event that multiple students request re-entry, and it is determined that space is not available to accommodate all requests, the committee may use the student's nursing course GPA and ATI pule scores as determining factors.
 - c. The Progression Committee will make a recommendation to the Dean, and students will be notified of the decision by the committee chair.
4. Upon approval of re-entry by the Dean, the student will complete the **Nursing Program Re-Entry Contract** (see Appendix E) with their nursing faculty. It is the student's responsibility to ensure that the contract is submitted to the Health Sciences Coordinator by 2pm on the first Friday of the semester in which courses are being repeated. This documentation will be placed in the student's permanent academic record at Southeast.
5. Students will be required to complete all ATI components related to the course(s) they are repeating.
6. After re-entry, if a student fails to earn a "C" or higher in any nursing course, the student is exited from the program. The student may apply for admission to the nursing program as a new program candidate and in accordance with the program admission requirements.

Re-admission Requirements (new program start)

1. All current program admission requirements must be met prior to re-admission. Students applying for re-admission are ranked among the full applicant pool, and their admission is not guaranteed.
2. All nursing courses, and associated ATI activities, will be required to be repeated if the student is successful in their application for re-admission. Note that repetition of a previously passed course may have implications for loans and financial aid.

3. If a student is re-admitted to the program and is not successful in any nursing course, the student will not be allowed to apply for another re-entry (repeat) into any further nursing courses.
4. A subsequent program exit, after re-admission, will result in a one-year denial to the nursing program before the student may be accepted as a new admission.
5. The Nursing Program reserves the right to deny re-admission based on professional standards, safety, ethical or conduct violations.

Academic Policies

Nursing Program Grading Policy

All nursing courses must be passed with an earned grade of “C” or higher. See individual course syllabus for grading detail. The nursing program grading scale is the same for all courses.

Grading Scale

<u>Letter grade</u>	<u>Earned percentage</u>
A	100.00 – 90.00
B	89.99 – 85.00
C	84.99 – 80.00 (must achieve a minimum of 80% to pass course)
D	79.99 – 75.00
F	Below 75
Earned percentages will not be rounded.	

In addition to the above grading criteria, the following guidelines apply to all ASN courses:

- ❖ Students must attain 75% or greater (cumulatively) on tests/quizzes **before** additional course points (i.e., assignments, papers, projects) are added to determine the final course grade. This does not apply to lab courses (NURS 1410 and NURS 1450).
- ❖ ATI proctored tests are not included in the 75% policy.

- ❖ Courses with a clinical component are graded together. A student must pass both components of the course. If a student must apply to re-take a course with a clinical component, both the theory and the clinical will need to be completed.
- ❖ Students must meet course requirements as determined by nursing faculty and outlined in each course syllabus. Late assignments may be accepted in accordance with the policies specified in the course syllabus.
- ❖ Skill validations must be completed on campus with a lab instructor present.
 - Criteria for successful completion of skills test outs / validations will be provided by the course instructor.
 - Students must pass all skills within three attempts in order to pass a lab course.
 - Students who require a third attempt may be required to travel to the campus that is not their “home” campus (ex. Red Wing students may need to validate on the Winona campus and vice versa) to validate the skill with a different faculty member.
 - Unexcused absences for a scheduled validation, (e.g. not showing up for a validation appointment and not notifying faculty) will be counted as an attempt and may result in a letter of concern for failure to meet the standards of professional behavior.
- ❖ All papers must be written and presented professionally, per instructor guidelines.
 - This includes utilizing the American Psychological Association (APA) formatting guidelines. Please consult the most current Publication Manual of the American Psychological Association (7th edition), available in the student support centers.
 - APA online resource: [OWL from Purdue University](#).
 - Course syllabi may detail additional guidelines for written assignments and evaluations. In general papers are expected to be double spaced, typed, free of spelling errors, grammatical and punctuation errors.

Artificial Intelligence (AI) is not to be used to complete written assignments. Students are expected to adhere to the College’s Academic Integrity Policy: [Policy 221 - Academic Integrity Policy | Southeast](#).

Classroom Attendance Policy

Data supports that students who attend class on a regular basis tend to perform better and have higher rates of academic success. Therefore, attendance in all theory courses is highly encouraged. In addition, students must attend at least one class in person during the first week of classes to be eligible for financial aid. While the Nursing program does not have a theory course attendance policy, individual faculty members may establish attendance requirements that are outlined in their course syllabus.

Student and Faculty Expectations for Exams

Prior to Exam:

- ❖ If unable to take an exam due to illness, student will contact faculty PRIOR TO THE EXAM to request an exam reschedule.
- ❖ If an extension on an exam is requested, an alternative version make-up of the exam may be given at the discretion of the faculty. Faculty are not required to offer make-up exams for students who did not attend an exam.
- ❖ Arrive ten (10) minutes prior to the beginning of the exam, as a courtesy to classmates.
- ❖ Put all belongings including all electronics (except pencil and provided calculator) in front of testing room.
 - Leave caps, jackets, electronic watches, electronic glasses in front of testing room.
 - **Turn off cell phones and leave at the front of the testing room.**
 - No food or beverages allowed.
 - Earplugs allowed to decrease sound (earplugs must not be electronic).
- ❖ Receive one half-sheet of scratch paper provided by proctor.
- ❖ Write name at the top of the scratch paper.

During Exam:

- ❖ During the exam students may leave only for emergencies.
- ❖ Abide by “no talking” to peers after the exam starts.
- ❖ Do not ask proctors questions pertaining to content or argue rationale during the exam.

- If having any computer issues, raise your hand and a proctor will assist you.
- ❖ Removing or copying of any test questions is strictly prohibited.
- ❖ Complete exam during the allotted time.

After Exam:

- ❖ Turn in scratch paper to proctor when exiting the room.
- ❖ View score and review exam questions and rationale based on faculty guidelines in course syllabus.
- ❖ Log out of D2L after completing exam and shut down the computer.
- ❖ Abide by the testing rule of “no test item discussion” with peers until all students have taken exam.

Course Materials

At the beginning of each semester, students will receive a syllabus for each nursing course. Course textbooks are required and are available for purchase from the Southeast Bookstore. ATI is used in the nursing programs and provides student textbooks, case studies, practice tests, skills performance videos, and simulated electronic health records. ATI incorporates proctored exams and remediation to increase learning capability. See Student ATI Assessment and Review Policy.

Student ATI Assessment and Review Policy

The comprehensive ATI review program offers the following to students:

ATI Orientation resources, such as the ATI Plan that can be accessed from “My ATI” tab. **It is highly recommended that you spend time navigating through these orientation materials.**

Multiple assessment and remediation activities. These include assessment indicators for academic success, critical thinking, and learning styles. Additionally, online tutorials, online practice tests, and proctored tests are provided and span major content areas in nursing. These ATI tools, in combination with the nursing program content, assist students to prepare effectively, helping to increase their confidence and familiarity with nursing content.

An assessment-driven comprehensive review program designed to enhance student NCLEX® success.

REVIEW MODULES/EBOOKS

ATI provides Review Modules in eBook formats that include written and video materials in key content areas. Students are encouraged to use these modules to supplement course work and reading. Instructors may assign chapter reading either during a given course and/or as part of active learning/remediation following assessments.

TUTORIALS

ATI offers unique Tutorials that are designed to teach nursing students how to think like a nurse, how to take a nursing assessment, and how to make sound clinical decisions. Nurse Logic is an excellent way to learn the basics of how nurses think and make decisions. Learning System 3.0 offers practice tests in specific nursing content areas that allow students to apply the valuable learning tools from Nurse Logic. Features such as a Hint Button, a Talking Glossary, and a Critical Thinking Guide are embedded throughout the Learning System tests to help students gain an understanding of the content.

ASSESSMENTS

There are practice assessments available for students as well as standardized proctored assessments that will be scheduled during courses. These assessments will help the student to identify what they know as well as areas requiring remediation called Topics to Review.

FOCUSED REVIEWS/ACTIVE LEARNING/REMEDIATION

Active Learning/Remediation is a process of reviewing content in an area that was not learned or not fully understood (as determined on an ATI assessment). Remediation tools are intended to help the student review important information to be successful in courses and on the NCLEX®. The student's individual assessment report will contain a listing of the Topics to Review. It's highly recommended to remediate using the Focused Review after completion of any practice/proctored tests, which contains links to ATI eBooks, media clips, and active learning templates.

The instructor has online access to detailed information about the timing and duration of time spent in assessments, focused reviews, and tutorials by each student. Students can provide documentation that required ATI work was completed using the "My Transcript" feature under "My Results" of the ATI Student Home Page or by submitting written Remediation Templates as required.

Minnesota State College Southeast Grading Rubric (Adopted from ATI)

Complete Practice Assessment A Remediation: Minimum 1 hour Focused Review on initial attempt For each topic missed, complete an active learning template and/or identify three critical points to remember.	Complete Practice Assessment B Remediation: Minimum 1 hour Focused Review on initial attempt For each topic missed, complete an active learning template and/or identify three critical points to remember.
--	--

___ points

Standardized Proctored Assessment			
Level 3 = ___ points	Level 2 = ___ points	Level 1 = ___ point	Below Level 1 = ___ points
Remediation = ___ points:	Remediation = ___ points:	Remediation = ___ points:	Remediation = ___ points:
Minimum 1 hour Focused Review*	Minimum 2 hour Focused Review*	Minimum 3 hour Focused Review*	Minimum 4 hour Focused Review*
For each topic missed, complete an active learning template and/or identify three critical points to remember. **	For each topic missed, complete an active learning template and/or identify three critical points to remember. **	For each topic missed, complete an active learning template and/or identify three critical points to remember. **	For each topic missed, complete an active learning template and/or identify three critical points to remember. **
___ points	___ points	___ points	___ points
Proctored Assessment Retake***			
No retake required	No retake required	Retake required/ recommended	Retake required/ recommended

*Each student's focused review materials are created based upon the questions the student missed. Please take students test scores into account when assigning time to

spend in remediation, as a higher score means less focused review materials will be available.

****Handwritten ALT's and/or three critical points is preferable.**

*****If the program requires a retake of a Proctored Assessment and now a student meets the program benchmark on the retake, that student can earn additional points.**

Written Assignments

Grading criteria for written assignments will be specified in each course. Care, precision and skill in composition are an important part of professional communication in nursing. Therefore, grading criteria related to composition, grammar, spelling and citations are a component of rubrics for scholarly papers throughout the program. The nursing profession uses American Psychological Association (APA) formatting (7th ed.) and use of this style is expected with all papers/assignments.

Student Professional Conduct

Southeast believes that every student is accountable for his/her individual behavior, especially as it imposes on the freedom, rights, and safety of another individual or to the extent that it has a contradictory effect upon the conducive atmosphere and environment of the educational mission of the college community. Within this context, special kinds of behavior are judged unacceptable and may serve as a basis for disciplinary action, which may result in reprimand, suspension, or expulsion from the college. Unacceptable behaviors are described here and in the [Southeast College Student Handbook and Catalog](#).

The Minnesota State College Southeast Nursing Program expects the highest standard of academic and professional integrity from every student, staff member, and nursing faculty. Professional integrity, respect for others and responsibility for one's actions is inherent in the role of a professional nurse. The right to learn in a community free from academic dishonesty is crucial to the development of a college student. For this reason, the college will impose sanctions for instances of plagiarism or cheating, or any act which violates the academic integrity of Southeast.

Using standards that define these behaviors is necessary in the provision of proper patient and health care. Accordingly, students are required to comply with policies and standards of academic, ethical and professional behavior defined by Southeast, clinical partners of the nursing program, the [American Nurses Association \(ANA\) Code of Ethics](#) and any of the nursing program's accrediting and governing agencies.

Academic Integrity

Student behaviors that do not meet the standards of academic integrity include, but are not limited to:

- Plagiarism will not be tolerated. Plagiarism is defined as the "the practice of claiming credit for the words, ideas, and concepts of others" (APA manual, 2010, pg. 170). All assigned work such as papers, laboratory exercises, presentations, and clinical assignments must be the student's own work with proper citation, references for sources of quotations, information, opinions, or ideas contributing to the student's work. These standards pertain to all work, paper or electronic.
- Academic cheating, including, but not limited to, unauthorized copying of academic work of another and collaboration for use of notes or books on examinations without prior permission of the faculty.
- Fabrication and falsification or the intentional misrepresentation of any information or citation in an academic exercise.
- Submission of substantial portions of the same academic work for credit more than once without authorization.
- Submission of another student's work as your work.

NOTE: The use of **artificial intelligence (AI) software products** (i.e. Chat GPT), without consent from nursing course faculty, to produce assignments is considered academic dishonesty. Students who utilize AI when completing an assignment, without prior faculty consent, will receive a zero on the assignment. In addition, the student may fail the course and be removed from the nursing program.

Professional Integrity

Student behaviors that do not meet the standards of professional integrity include, but are not limited to:

- Violation of program policies.
- Falsification of records.
- Signing in, or reporting time of arrival or departure for course activities for another student or requesting another student to do so for him/her.
- Inattention to duty during clinical hours such as performing under sleep deprivation, leaving the clinical facility without permission and accepting or making personal phone calls or texts
- Insubordination, including refusal to accept direction from faculty.
- Immoral or indecent conduct of any nature.
- Using vulgar or abusive language.
- Possession of or being under the influence of mind-altering substances.
- Threatening, intimidating or coercing others.

- Unauthorized possession, use, copying, reading or sharing of patient records or disclosure of information contained in such records to unauthorized persons.
- Possession of patient identifying information outside of clinical setting.
- Unexcused lateness or absenteeism.
- Turning in late assignments without prior approval of faculty.
- Disregard for any rule, regulation or practice of the clinical facility.
- Any action or attitude that would be detrimental to the interests, safety or health of any patient.
- Failure to abide by the social media policy
- Disclosing contents of an exam or quiz to anyone.

Students are expected to practice within the guidelines and boundaries of the profession as stated in the Minnesota Statute and Minnesota Board of Nursing Rules. The only title that may be used when acting in the capacity of a student in the Nursing Program, and the format for your signature on clinical documents is **Your Name, NS (for nursing student)**. Students who have other titles (e.g., LPN, RT, MD, PhD, JD) **may not** use these titles in the capacity of a Minnesota State College Southeast Nursing Program student and/or under the guidelines of the Southeast Nursing Program.

When a student's behavior or performance does not meet the standards of academic or professional integrity, the student is at risk for dismissal from the nursing program. (See Due Process Policy.)

Refer to the [Southeast Student Handbook](#) for Student Conduct/Academic Honesty policy.

Drug and Alcohol Use

The nursing program has zero-tolerance for drug and alcohol use, including possession, sale, distribution, or use of alcoholic beverages or controlled substances, including being under the influence of alcohol and/or controlled substances on college property or at a college event off-campus. Students must adhere to the standards of student conduct contained in the [Nursing Student Handbook Code of Conduct policy](#) and the [Southeast Handbook & Catalog](#) to progress in the program. Any situation that needs addressing will follow the college wide policy. A description of investigation processes; hearings, sanctions/disciplinary actions and appeals are described under the [Student Code of Conduct Procedures](#).

Social Media Policy

The ASN program supports the responsible use of social media, which has become an important communication tool for our college community. This policy applies to ASN program students who engage in internet conversations/activities for school-related purposes such as interactions in, or about clinical, simulation lab, and theory course activities. Distribution of sensitive and confidential information is protected under [Health Insurance Portability and Accountability Act](#) (HIPAA), [Family Educational Rights and Privacy Act](#) (FERPA), and the [American Nurses Association Code of Ethics](#) whether discussed through traditional communication channels or through social media.

Examples of social media include, but are not limited to, LinkedIn, Wikipedia, Snapchat, Instagram, Facebook, blogs, podcasts, RSS feeds, Allnurses.com, Twitter, TikTok, YouTube, etc. While this policy may need to be modified as new technologies emerge, the spirit of the policy will remain and continue to prioritize the protection of sensitive and confidential information.

Students are expected to represent Minnesota State College Southeast and the Nursing Program in a fair, accurate and legal manner while protecting the reputation of the institution and our clinical partners. When publishing information on social media websites, be aware that information may be public for anyone to see and can be traced back to you as an individual, and may result in dismissal from the nursing program and possible legal action.

The student will:

- ❖ Protect confidential, sensitive, and proprietary information. Do not post confidential or private information about the college, staff, students, clinical facilities, patients, or others with whom one has contact in the role of a Southeast nursing student. Never use/post names or identifying information of patients and/or families. Use faculty or clinical site name or contact information with respect and discretion.
- ❖ Respect copyright and intellectual property. When posting, be mindful of the copyright and intellectual property rights of others and of the college. For guidance, review the [Minnesota State policy related to intellectual property](#) and copyright.
- ❖ Not use Southeast's or the Nursing Program logos and graphics on personal social media sites. Do not use Southeast's name to promote a product, cause, or political party or candidate.
- ❖ Not engage in personal phone conversations or texting at any time while in clinical or in the classroom. If an emergency requires text or phone call during class, the student will leave the classroom and respond as necessary.

- ❖ Not record faculty or fellow students for personal or social media use without the verbal or written permission of the faculty or fellow student. **No photos or videos may be taken on clinical site property or at off-property clinical experiences, even if the photo or video does not contain images of patients/clients. At NO time shall patients/clients be videotaped or photographed without written permission of the patient/client and of the facility management.**
- ❖ Be aware of your association with Southeast in online social networks. If you identify yourself as a student, ensure your profile and related content is consistent with how you wish to present yourself to colleagues and potential employers. When posting your views, you should neither claim nor imply you are speaking on behalf of the college or nursing program unless you have written authorization from administration.

The Student Agreement Handbook Verification Form is initialed and signed upon entry to the Nursing program, which indicates the student will follow the Confidentiality and Social Media Policies throughout the educational experience. Students will follow procedures allowing for due process and appeal according to Minnesota State policies as well as those of the Southeast's Nursing Program.

Further Information: Nursing students are preparing for a profession which provides services to a public that expects high standards of behavior. Adhere to all applicable College privacy and confidentiality policies. You are legally liable for what you post on your own site and on the sites of others. Individuals have been held liable for commentary deemed proprietary, copyrighted, defamatory, slanderous, libelous or obscene (as defined by the Courts).

Employees are increasingly conducting Web searches on job candidates before offering employment opportunities. Therefore, think carefully before you post any information on a social media website. You can set your site so you can review and approve comments before they appear. This allows you to respond in a timely way to comments. It also allows you to delete spam comments and to block any individuals who repeatedly post offensive or frivolous comments.

Consequences: Violations of patient/client privacy with or without an electronic device will be subject to HIPAA procedures/guidelines and consequences. Students who share confidential or unprofessional information do so at the risk of disciplinary action and/or dismissal from the program according to due process. Each student is legally responsible for individual postings and may be subject to liability if individual postings are found defamatory, harassing, or in violation of any other applicable law. Students may also be liable if individual postings include confidential or copyrighted information, such as music, videos, text, etc. Students who violate clinical site policy may be unable to complete the nursing program if the clinical site does not allow them future access to the site. As well,

the clinical site policies may prohibit any student who violates their policies from being hired at that site in the future.

NOTE: Nursing Program policies are subject to change. Students will be notified of changes in policy prior to implementation of the change.

Due Process for Program Performance Concerns

If, at any time during the learning experience, a student's behavior and/or actions are deemed unsafe and/or unsatisfactory, the student may be asked to leave the clinical, classroom, or lab setting.

If a student's behavior and/or actions are deemed unsafe or unsatisfactory in the clinical, classroom, or lab setting, the following steps will occur to ensure due process. The Progression Committee may be involved in the following steps to determine a progression decision:

1. The faculty will notify the student in writing, or via college email, of a meeting to discuss the incident or concern. The notification will be sent a minimum of three (3) business days (Monday to Friday) prior to the meeting. This requirement for three business days' notice may be waived by mutual written agreement of the student and faculty.
2. This meeting will be an opportunity for the student to explain the incident from her/his perspective.
3. The results of this meeting could include, but are not limited to, any combination of the following:
4. **A finding that the student was not responsible:** The student in question is found not responsible for the unsafe/unsatisfactory actions; the student continues to progress through the Nursing Program as planned.
 - a. **A letter of concern:** A Letter of Concern may be issued to a student for unsatisfactory progress in a nursing classroom/lab/clinical course and/or noncompliance with Nursing Program Policies (See Appendix B). The student will remain enrolled the nursing program, but under specific written conditions for a specified period. Notice of action will be placed in the student's program record. **Two letters of concern in relation to the same concern/behavior throughout the nursing program may result in the student being exited from the Nursing Program.**
 - b. **A referral:** Use of special support services, including but not limited to services provided by health, social service agencies or law enforcement

agencies. The student may be required to show evidence of completion of the referral, which may include a renewed health clearance, prior to returning to the Nursing Program.

- c. **A Student Code of Conduct Complaint:** Complaints are forwarded to the Dean of Student Services for investigation and further action. Refer to the Student Conduct Code in the college policies.
 - d. **Immediate failure of the course:** All course failures result in exit from the Nursing Program at the end of the semester in which the failure occurred. A request for re-entry to the program to the Health Sciences Coordinator is required to repeat the course and re-enter the Nursing Program. A meeting with the Dean of Nursing and Allied Health, will be required prior to re-entry into the Nursing Program.
 - e. **Dismissal from the program:** The student will be exited from the Nursing Program. The student may re-apply for readmission to the program during the next application cycle. Acceptance is not guaranteed. If readmitted, all nursing courses must be successfully retaken, even if they have been successfully completed in the past. This decision will be made only with consultation with the Dean of Nursing and Allied Health.
- 5. The student will receive written notice of the outcome from the faculty member and/or the Dean within five business days of the meeting.
 - 6. If the student believes there is improper, unfair, or arbitrary treatment by a faculty or staff member the student may schedule an appointment to discuss the concern with Dean of Nursing and Allied Health.
 - 7. If, after the student has followed the above procedure, there is no agreement or resolution with the Dean of Nursing and Allied Health, the student may schedule an appointment with the Dean of Students.

After following the above steps, if the issue has not been resolved, the student may seek resolution using the Minnesota State College Southeast Student Complaint and Grievance Procedure outlined in [Procedure 112 – Complaints and Grievances Procedure](#).

Communication Expectations

Official Program Communication Systems

D2L Brightspace

The D2L Nursing News and Information Site serves to communicate information including program announcements and program information, which is pertinent to all students. All currently enrolled nursing students will have access to this site throughout the academic year, including the summer months. The college provides [training](#) related to the use of D2L and offers ongoing updates related to revisions in the system. **ALL STUDENTS ARE HELD RESPONSIBLE FOR INFORMATION POSTED ON D2L Brightspace.** It is strongly advised that you access and read the messages posted on D2L Brightspace daily. In addition, course faculty will outline how D2L will be used in the individual nursing courses.

E-Mail Communication Requirements

The nursing program utilizes college email as the primary means of communication at Southeast. **It is recommended that nursing students check their school email accounts daily.** The Nursing Department communicates program and course information regularly via college email. Currently enrolled students have a Southeast student email account and students are responsible for information transmitted to them via email from Southeast Nursing instructors and staff. To access this e-mail account, go to the Southeast website.

External email accounts such as Hotmail, Gmail, and Yahoo accounts are NOT acceptable for communication with nursing faculty and staff.

Bulletin Board

Located within the nursing department, the bulletin board is for student-to-student communication including: employment opportunities, the sale of books or uniforms, or to post times of study groups, etc.

Clinical Education Requirements

Clinical Attendance Policy and Travel Expectations

The purpose of the attendance policy is to ensure students meet course competencies and objectives. In addition, the policy ensures students are prepared for professional expectations related to attendance and promptness. Students must be present for the entire scheduled time.

- ❖ **Attendance at clinical, and all clinical related activities, is mandatory.** If a student will be absent, students must **notify their clinical faculty prior** to the clinical start time, in the fashion determined by the clinical faculty. If a student does not inform faculty of the absence prior to the scheduled start time, the absence will be considered an unexcused absence. Consequences of an unexcused absence will be determined through the academic due process as outline in this handbook. Any absence may result in the student being unable to successfully complete the complete requirements needed to pass the course, due to inability to meet the course competencies.
- ❖ Students are expected to be on time for their clinical experiences. Tardiness is considered a breach of professional standards for nursing students. If a student will be arriving late to a clinical or lab activity, students must **notify their clinical faculty prior** to the clinical or lab start time, in the fashion determined by the clinical faculty. **If the student is late to clinical and has not notified the instructor**, the student may be sent home and the experience will be identified as a clinical absence.
- ❖ In the event of a clinical absence and the inability to meet course competencies that occurred during the missed day, faculty may require the student to complete a remediation experience to achieve course competency.

Students may be required to travel up to 100 miles from their primary campus for clinical or capstone clinical experiences as a requirement of the program.

Inclement Weather and Emergency Closures

The Nursing Program follows Minnesota State College Southeast policies and procedures regarding inclement weather and emergency conditions. Students are responsible for monitoring College communications and staying informed of weather-related delays, closures, or other emergency announcements.

If the College is closed, all Nursing Program classes, labs, simulation experiences, and clinical activities will be canceled. Faculty may assign an alternative learning activity or make-up assignment to ensure course and clinical objectives are met.

If the College announces a delayed start, nursing classes, labs, simulations, and clinical experiences will be delayed in accordance with the start time established by College administration. Nursing faculty will communicate any additional program-specific instructions through designated course communication methods.

Official notifications regarding weather-related delays and closures are communicated through Star Alert, the College website, College email, social media, and local media outlets. Students are encouraged to maintain current contact information and regularly monitor these communication channels.

In addition, Nursing faculty reserve the right to cancel or modify clinical experiences when weather or travel conditions are deemed unsafe for student transportation, even if the College remains open. Students will be notified as soon as possible of any changes to clinical schedules or expectations.

For complete information regarding weather and emergency conditions, please review [Policy 708 – Weather/Emergency Conditions | Southeast](#).

Clinical Learning Environment and Expectations

- ❖ Southeast uses several hospitals, long-term care facilities, clinic, public health agencies, school health services, and other community-based organizations for providing optimum clinical learning experiences. The school establishes contracts with each facility that stipulate mutual expectations for both services and regulations. It is the intent of Southeast that all nursing students represent themselves in professional attire and performance, while attending any clinical facility.
- ❖ A variety of experiences may be utilized by faculty to meet course objectives. Such experiences may include, but are not limited to, group and independent learning projects and alternative time schedules. Students will be expected to provide nursing care for clients with a variety of medical and psychosocial conditions. Students should be prepared to accommodate possible evening experiences if deemed necessary by the faculty. Appropriate notification will be given.
- ❖ Students are permitted in the health care setting only during clinical learning hours and specified preparation hours. Friends or family members, including children, are not allowed at the pre-clinical learning preparation or any time during the clinical learning experience.
- ❖ Students MUST complete clinical learning orientation activities and other requirements by expected deadlines as determined by clinical learning site requirements. Failure to meet the required deadlines may result in the student being removed from the clinical rotation and possibly receiving a failing grade for the course. A major focus of every student interaction is patient safety. Nursing students are legally responsible for their own acts, commission and/or omission. The only title which may be used when acting in the capacity of a student in the Nursing Program, and the format for your signature on learning documents is Your Name, NS, Southeast. Students who have other titles (e.g., LPN, RT, MD, PhD, JD) may not use these titles in the capacity of a Southeast nursing student and/or under the auspices of the Southeast Nursing Program.

Student Responsibilities for Clinical Rotations

- ❖ The system of Minnesota State Colleges provides performance standards, based on the Minnesota Nurse Practice Act, that associate degree nursing students are

required to meet and maintain to provide safe and effective care in order to be successful and progress in nursing programs.

- ❖ Students must read the Nursing Program Performance Standards (Appendix G) and sign the Performance Standards Signature Form (Appendix H) and submit to Castlebranch.
- ❖ All Clinical health requirements complete and uploaded in Castlebranch by required deadlines. All health policy requirements must be uploaded, and approved, in Castle Branch by the first Friday of the semester, or as they come due, or a Letter of Concern will be issued to the student. Students who do not comply with health policy requirements will be unable to attend clinical experiences, until items are resolved, and the student is back in a compliant status.
- ❖ Students must arrive alert to clinical experiences prepared to provide safe patient care.
- ❖ For safety reasons, a student should not work a night shift prior to reporting to a clinical day shift. This includes working between the hours of 11 p.m. the evening before prior to the start of a clinical day shift the following day. This includes all clinical, simulation and observational experiences.
- ❖ Students must adhere to Southeast's Nursing Department Dress/Grooming Code. (Refer to the Dress/Grooming Code in the Nursing Student Handbook).
- ❖ The nursing program has a no smoking policy during clinical hours.
- ❖ Students must be prepared to show evidence of preparation for clinical **prior to** the clinical session at a level consistent with faculty expectations in order to meet course competencies.
- ❖ Students assume legal responsibilities for providing safe nursing care including following institutional protocol and completing Nursing Department Student Incident Form as needed (See Appendix A).
- ❖ Immediately notify faculty and complete a needle stick exposure form (Appendix C) if a needle stick incident occurs.
- ❖ Immediately report injuries sustained within clinical facility to the faculty and site representatives.
- ❖ Demonstrate appropriate professional behavior, including:
 - [Adheres to American Nurses Association \(ANA\) Code of Ethics.](#)
 - Complies with institutional policies/protocols.
 - Demonstrates honesty and integrity in all communication and behavior.

Clinical Performance and Competency Requirements

- ❖ Daily evaluation of student performance by the nursing instructor will be based on written criteria established in the clinical evaluation tool rubric.
- ❖ When there is evidence of concern over student clinical performance, due process will be followed.
- ❖ While at ANY clinical setting, the student is representing Southeast. Students are NOT allowed to use a cell phone **without prior permission** from the facility representative and the instructor. If there is an emergency, please speak with the faculty for special accommodations.
- ❖ Traditional students must pass medication dosages exam and the medication administration validation within three attempts in the NURS 1410 course in order to administer medications at the clinical site in the 1401 course. Students may be unable to pass required competencies related to safety in the 1401 course if unable to administer medications at the clinical site.
- ❖ Students must pass medication dosages exam and the medication administration validation within three attempts in the NURS 1450 course in order to administer medications at the clinical site in the 1441 course. Students may be unable to pass required competencies related to safety in the 1441 course if unable to administer medications at the clinical site.
- ❖ Students must pass medication dosages exam within three attempts in the NURS 2400 course in order to administer medications at the clinical site in the 2400 course. Students may be unable to pass required competencies related to safety in the 2400 course if unable to administer medications at the clinical site.
- ❖ Students must be passing clinical performance competencies as determined by faculty in NURS 2400 prior to starting their Capstone rotation in NURS 2480.

Confidentiality and HIPAA Requirements

Confidentiality Statement

Patient confidentiality is essential, required and maintained by all students at Southeast. The patient has the legal right to confidentiality in all aspects of his/her care and the nurse has a legal and ethical responsibility to safeguard the patient's confidentiality.

Patient information obtained for assignments or clinical must not identify the patient by name, room number, birthdate, or any other identifiers that may compromise patient confidentiality. See Social Media Policy for more information regarding HIPAA violations. Failure to maintain patient confidentiality may result in refusal from the

clinical facility for the student to return, failure of the course, and/or dismissal from the program.

The nursing program at Southeast requires that each student sign a statement of student responsibility / confidentiality statement upon admission to the nursing program (see Appendix F).

HIPAA Training

Nursing students are required to complete ATI HIPAA (Health Insurance Portability and Accountability Act) training prior to attending their first clinical and renew annually. Students must comply with HIPAA (Health Insurance Portability and Accountability Act) when handling patient information. Sharing confidential patient, faculty, or institutional information is strictly prohibited.

Violations may include, but are not limited to:

- Publicly posting patient details, even if anonymized.
- Discussing clinical experiences in a way that reveals hospital details.
- Taking photos/videos/recordings of any clinical site, patients, or faculty without permission.

Clinical Supplies Required for the Associate Degree Nursing Program

- ❖ Name badge (obtain from Academic Support Center)
- ❖ Name badge holder and clip (optional; available in the bookstore)
- ❖ Scrubs – see Dress Code Policy
- ❖ Stethoscope
- ❖ Wrist or pocket watch with a second hand or the ability to track seconds
- ❖ Bandage scissors and pen light – provided in PN skills lab course and NURS 1410 skills lab course. NURS 1430 students will need to purchase these items.

Dress / Grooming Code

Professional grooming and attire are expectations for clinical practice. The nursing student must present a clean and well-groomed appearance. The uniform worn

at clinical sites must be CLEAN and should allow a wide range of movement with dignity and modesty. Nursing students must wear a designated uniform color and style.

The following policies apply whenever presenting to a clinical facility as a nursing student:

- ❖ Uniform must be **CLEAN** and **UNWRINKLED**.
 - Tops: Clean, wrinkle-free uniform with a hunter green top.
 - Scrub tops may be worn outside the pants.
 - The Southeast emblem must be displayed either on the left chest, or left arm if purchased from the bookstore, of scrub tops.
 - A plain white or black shirt or turtleneck may be worn under the top.
 - Long sleeves must be able to be pushed up to the elbow for infection control purposes.
 - Bottoms: Hunter green cotton twill or blended fabric trousers, slacks/skirts.
 - Pants must be full length, but not touching the ground and skirts knee length or longer. This does not include sweat pants.
- ❖ A Southeast photo ID badge, **which identifies the individual as a nursing student** from the College, must be worn on the uniform whenever the student is in the clinical setting.
- ❖ Students have the option of wearing a white or hunter green lab coat in addition to their uniform. A lab coat is required to have the Southeast student emblem sewn on the left upper arm of the garment. Students may wear a lab coat with business casual dress if they come in to the hospital or any clinical site to select clients for clinical experience. The Southeast Nursing name badge must be worn with the lab coat.
- ❖ Students must comply with the clinical facilities regulations in regards to socks, shoes, earrings, tattoos, and all other piercings or jewelry.
- ❖ No hats or head covering are allowed other than for medical or religious reasons. Head coverings should be solid black or white in color. For infection control reasons, the length of any head covering should be no longer than axilla, level of the armpit (approximately) in length.
- ❖ Fingernails must be no longer than 1/4th inch. Artificial nails and/or nail polish is not allowed due to infection control guidelines.
- ❖ Hair must be clean, neat, and odor free. Long hair must be tied back and under control. Facial hair must be clean-shaven or neatly trimmed.

- ❖ Students will maintain personal hygiene. Refrain from the use of scented body products or fragrances. Students who smell of nicotine smoke from vaping or cigarettes may be sent home.
- ❖ Students who smell of alcohol, or who are suspected to be under the influence of any drug or substance that alters performance, will be sent home and the incident will be reviewed for disciplinary action.
- ❖ Gum chewing is not allowed at the clinical site. Breath mints are allowed.

Clinical Eligibility Requirements

Health Policy Requirements

Immunization requirements are based on standards set by the Minnesota Department of Health (MDH) and Human Services and Centers for Disease Control (CDC) and Prevention. Individual clinical/practicum sites may require additional immunizations for those students and faculty providing care within their facilities. Health Policies, including immunization requirements, are subject to change at any time.

Students must submit documentation of compliance with health policy requirements by uploading the documents to Castlebranch before specified deadlines. Castlebranch is a third-party vendor that the nursing program at Southeast utilizes to store and track program related documents, including health records, CPR requirements, and background studies. Health and immunity requirements include, but are not limited to:

- ❖ Tdap immunization within the past 10 years.
- ❖ Titer or proof of immunization for MMR.
- ❖ Titer or proof of immunization for Varicella (chicken pox).
- ❖ Titer or proof of immunization for Hepatitis B virus or a signed declination waiver.
- ❖ Evidence of an annual influenza immunization or a signed declination waiver.
- ❖ Evidence of Covid-19 original series or a signed declination waiver.
- ❖ If student declines Hepatitis B, influenza, or Covid-19 vaccination waiver the student must follow facility policy, which may require personal protective equipment.

Note: Clinical affiliates may retract the allowance of vaccination waivers based on disease trends and CDC infectious disease guidelines. This may result in students who utilize waivers not being allowed to attend clinicals and thus not being able to progress in the program for the remainder of the clinical affiliate policy.

- ❖ Evidence of an initial 2 step negative Mantoux, Quantiferon Gold Blood test, or T Spot blood test. Annual verification of a negative Mantoux is also required. Students with a previously positive Mantoux result are required to

submit documentation of a negative chest x-ray done within the last 5 years and **annual completion of questionnaire**.

- ❖ All health policy requirements must be uploaded, and approved, in Castle Branch by the first Friday of the semester, or as they come due, or a Letter of Concern will be issued to the student. Students who do not comply with health policy requirements will be unable to attend clinical experiences, until items are resolved, and the student is back in a compliant status.
- ❖ Students may be required to submit additional health information if their health status has major changes that may affect their ability to perform expected behavioral and/or academic outcomes.
- ❖ Students must meet the facility policy requirements of the health agencies to which they are assigned. Students **who refuse to comply** with the facility policy requirements of the health agencies to which they are assigned will not be allowed to attend clinical experiences, resulting in inability to complete program requirements. This will result in exit from the program.
- ❖ Students receiving emergency care or other health services at the agencies to which they are assigned will be responsible for charges incurred.
- ❖ Students may obtain personal professional liability insurance coverage. Professional liability insurance protects you against covered claims arising from real or alleged errors or omissions including negligence, in the course of your professional duties. Remember, legal defense and settlement costs are paid in addition to your limits of liability. This is optional for students.

Health Insurance Requirements

Nursing students are required, as part of clinical affiliation agreements, to carry and maintain health insurance throughout the duration of the program. A current copy of the student's insurance card will be uploaded to Castlebranch.

CPR Requirements

Prior to beginning nursing core classes students must supply documentation of current cardiopulmonary resuscitation (CPR) Healthcare Provider certification. [Click here for CPR courses available at Southeast.](#) The course MUST be at the level of Healthcare Provider.

Students must meet the Nursing Program requirement of current Healthcare Provider Level CPR certification and must maintain this certification throughout the program. Students are responsible to submit proof of CPR certification status to Castlebranch. CPR certification must include a hands-on test out of skills, but the course may be completed either in-person or online.

Criminal Background Study

The Minnesota Department of Human Services (DHS) **requires** that any person who provides services involving direct contact with patients and residents at a health care facility licensed by the Minnesota Department of Health have a background study conducted by the state.

A Minnesota and National criminal background study does not need to be completed for the initial admission checklist, however, it will be required prior to being fully admitted to the nursing program. Information to complete this background study is included with offers of admission to the program. If the applicant refuses, or is disqualified as a result of the background study, the applicant will be unable to successfully complete the requirements of the program. **Note: Involuntary termination from a healthcare institution may also prohibit an applicant from completing this program.**

An individual may be disqualified or have restrictions placed on patient contact and would not be permitted to participate in the clinical experience if a clearance is not issued. A background study with no restrictions is required to successfully complete the requirements of the program. Southeast is unable to answer questions regarding DHS Background Study disqualifying events. If you are concerned about obtaining a DHS Background Study with no restrictions, you may wish to contact the DHS at 651-431-2000, or DHS.info@state.mn.us (not a secure email – do not send private information to this address). You may also wish to view the [Minnesota Statute 245C.15 DISQUALIFYING CRIMES OR CONDUCT](#) [here](#).

Student Support and Resources

Accessibility Accommodation Policy

A student with a diagnosed specific learning disability or other disability may be eligible for accommodations throughout the program. The student must contact [Student Disability Services](#) to determine what accommodations are appropriate. These accommodations must be established by the student each semester. Reasonable accommodations will be given to students with appropriate documentation and direction from Student Disabilities Services.

Use of foreign language dictionaries are not allowed at any time during test taking. Individual questions may be directed to the test proctor.

Equal Opportunity Program

Minnesota State is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity or gender expression. In addition, discrimination in employment based on membership or activity in a local commission as defined by law is prohibited.

Harassment of an individual or group on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, or membership or activity in a local commission has no place in a learning or work environment and is prohibited. Sexual violence has no place in a learning or work environment. Further, the Minnesota State shall work to eliminate violence in all its forms. Physical contact by designated system, college, and university staff members may be appropriate if necessary to avoid physical harm to persons or property.

This document is available in alternative formats to individuals with disabilities, consumers with hearing or speech disabilities may contact us via their preferred Telecommunications Relay Service.

Student complaints should be directed to the Dean of Students, Kenneth White: kenneth.white@southeastmn.edu

If you require an accommodation for a disability, please contact the Office of Accessibility.

Health Sciences Coordinator

This position exists to provide admissions advising, database management, clinical requirement documentation management, clinical site liaison, clerical and administrative support for the Nursing and Allied Health Programs at Southeast.

Nursing Department Faculty

Nursing faculty teach theory, clinical, and lab courses. Since their responsibilities frequently take them off campus, you are encouraged to seek out faculty during office hours or to reach out to faculty via email or voicemail to determine a mutually agreeable time for online or in-person meetings. Faculty schedules are posted next to their office

doors and they may be reached by e-mail, which can be accessed through the email feature on D2L.

Dean of Nursing and Allied Health

The Dean of Nursing and Allied Health provides college-wide leadership on key initiatives and administrative management to the Practical and Professional Nursing Programs at Southeast. This includes, but is not limited to, developing, continually improving, and managing resources and personnel to meet program outcomes.

Student Cohort Representative

A student representative is designated by the faculty and each cohort as a member to represent the cohort. One representative from each cohort on each campus will serve for the duration of the program. The duties of the student representative are:

- Be a voice to share concerns and interests of their cohort to the nursing faculty and Dean of Nursing and Allied Health at nursing program meetings
- Be a liaison to their cohort to share the results of meetings
- Attend Nursing Advisory Board meeting once per semester
- Attend Nursing Department meetings as invited
- In general, help initiate, coordinate, advocate for and guide nursing student efforts aimed at improving the nursing program.

Nursing Program Meetings

Faculty hold bi-monthly meetings to discuss Nursing Program matters such as curriculum content, policies, and other issues. Student cohort representatives will be invited to attend throughout the semester.

Nursing Faculty Advisor

Every enrolled student with an expressed interest in nursing and all students admitted to the nursing program will be assigned an advisor. Advisors serve as a resource for questions pertaining to the nursing program and the student's progress within the nursing curriculum. Students may contact their advisor via college email, visiting their office, making an appointment, or by phone at any time in the semester. Faculty advisors are also available to assist students with other academic issues or concerns. The school also has counseling staff and services available to help students with personal concerns and job seeking and keeping skills.

While advisors are here to assist students, the responsibility for registering for classes, reviewing DARS, completing prerequisites for classes, complete your program and

meeting graduation requirements rests with the student. College resources related to advising and DARS can be accessed [here](#).

Student Services

A current list of resources for students is available on the [Student Services webpage](#) of the college website.

Academic Support Center

The [Academic Support Center](#) is a place to study, learn and find support for your academic needs. Specific support provided to students includes:

- ❖ Computer Lab
- ❖ Library Services
- ❖ Basic Skills Testing
- ❖ Tutoring

Refer to the [Southeast Student Handbook](#) for additional contact information.

Mental Health and Wellness Resources?

Minnesota State College Southeast and the Nursing Program are committed to supporting the academic success, personal well-being, and overall mental health of our students. We recognize that nursing education can be both rewarding and challenging, and we encourage students to seek support whenever needed.

A variety of mental health and wellness resources are available to help students manage stress, navigate personal challenges, build resilience, and maintain a healthy balance between school, work, and personal responsibilities. Students can access information about counseling services, crisis resources, wellness programs, and additional support options through the College's Mental Health Resource page.

For available resources and support services, please visit: [Mental Health | Southeast](#)

Appendices

**Minnesota State College Southeast
Nursing Program**

Appendix A: Student Incident Form

Date of incident: _____

Student(s) involved: _____

For safe and effective performance, students are expected to comply with the stated policies of the technical college, the nursing program and its associated facilities. Students are responsible for their performance. Students are legally responsible for their clinical performance and will render nursing care within the stated clinical objectives and safety guidelines of each clinical rotation.

Any incident requires documentation and review in order to provide information for any changes to assist in the prevention of future incidents.

1. Description of the incident:

2. Conference:

3. Recommendations: (related to student's responsibilities/compliance/goals, period of re-evaluation)

Instructor Signature: _____ Date: _____

Student Signature: _____ Date: _____

Dean of Nursing Signature: _____ Date: _____

**Minnesota State College Southeast
Nursing Program**

Appendix B: Letter of Concern

A Letter of Concern may be issued to a student for unsatisfactory behavior or progress in a nursing course, unsafe performance in the clinical setting, and/or noncompliance with Nursing Program policies.

Two (2) Letters of Concern throughout the Nursing Program may result in the student being exited from the Nursing Program.

Student: _____ **Date:** _____

The above-named student has been identified as a student at risk. The following statement (s) describes the concern (s):

[Student name] has been late to clinical orientation, a clinical shift, lab experiences, and a test in [course name].

[Student name] was disruptive upon being late to the test as identified by faculty and co-student expressed concerns.

[Student name] has a history of tardiness, as identified on Nursing Student Learning Contracts dated [dates].

The student met with [Nursing Faculty], and [Nursing Faculty] on [date] to discuss the above concerns.

Student _____ Date: _____

Nursing Faculty: _____ Date: _____

Minnesota State College Southeast Nursing Program

Appendix C: Injury and Needle Stick Policy

The following policy is to be followed exactly in the event a person experiences a needle stick or other actual exposure to blood or body fluids while participating in off-campus clinical experiences:

1. Report incident to Nursing Faculty (source person to accompany exposed person to report incident, if applicable).
2. Nursing faculty will notify the Clinical Supervisor at the facility or clinical agency.
3. Follow the facility's policies or procedures following the exposure.
4. The student notifies their healthcare provider the same day or following business day and follows any recommendations.
5. If the incident involves a student, the clinical supervisor completes State of Minnesota Incident Report <https://mn.gov/admin/government/risk/insurance/form-pl.jsp> and returns it to the Accounting Supervisor or the Vice President of Finance & Administration/CFO who will forward to Risk Management.
6. If the incident involves an employee contact Human Resources to file a worker's compensation claim.
7. Each person is encouraged to initiate testing and/or prophylactic treatment for blood borne diseases within 1 hour of exposure. This may be done with a health care provider of choice. If the individual has no designated health care provider, an appropriate referral will be made (refer to listing of public clinics/agencies).
8. Each person is responsible for all costs associated with his/her testing, prophylactic treatment, and follow-up care.
9. Because of each person's right to privacy, individuals may decide whether to be tested and whether to disclose test results to faculty or other students. The source person will be asked to voluntarily and confidentially share blood borne disease status with Instructor and/or Program Director.
10. If the source person decides not to be tested or does not disclose test results, the Center for Disease Control guidelines recommend:
 - a. HIV and Hepatitis testing be done on the exposed person immediately post-exposure and three, six, and twelve months post-exposure.
 - b. Beginning prophylactic treatment within one hour, or as soon as possible.
11. Each individual is encouraged to follow the advice given by the Health Care Provider.

**Minnesota State College Southeast
Nursing Program**

Appendix D: Request for Program Re-entry

Name _____ Student ID # _____

Address _____

Home Phone _____ Work Phone _____

List course(s) for which you are requesting re-entry _____

List nursing course (s) successfully completed _____

1. Identify the reason you are requesting re-entry:

2. Describe how you studied and prepared for the course/requirement in which you were unsuccessful.

3. Describe any circumstances which may have prevented you from successfully completing the Nursing Program requirements and/or which contributed to your leaving the Program.

4. Describe your plan for completing the Nursing Program requirements should your request be accepted.

5. Attach any other data as needed.

Student Signature and Date: _____

Dean of Nursing Comments/Conditions:	Action by the Dean of Nursing _____ Approved _____ Approved with conditions _____ Denied _____ Signature _____ Date of Disposition _____ Date Student Notified
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**Minnesota State College Southeast
Nursing Program**

Appendix E: Nursing Program Re-entry Contract

Student Name: _____ ID#: _____

Requirements of Re-entry:

- Students may apply for re-entry only once. Re-entry is on an individual, circumstantial, and space-available basis in this and subsequent semesters of the nursing program.
- Re-entry must be requested using the process outlined in the Nursing Student Handbook.
- Students are responsible for reviewing any implications to loans or financial aid. A load of fewer than six credits often has an effect on loans and financial aid.
- All students must comply with the current health and clinical requirements to be re-entered into the program.
- Non-compliance with the provisions of this contract may result in dismissal from the nursing program.

Other (initial each requirement):

_____ Attend tutoring a minimum of 2 hours per week
_____ Attend open labs for a minimum of _____ hours per week
_____ Meet with faculty weekly/every two weeks/monthly
_____ Meet with the Dean of Nursing and Allied Health monthly
_____ Complete ATI Modules as directed by nursing faculty
_____ Other: _____

Reminder: Drop all courses for which you are ineligible to avoid being charged tuition for these courses.

Courses to be repeated: _____ Semester/Year _____

Action by Faculty /Dean of Nursing: Re-entry Approved _____ Re-entry Denied _____

I agree to abide by the provisions of this contract.

Student Name (Please print) _____

Student Signature _____

Nursing Faculty /Dean of Nursing _____

**Minnesota State College Southeast
Nursing Program**

Appendix F: Student Verification of Policy Form

Receipt of Nursing Program Student Handbook	Initial
The Southeast Nursing Department provides access to the Nursing Program Student Handbook through the Southeast website. I verify that I have accessed, reviewed and had my questions regarding the Nursing Student Handbook addressed. I understand that I am responsible to view updates to the handbook via the nursing website and follow the policies while attending the Nursing Program.	
Statement of Student Responsibility / Confidentiality Statement	Initial
I understand I have an obligation to conduct myself in a professional manner, follow all facility and school policies and procedures, and hold confidential all information concerning the patients/residents at clinical facilities. I understand the unique and personal nature of client care that is involved in the education of nurses and fully intend to safeguard privacy of all clients, their families, and my fellow students. I agree to adhere to the professional standards of confidentiality while enrolled in the Nursing program at Minnesota State College Southeast. I understand any carelessness resulting in a breach of privacy and disclosure of confidential information is not only ethically wrong, but may result in legal consequences for the school, clinical facility and myself. I understand that this may be grounds for dismissal from the Nursing Program without the ability to re-enter or re-apply to any Southeast Nursing program.	
Universal Precautions Statement	Initial
As a student at Southeast, you have an obligation to use protective procedures against exposure to, and transfer of, body substances, diseases and disorders. I acknowledge that I have instruction (at either Minnesota State College Southeast or elsewhere) in the proper isolation and Universal Precautions (Body Substance Isolation) procedures for protecting ones-self from direct exposure to most body substances. I also verify that I understand the procedures and principles underlying these precautions and I understand I am responsible for carrying-out these procedures in the classroom and in clinical facilities.	
Authorization for the Release of Background Information	Initial
I hereby authorize Minnesota State College Southeast to release information contained in its files (including but not limited to reports, records and letters or copies thereof) regarding a background study performed by the Department of Human Services, or a request to the Commissioner of Health for reconsideration of a disqualification, to determine my eligibility to participate in clinical placements to fulfill the requirements of my program of study at Southeast. This information may be released to any of the facilities used for clinical experience. I understand that the facility will review this information to assess whether I may be permitted to participate in a clinical placement for the Nursing Program. If background clearance is denied/not received by the Department of Human Services, I understand that I cannot participate in clinical courses until such time as background clearance is obtained. I understand that it is my responsibility to maintain a clear background check and to follow instructions within reconsideration of disqualification, including completing subsequent background checks without expiration. I understand that I am not legally obligated to provide this information. If I do provide it, the data will be considered private data under state and federal law, and released only in accordance with those laws, or with my consent. I provide this information voluntarily and understand that I may revoke this consent at any time. A photocopy of this authorization may be used in the same manner and with the same effect as the original documents. This authorization is considered current from the date of my signature until the last date of my final clinical/practicum experience.	
Agreement of Student ATI Assessment and Review Policy	Initial

I have received a copy of and have read and understand Minnesota State College Southeast's ATI Assessment and Review Policy and understand that it is my responsibility to utilize all of the books, tutorials and online resources available from ATI, as designated by Southeast.	
Immunizations	Initial
I understand that I am required to submit proof of vaccination and proof of titer showing immunity for all vaccines listed in the Minnesota State College Southeast Nursing Handbook. I further understand that this is a contractual requirement and if I choose not to supply this documentation I will not be allowed to attend clinical and therefore may not be able to successfully complete my health career program. I understand that vaccination requirements may change at any time due to clinical facilities updating policy.	
Release of Infectious Disease Liability	Initial
I agree to assume all risks in connection with immunization and fully release Minnesota State College Southeast and all associated clinical facilities from any and all liability for any illness or damage to me by reason of my receiving the vaccine or of my failure to receive the vaccine.	
Consent for photographs	Initial
I hereby consent to and authorize the use and reproduction by Minnesota State College Southeast, or anyone authorized by Southeast, of any and all photographs/videos which the nursing department have taken, negative or positive, for any purpose whatsoever, without further compensation to me. All negatives, positives and videos together with the prints shall constitute property of Southeast solely and completely.	
Release of Health Information	Initial
I understand that the college complies with the provisions for the Americans with Disabilities Act and Section 504 of the Rehabilitation Act. Therefore, in order to assure equal access to the full range of collegiate experiences in the most integrated setting, I must provide the College documentation of a disability to receive special services as outlined in the College handbook. If at any time I am unable to perform required technical standards, I must be in contact with the Director of Disability Services on my campus.	
I grant Minnesota State College Southeast permission to share information with those clinical institutions with which I affiliate in my student role, should the clinical institution request or require it. I understand failure to do so or to provide the information requested could mean a clinical site may refuse me placement at their facility. The Nursing Program does not guarantee an alternative facility placement. I also understand that if no alternative facility placement is available, I may be unable to progress in the Nursing Program.	
Responsibility for Health Care Costs	Initial
Any health care costs incurred during the period of time I am a student in the Nursing Program will be my responsibility.	
Workers' Compensation	Initial
It is the position of the clinical facilities and Minnesota State College Southeast that, as a student, I am not an employee of either the clinical facilities to which I am assigned or Minnesota State College Southeast for purposes of Workers' Compensation insurance.	
Student Code of Conduct	Initial
I understand I have an obligation to conduct myself in a professional manner in all areas of classroom, lab and clinical. I will use professional communication through spoken voice, phone messages, and emails.	
Statement of Simulation Participation Expectations & Confidentiality	Initial
Learning objectives for simulation in health care education include but are not limited to the following: a) apply basic to complex health skills, b) improve critical thinking skills, c) recreation of high risk/low frequency skills, d) assist in development of leadership skills and teamwork, and e) provide instant feedback and situation debriefing.	
Each simulation experience is meant to offer you an opportunity to experience a mock-up of possible clinical experiences you may encounter in various health care settings and environments. It is our expectation that you participate fully in these experiences and treat the environment and the patients in the simulation as though they are real patients.	

The experience of simulation may evoke some unexpected actions, patient responses and outcomes. Simulation learning activities are an opportunity to evaluate hospital systems, teamwork activities, as well as individual preparedness during various patient care situations and emergencies. At the end of many simulations, we will take time to debrief in small and/or large groups. This will be your opportunity to discuss how you feel the educational experience has gone and what possible improvements could be made as a system, team, or as an individual. Please be sensitive to your team members and do not share individual performance issues with other peers. We expect professional behavior and attire when in the health simulation lab (i.e., Scrubs, stethoscope). Likewise we expect confidentiality to be maintained so that we can facilitate a safe, structured learning environment for all health career students.

Students may be asked to randomly complete evaluation forms related to their simulation experiences. We appreciate your thoughtful responses regarding your perceptions related to the simulation experience and how we can make improvements for the future. I understand that I may be videotaped during simulations for learning outcome assessment purposes and educational review by instructors and peers. I further grant permission to be photographed and/or videotaped and that these images may be disseminated for public relations reporting to the Minnesota State College Southeast and the community at large.

Authorization for Use and Release of Student Work	Initial
I hereby authorize Minnesota State College Southeast to use and release copies of my student work (assignments, papers, and projects, etc.) for purposes of Department Accreditation.	
Consequences for failing to comply with the above required program expectations may result in program removal. Students are required to keep copies of all documents submitted: • Health Forms • Immunizations • CPR • Nursing Assistant Registry • Licensure for Practical Nursing	Initial
Students are responsible to maintain and submit current immunization and CPR documents prior to expiration date to Castlebranch before being allowed to attend clinical	Initial
I understand that the student Castlebranch is archived one semester after withdrawal from course, program, or graduation. I UNDERSTAND THAT THE MINNESOTA STATE COLLEGE SOUTHEAST NURSING PROGRAM DOES NOT PROVIDE STUDENTS WITH COPIES OF THEIR REQUIRED PROGRAM PAPERWORK.	Initial

Student ID #	Print Name
Date	Signature

**Minnesota State College Southeast
Nursing Program**

**Appendix G: Minnesota State Associate Degree Nursing Programs
Performance Standards**

The system of Minnesota State Colleges provides the following example of performance standards, based on the Minnesota Nurse Practice Act, that associate degree nursing students are required to meet and maintain to provide safe and effective care, to be successful and progress in nursing programs. The examples listed are for illustrative purposes only and are not intended to be a complete list of all tasks in a nursing program.

- Students with documented disabilities, or who believe they may have a protected disability, can request accommodation, which may assist with meeting the standards for nursing programs. For assistance, contact the Office of Accessibility (accessibility@southeastmn.edu).

Requirements	Standards	Examples include but are not limited to...
Critical-thinking Skills	Critical thinking ability for effective clinical reasoning and clinical judgment consistent with level of educational preparation	• Ability to assess, plan, implement, and evaluate care. • Organize workload to manage time effectively and prioritize the delivery of client care. • Use resources effectively to understand the evidence, context of situations, and perspectives (their own and others) to make logical and informed decisions. • Possess problem-solving skills, including the ability to reason, measure, calculate and use data to make decisions in time-pressured environment. • Assimilate information from class, lab and clinical to demonstrate achievement of learning outcomes. • Ongoing demonstration of skills mastery while integrating and mentally sorting new information.
Interpersonal Skills	Interpersonal skills sufficient for professional interactions with a diverse population of individuals, families, and groups	• Maintain and protect client confidentiality and privacy. • Establish professional and ethical relationships with others. • Accept feedback and integrate new understanding into behavior. • Display personal accountability, integrity, understanding that student behavior affects others.

		• Practice the ability to delegate. • Promote a team-building environment. • Provide effective and therapeutic care in a variety of cultural settings. • Convey empathy, compassion and sensitivity in interactions and relationships.
Communication Skills	Communication skills sufficient for verbal and written professional interactions	• Assimilate verbal and non-verbal information, process and exchange information with clients, families, instructors and members of the healthcare team. • Accurately interpret and document nursing actions and client responses. • Display the capacity to engage in successful conflict resolution and advocate for client rights and needs. • Effectively communicate in English in verbal, written, and electronic resources with colleagues, school staff, and members of the interdisciplinary team. • Use therapeutic communication techniques to provide support to peers, clients and families. • Process relevant information; accurately and timely communicate to the healthcare team. • Ability to design teaching plans for client education and assess effectiveness. • Provide disease prevention and health promotion, care coordination and case findings.
Psychomotor Skills	Psychomotor skills sufficient for providing safe, effective nursing care	• Move about client's room and/or workspaces to complete client assessment. • Administer rescue procedures - cardiopulmonary resuscitation. • Demonstrate the ability to work for long periods. • Safely use and calibrate equipment in a variety of settings. • Perform procedures necessary to safely admit, transfer, or discharge a client. • Prepare and administer medications and treatments. • Perform nursing skills safely and efficiently.
Assessment Skills	Assessment skills sufficient for providing safe, effective nursing care	• Ability to provide comprehensive assessment of client's health status through collection and synthesis of data to establish baseline status for client. • Ability to integrate assessment information to form a plan of care.

		• Recognize emergent needs; perform appropriate targeted assessment, interventions and evaluation. • Assume accountability for delivered care; recognize limits of knowledge, skills and licensure scope. • Understand and process healthcare provider orders according to assessment data, evaluate effectiveness of interventions and communicate with members of the healthcare team. • Demonstrate distinction between provider-dependent and independent nursing interventions.
Emotional-Behavioral Skills	Demonstrates appropriate behavior to function effectively under stress and assume accountability for one's actions	• Demonstrate emotional stability while encountering a wide variety of emotions in self and others. • Communicate empathy, recognize own values, attitudes, beliefs, emotions and experiences affect perceptions and relationships with others. • Personal flexibility to adapt to rapidly changing environments. • Ability to apply sound judgement in pressured situations.
Professional Conduct Skills	Process attributes that include compassion, altruism, integrity, honesty, responsibility and tolerance	• Provide safe and effective care to patients along the age continuum without regard to disability, ethnic origin, gender status or social standing. • Recognize and preserve individual human dignity. • Advocate for the client's best interest. • Demonstrate professional accountability and ability to work in hierarchical environment. • Demonstrate intent to follow the ANA Code of Ethics. • Practice participation in development of healthcare policies, procedures. • Demonstrate understanding of nursing theory and practice.
Environmental Stressors	Other considerations	• Ability to work with infectious agents and blood-borne pathogens. • Ability to work in area with potential chemical and radiation hazards, potential allergens such as latex. • Ability to work in areas of potential violence. • Ability to work in close proximity to others.

Other	Sensory	Visual and auditory ability to perform assessments, safe nursing care, and meet program outcomes.
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References

H.C. Gonzalez, E-L. Hsiao / Teaching and Learning in Nursing 15 (2020) 53-56.

Minnesota Nurse Practice Act – Minnesota Statute Section 148.171.

Revised and approved by AD and PN Nursing Directors of Minnesota State June 2020.

**Minnesota State College Southeast
Nursing Program**

Appendix H: Performance Standards Signature Form

Name: _____ (please print) Date: _____

Performance Standards for Nursing Programs

The system of Minnesota State Colleges provides examples of performance standards, based on the Minnesota Nurse Practice Act, that nursing students are required to meet and maintain to provide safe and effective care, to be successful and progress in nursing programs.

Each standard includes required skills and a list of example behaviors necessary to provide safe and effective care. The examples listed are for illustrative purposes only and are not intended to be a complete list of all tasks in a nursing program. Some specific behavioral examples included under each standard vary depending upon the level of education being pursued.

Students with documented disabilities, or who believe they may have a protected disability, can request accommodation, which may assist with meeting the standards for nursing programs. For assistance, contact Southeast's Student Success Coordinator.

A copy of the Performance Standards for the Associate of Science in Nursing Program is located in the Nursing Student Handbook, which is accessible on the Southeast nursing webpage.

Each performance standard is associated with required skills.

Students should possess the following skills:

- Critical Thinking**
- Interpersonal**
- Communication**
- Psychomotor**
- Assessment**
- Emotional-Behavioral**
- Professional Conduct**

Additional areas of consideration include:

- Exposure to environmental stressors**
- Visual and auditory ability**

I have read the Nursing Programs Performance Standards. I understand it is my responsibility to contact the Dean of Nursing or nursing faculty for clarification on any of the standards.

Please read the following statements and indicate “yes” or “no” to the best of your knowledge. ***If you answer “no” to any statement, please visit with Southeast’s Student Success Coordinator regarding potential accommodations.***

Yes No

- | | | |
|-----|-----|--|
| ___ | ___ | I am of adequate physical health and mental health to provide safe and effective care to others. |
| ___ | ___ | I am of adequate physical health and mental health to adhere to the rigors of my nursing courses. |
| ___ | ___ | I am not aware of any physical or mental health issues that would prevent my success in the nursing program. |
| | | |
| ___ | ___ | I have followed up with my health care provider if I had any concerns related to my physical or mental health and I have medical clearance to progress in the nursing program. |
| ___ | ___ | I will follow my health care provider’s recommendations to maintain adequate physical and mental health throughout the program. |
| ___ | ___ | I possess adequate critical-thinking, interpersonal, and communication skills to be successful in the nursing program. |
| ___ | ___ | I possess the ability to maintain professionalism when interacting with others. |

Signature: _____ Date: _____