

SUNY Ulster

Nursing Program

Student Handbook



Hardenbergh Hall

Welcome

The Nursing Program provides its students with opportunities to learn, lead, and discover in an active learning environment. Our experienced nursing faculty have advanced education and practice expertise that guides students through a robust nursing curriculum.

Applied learning is provided through the Nursing Skills Laboratory, Nursing Simulation Laboratory, and onsite experiences in collaboration with such agencies as Nuvance Health, Westchester Medical Center and Ellenville Regional Hospital. These experiences provide students the educational opportunities of evidence-based practice in nursing while fostering their critical thinking and nursing judgment to provide safe, compassionate, and quality care.

The rigors of the Nursing Program begin with the application process and extend throughout the nursing curriculum. The Nursing Program faculty and staff have developed this document to fulfill several purposes— the most important of which is our commitment to student success. We believe that a clear and straightforward definition of specific regulations governing our nursing students will help them to be successful, and move through the program in a consistent and uniform manner.

At SUNY Ulster, we promote a sense of community in a welcoming academic environment that encourages diversity, equity, inclusion and social justice for all of our students, faculty, staff, and community partners.

Graduating from the SUNY Ulster Nursing Program opens doors that lead to rewarding careers. Our graduates are the health care leaders of tomorrow.

We wish you the best towards a successful academic journey,

The Nursing Program Faculty and Staff

Preamble

The Nursing Program Student Handbook has been compiled by the faculty and staff to provide students with information pertinent to the SUNY Ulster Associate Degree Nursing Program. It is to be used in addition to the SUNY Ulster Catalog for obtaining information about policies/procedures and course requirements.

The policies and regulations consistently reflect the principles, codes and laws relevant to all nurses and our nursing students. Entrance into the profession of nursing demands professional behavior and leaves no room for unsafe, unethical, or disruptive behavior in the classroom, skills laboratory, or clinical setting. Concurrently, all students are expected to comply with all civil laws and regulations.

All policies contained in this document have been approved by the SUNY Ulster Nursing Program, effective August 17, 2026. This document supersedes and replaces any prior Nursing Program Student Handbook. Policies within this handbook are subject to revision at any time. Students enrolled in nursing (NUR) courses will be notified verbally, via email and/or by written notification of any policy changes and will be held to the standard of the new policy.

*** Please note that should there be a discrepancy noted between the syllabus and the Nursing Student Handbook, the Nursing Student Handbook takes precedence and supersedes all other course documentation.

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Section 1 - SUNY Ulster Nursing Mission, Philosophy, and Program of Learning

The SUNY Ulster Nursing Program is based on a dynamic process of integrating concepts, models, and theories to create a learning environment that ensures the nursing graduate is prepared to provide safe and effective care. The program leads to the Associate of Science (A.S.) degree and graduates are qualified to sit for the National Council Licensure Examination for Registered Professional Nurses (NCLEX-RN). Nursing is a lifelong learning profession and the SUNY Ulster Nursing program has articulation agreements with over six colleges for students to pursue a seamless transfer with continuing their education. New York State requires all nurses to earn their bachelor's degree within ten years of licensure and many of our graduates continue past their bachelor's degree to become Advanced Practice Registered Nurses.

The Associate of Science (A.S.) degree in Nursing is registered by the New York State Education Department (NYSED) and accredited by NYSED, Office of Professions, Division of Professional Education and the Accreditation Commission for Education in Nursing (ACEN). The most recent accreditation decision made by the ACEN Board of Commissioners for the Associate of Science in Nursing is continuing accreditation.

SUNY Ulster Nursing Program is also a member of the National League for Nursing (NLN) and the Council for Associate Degree Nursing in New York State (CADN).

Mission

The SUNY Ulster Nursing Program is dedicated to providing excellence in nursing education consistent with the mission of SUNY Ulster. Our mission is to prepare students for entry into the nursing profession who will have the knowledge, skills, and attitudes necessary to provide safe, compassionate, quality care in an ever-evolving health care system.

Philosophy

We believe nursing is both an art and a science that:

- integrates theoretical knowledge, critical thinking/clinical judgment, and skill competence
- is compassionate, caring, and holistic with the patient at the center
- is based on a foundation of integrity as well as ethical, legal, and moral accountability.

We believe in a nursing education in which:

- the learning experience is a collaboration between the program faculty and their students
- education is a partnership involving shared accountability between faculty and students
- student success is accomplished by accountability as well as nurturing, trusting, and caring relationships
- there is a commitment to providing a variety of resources and active learning experiences to support individual learning preferences

- students are encouraged to be lifelong learners
- there are open lines of communication which are professional and respectful

Nursing Practice

We believe that nursing is a humanistic science dedicated to assisting individuals and families to cope with living, wellness, illness, and death. Nursing practice is implemented by using critical thinking and clinical judgment to organize care.

Nursing care can promote or maintain wellness, or assist in resolving alterations in needs, which occur as a result of health problems.

Associate of Science in Nursing

We believe that the graduate of the associate degree program possesses a basic core of knowledge, skills, and attitudes, which is necessary to provide nursing care to individuals and families in a variety of settings. The associate degree graduate is flexible in response to changing health care delivery systems and societal trends.

End of Program Student Learning Outcomes

Each course reflects and is founded on the following program outcomes building on prior knowledge with each succeeding course.

Upon program completion, the student will be able to:

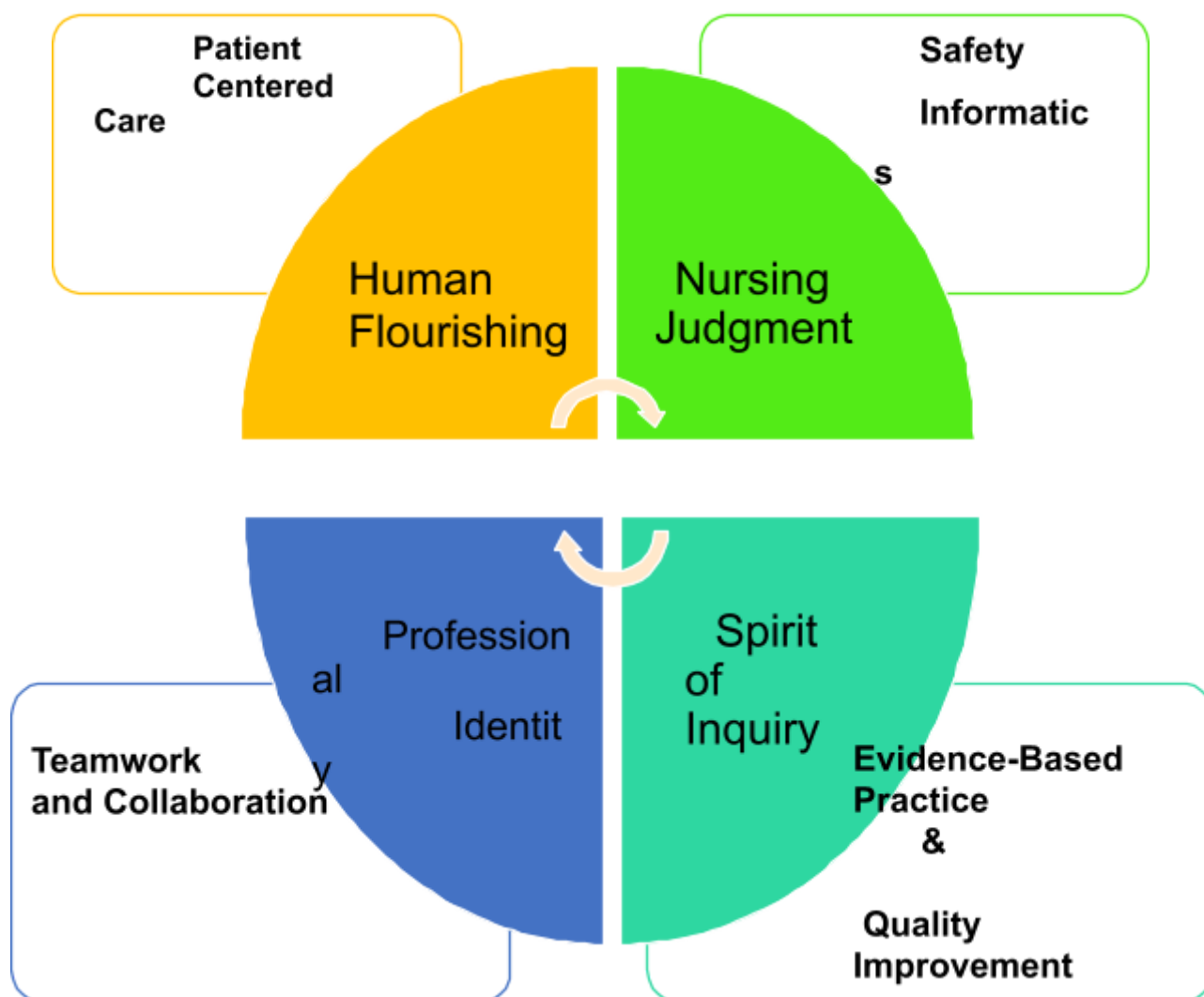
1. Perform safe, caring, patient-centered, evidence based nursing care to diverse populations throughout the lifespan.
2. Apply critical thinking, clinical reasoning, and judgment strategies when providing patient-centered care.
3. Demonstrate teamwork and collaboration with members of the interprofessional team.
4. Interpret informatics principles, techniques, and systems when providing nursing care.
5. Analyze the role of leadership/management in a variety of healthcare settings for the purpose of providing safe, compassionate quality care in an ever evolving healthcare system.
6. Practice within professional, ethical, and legal principles consistent with the role of the professional nurse.

Program Outcomes

Program evaluation results confirm achievement of end-of-program learning outcomes (See [Nursing Information](#) page).

1. Annual licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period.
2. 50% of the students will graduate within the time frame allotted for the program (4 semester length = 2 years).
3. 90% of graduates seeking employment will be employed in a registered nurse (RN) position within one year of graduation.

Conceptual Framework



The conceptual framework derived from the philosophy forms a basis for the organization and structure of the nursing curriculum. This framework serves as a guide for nursing instruction in the attainment of student learning outcomes.

The framework consists of concepts that encompass the qualities of a successful graduate nurse. NLN competencies were chosen because they specifically define the competencies of the graduate Associate Degree Nurse. QSEN competencies reflect current contemporary practice. Concepts interlace NLN and QSEN competencies to achieve the goal of providing graduate nurses with the tools needed to provide holistic care in an ever-changing health care delivery system. Each competency includes knowledge, skills and attitudes to serve as a basis for consistent performance expectations across academic and practice settings.

Section 2 - Admission

Admission Procedures and Requirements

Prospective students must complete the application for admission by the application deadline. Applicants are required to take the HESI admission assessment in order to be considered for admission. The exam may be taken only twice per calendar year and the higher grade will be used. Applicants must register and pay all fees each time. Further information, please refer to the [SUNY Ulster Nursing](#) information page.

The Nursing program is highly competitive. Meeting minimum criteria for admission does not guarantee acceptance to the program. The Admission Committee and College reserve the right to make final decisions based upon the applicant pool each year.

MINIMUM REQUIREMENTS FOR CONSIDERATION FOR ADMISSION	
Current High School Students Applying for Admission Consideration into the Nursing Program	Contact SUNY Ulster, Enrollment and Success: Enrollment & Success Center 800-724-0833 x5022 or 845-687-5022 admissions@sunyulster.edu • HESI Admission Assessment exam minimum 75% performance. • Performance in any General Education/Liberal Arts, Math, and Science (Biology and/or Chemistry) High School courses with a minimum final grade of C or better. • New York State Regents exam scores of 75 or higher in Biology and/or Chemistry. • Collegian Courses (if applicable) final grade of C or better. • Admission to the Nursing Program is not guaranteed to any applicant, regardless of courses completed or grades received.
All Other Applicants Applying for Admission Consideration into the Nursing Program	• HESI Admission Assessment exam minimum 75% performance. • Performance in General Education/Liberal Arts and Science* courses that are a part of the nursing curriculum with a minimum GPA of 2.75. Refer to the admission rubric for a list of courses. The admissions rubric used to evaluate student performance may be found in the Nursing Admissions Requirements on the SUNY Ulster Nursing information page.

Admission to the Nursing Program is not guaranteed to any applicant, regardless of courses completed or grades received.

PROGRAM APPLICATION DEADLINE	
<i>Program Start Date: Fall Semester</i>	<i>Application Deadline</i>
Current High School Students and Applicants Previously or Currently Enrolled at SUNY Ulster: Applying for Admission into the Nursing Program	February 15th
All documentation is required by the application deadline, including but not limited to transcripts, HESI score, CLEP scores and SUNY Ulster Admission requirements, if applicable. Out of county residents may apply.	

Students Accepted into the Nursing Program

Students accepted into the Nursing Program are required to have the following in place prior to the semester in which the courses begin:

- Satisfactory clinical requirements are required of all students to maintain clinical compliance for each year in the program. e.g. physical examination, including immunizations, titers, hepatitis B, and tuberculosis testing/risk assessment.
- Standards of practice met with or without reasonable accommodations for the school and clinical setting.
- American Heart Association's Basic Life Support Certification for the Healthcare Professional.
- Compliance with established dress code.
- Satisfactory certified background check and drug screening.

Length of Program

The program can be completed in two academic years or extended and pursued on a part-time basis. Nursing (NUR) courses must be taken consecutively and it is recommended that they be taken without interruption. The nursing program must be completed in no more than four consecutive years from enrollment in the first nursing course (Exception: military duty). SUNY Ulster's Nursing Program is not offered as an evening program.

Pre and Co Requisite Courses

General Education/Liberal Arts and Sciences courses may be taken in any sequence, as long as prerequisite and corequisite requirements are met as required for the NUR courses. To progress in the nursing program students must have and maintain a 2.75 cumulative average in all classes required in the nursing curriculum and a 2.75 GPA in any additional general education/liberal arts and sciences courses. A 2.75 cumulative average in classes is required for students transferring any courses. Grades on the transcript(s) will be assessed to determine the GPA.

All students must have and maintain a minimum 2.0 cumulative SUNY Ulster college GPA.

Science

Students transferring courses from other colleges, or applying SUNY Ulster coursework of Anatomy and Physiology I and II (BIO107 and BIO108) toward a Nursing degree, must have been completed within five years prior to starting the SUNY Ulster Nursing Program, with a grade of C or higher in each course to be eligible for credit.

Science courses may be repeated only once within a five-year period.

Mathematics

Students are expected to enter the nursing program with a strong knowledge of basic math (high school level algebra). All nursing courses have a separate medication calculation math competency component, which must be met each semester to continue or progress satisfactorily in the nursing courses (*refer to Appendix E: Medication Calculation Exam Policy*). Students must satisfactorily complete MAT110, or MAT115, or MAT160, or higher as part of the nursing curriculum to graduate (refer to SUNY Catalog for course descriptions).

Communication Skills

Students should be able to read with a high level of comprehension and demonstrate the ability to speak English clearly and write accurately. Students must have taken or be able to enroll in College English 101.

Section 3- Nursing Curriculum

Table 1 Nursing Curriculum

Course Number	Course Title	Credits
First Semester		
FYE 101	First Year Experience	0-1
BIO 107	Human Anatomy & Physiology I	4
NUR 152	Fundamentals of Nursing One * <i>Refer to nursing course description</i>	7
NUR 153	Nursing Dosage Calculations	1
PSY 101	General Psychology	3
ENG 101	College English I	3
	Semester Credits	18/19
Second Semester		
BIO 108	Human Anatomy & Physiology II	4
PSY 210	LifeSpan Development	3
NUR 154	Nursing Two* <i>Refer to nursing course description</i>	8
ENG 102	College English II	3
LIB 111	Information Literacy	1
	Semester Credits	19
Third Semester		
GEN ED REQ	General Education Requirement in DEI & SJ	3
MAT 110 (or GenEd math course)	Math General Education Requirement	3
NUR 252	Nursing Three* <i>Refer to nursing course description</i>	8
	Semester Credits	14
Fourth Semester		
NUR 254	Nursing Four* <i>Refer to nursing course description</i>	9
GEN ED REQ*	General Education Requirement (* US History and Civic Engagement, World History and Global Awareness, The Arts, or World Languages)	3
	Semester Credits	12
	Total Credits	63/64

Nursing Course Description

NUR 152 - Nursing One (7 credits)

The learner examines and defines the role of the nurse in a contemporary healthcare system. Learners are introduced to the knowledge, skills and attitudes associated with the Quality & Safety Education for Nurses (QSEN) competencies. Concepts of psychological, psychosocial, safe effective care environment and health promotion/maintenance are examined. The nursing process provides a framework utilizing an interdisciplinary, collaborative care approach influencing the care of individuals involving families and communities.

Lecture: 4 hours, Laboratory: 3 hours, Clinical: 4 hours

This course is offered in the fall only.

Pre/ Co-requisites: ENG 101, BIO 107, PSY 101, NUR 153

NUR 153 - Nursing Dosage Calculations (1 Credit)

This course prepares the student for dosage calculations used in the administration of medications. Beginning level students acquire knowledge and develop proficiency in computing medication dosages. Strong student calculation competency is but one of the ingredients required for the achievement of positive patient outcomes. Among the QSEN skills competencies are demonstrating effective use of technology and standardized practices that support safety and quality; demonstrating effective use of strategies to reduce risk of harm to self or others; and using appropriate strategies to reduce reliance on memory (QSEN, 2019, "Safety" section). The QSEN attitudes have to do with qualities such as valuing the contributions of standardization reliability to safety; appreciating the cognitive and physical limits of human performance; and recognizing one's own role in preventing errors (QSEN, 2019, "Safety" section).

This course is offered in the fall only.

Prerequisite: MAT 095 with a grade of C or better OR placement test into a GenEd math course.

Co-requisite: NUR 152

NUR 154 - Nursing Two (8 credits)

The learner builds upon previous concepts of Nursing One with emphasis on applying the knowledge of pathophysiology towards the management of care of individuals. The concepts of physiological, psychosocial integrity, a safe effective care environment, health promotion/maintenance are examined. A continued exploration of the nursing process is utilized to assist the learner to think critically and apply theory to practice. An interdisciplinary, collaboration of care approach, focuses on restoring optimal functionality of individuals involving families and communities.

Lecture: 5 hours, Laboratory: 3 hours, Clinical: 5 hours

This course is offered in the spring only.

Prerequisites: NUR 152, NUR 153

Pre/Co- requisites: BIO 108, PSY 210, ENG 102, LIB 111

NUR 252 - Nursing Three (8 credits)

The learner continues examining concepts of nursing care with a greater emphasis on health promotion/maintenance, physiological, and psychosocial alterations of individuals across the life continuum. The plan of care expands application and integration of knowledge, skills, and attitudes required to ensure safe and effective patient care in an evolving healthcare environment.

Lecture: 5 hours, Laboratory: 2 hours, Clinical: 7 hours

This course is offered in the fall only.

Prerequisites: NUR 154

NUR 254 - Nursing Four (9 credits)

The learner develops and evaluates a patient centered holistic approach to nursing care utilizing previous theory and knowledge with emphasis on quality outcomes and seamless transitions of care. The plan of care is operationalized focusing on analysis, evaluation, and modification of individual needs involving families and communities. Concepts of leadership and development are explored using an interdisciplinary approach.

Lecture: 6 hours, Laboratory: 2 hours, Clinical: 7 hours

This course is offered in the spring only.

Prerequisites: NUR 252

Nursing Courses: Grades and Requirements

All nursing students must have a minimum overall exam grade average of 75% and a minimum final course grade of a “C” as well as satisfactorily pass the nursing skills laboratory and clinical components of the nursing course in order to progress to the next nursing course. Failure to achieve all of these measures will prevent the nursing student from continuing to the next sequential nursing course (*refer to Section 4: Methods of Assessment*).

Nursing courses must be taken in the required course sequence.

- All nursing students must maintain a minimum grade of C in each nursing course and a 2.75 GPA in general education/liberal arts and sciences courses, as well as satisfactorily pass the skills lab and clinical components of the nursing courses. Failure to achieve these measures will prevent the nursing student from continuing to the next sequential nursing course.
- Students who fail the clinical portion of a nursing (NUR) course will receive an F for the course.
- Students who fail the skills laboratory portion of a nursing (NUR) course will receive an F for the course.

All students are also required to have a laptop computer with a webcam (No Chromebooks or ipads) and a reliable internet connection.

Attendance

Regular attendance is one of the most important contributing factors to academic success. Throughout the Nursing Program, students may be offered opportunities to participate in community programs and activities. To participate in these activities, students must be meeting attendance requirements. Each student's instructor must approve of the student's participation prior to the proposed activity. Students are expected to attend all course components: lectures, skills laboratories, simulations, and clinical learning experiences.

Lecture

Students are required to notify the instructor in advance if they find it necessary to be absent, late, or depart early from a learning experience. In the event of lateness, early departure, or absences, the student is responsible to obtain the missed assignments, notes, materials, and demonstrations. The instructor is not responsible for providing missed information.

Absences and lateness on examination days.

If a student must be absent on the day of a scheduled examination, the student must contact the instructor before the examination. At the discretion of the instructor, a make-up examination may be administered. The make-up examination may be in a different testing format than the original (ex. essay, short answer, fill-in-the-blank, etc.) The student will receive a grade of zero if they do not contact the instructor.

If a student is late on the day of a scheduled examination, admittance will be at the discretion of the instructor. The student will only be allowed the remaining time for the examination.

Clinical

Attendance at all clinicals is mandatory. If a student misses a clinical, they must contact their clinical instructor as soon as possible. Failure to do so is considered a “no call, no show” and may result in a clinical failure. The clinical instructor will notify the department of the student’s absence, late arrival, and/or early departure.

The student may be required to complete a make-up assignment for the missed clinical time. Missing more than one clinical session could prevent the student from meeting clinical objectives. In such cases, a Learning Contract (*refer to Appendix A: Learning Contract*) will be initiated by the instructor or lead course instructor, and additional absences or lateness may jeopardize the student’s ability to pass the clinical component of the course.

Students may have opportunities to participate in community programs and observational activities throughout the Nursing Program. The clinical instructor will determine the student’s participation.

Nursing Skills Laboratory

In the event of lateness, early departure, or absences, the student is responsible to obtain the missed assignments, notes, materials, and demonstrations. The instructor is not responsible for providing missed information, materials, and/or demonstrations of skills.

Absences and Lateness for Skills Evaluations and Demonstration.

If the student is unable to attend their scheduled skills evaluation or demonstration, they must notify the Nursing Skills Laboratory instructor(s) prior to the evaluation. Any student that arrives late without prior notification will be provided the remaining time of their scheduled evaluation/demonstration. It is the student’s responsibility to arrange with the Nursing Skills Laboratory instructor for a missed or repeat skill(s). A student that fails to contact the Nursing Skills Laboratory the day of the Evaluation will be considered a “No Call, No Show” and the missed time will be documented as an unsuccessful attempt. All skills demonstrations must be successfully completed prior to the next scheduled skills demonstration or evaluation (*refer to Appendix D: Skills Evaluation and Demonstration Policy*).

Program Course Sequence

The nursing courses and their requisites must follow the curriculum sequence. If a student withdraws from a co-requisite course, the student may not progress in the nursing program until the pre and co requisites are met. Performance in any General Education/Liberal Arts and Science courses that are a part of the pre/co requisites for the nursing curriculum must be maintained at a minimum a cumulative GPA of 2.75 or higher to maintain program eligibility. In addition to the general college requirements listed in the SUNY Ulster Catalog, nursing students must pass each nursing course to progress in the nursing program. If there is an interruption in the sequential completion of the program, students are not guaranteed a seat in nursing courses. (*Refer to Section: Readmission to Nursing Courses.*)

Registering for Courses

Students who are continuing in the nursing program should meet with their nursing program advisor during the scheduled registration period to review pre-and co-requisite requirements for the next nursing course. If a student is seeking readmission to the Nursing Program, readmission is never guaranteed, and students must meet all requirements and be offered a seat to return to the program (*refer to Section: Readmission to Nursing Courses*). Readmitted students should meet with their advisor to review pre- and co- requisite requirements.

Withdrawal from Nursing Course

Students must adhere to the college's official withdrawal policy. Students considering withdrawal are required to consult with their nursing faculty advisor and must follow the deadlines outlined in the SUNY Ulster Catalog. Students who withdraw from a nursing (NUR) course must withdraw from all components of the course, including Lecture, Laboratory, and Clinical.

A student who is passing at the time of withdrawal may be eligible to repeat the course in accordance with the *Readmission to Nursing Courses* policy.

If a student is failing at the time of withdrawal, the withdrawal will be recorded as a withdrawal with a failing grade and will count as an unsuccessful attempt at the course. If eligible, the student may repeat the course by following the criteria and procedures for Readmission to Nursing Courses.

Repeating a Nursing Course

If a student is passing and withdraws from a nursing (NUR) course, they may repeat the course, following the Readmission to Nursing Courses criteria and procedure.

If the student fails or withdraws while failing a nursing course:

- Students who receive grades of C-, D+, D, F, or a W in any subsequent NUR course, may not proceed with the program unless the student applies for readmission and is approved to repeat the course. Nursing students requesting readmission due to interruption of the specified progression through the program of study, for any reason, are not guaranteed a seat in the course requested. Readmission is dependent on clinical space availability, review of the student's academic eligibility, and final review by the Nursing Admissions Committee. Students can be reinstated into a NUR course only one time.
- Course from the previous enrollment will be considered and are based on the items below:
 - Core courses taken within the Nursing Program should be no older than two (2) calendar years.
 - Science courses needed for the major should be no older than five (5) calendar years.
 - Review and acceptance of any courses will be done on an individual

basis by the Nursing Admissions Committee.

- Students who receive grades of C-, D+, D, F, or a W in Fundamentals of Nursing One (NUR152) will be dismissed from the program and must reapply for admission following all admission requirements. Students who reapply are not guaranteed a seat and must meet all admission requirements.
- A total of two unsuccessful attempts resulting in a grade of C-, D+, D, F, or a W in any NUR course will result in dismissal from the nursing program and the student is no longer eligible for the Nursing Program (* exception Nursing Dosage Calculations - NUR153).
- A total of three unsuccessful attempts resulting in a grade of C-, D+, D, F, or a W in Nursing Dosage Calculations (NUR153) will result in dismissal from the nursing program and the student is no longer eligible for the Nursing Program.

Readmission to Nursing Courses

Readmission is neither guaranteed nor automatic. Students requesting readmission to a designated semester are encouraged to complete all pre and co requisites prior to re-entering the program. Students will be considered for readmission based on the following criteria and space availability.

Eligibility Criteria for Readmission

Students will be considered for readmission if they meet the following requirements:

- The student must be in satisfactory academic standing and have a cumulative GPA of 2.75 or higher in the required pre/co requisite and nursing program courses. (This does not include the Nursing course failed.)
- Courses from the previous enrollment will be considered for:
 - Core courses (NUR) taken with the Nursing Program should be no older than two (2) calendar years.
 - Science courses needed for the major should be no older than five (5) calendar years.
- Students who have taken a medical leave of absence must provide evidence that the original situation requiring the withdrawal or medical leave has been resolved when seeking readmission.
 - Students returning to the program must submit a letter from their provider indicating they may return to the nursing program without any restrictions.
- A student must score a minimum of 5 points on the Readmission Rubric to be considered for readmission.
- The Nursing courses sequence must be completed within four years.
Exception: military duty.

Any student that is readmitted to the Nursing Program should participate in ongoing Nursing Department support services, including, but not limited to, Nursing Coach, faculty, and/or staff. Additional support services through the Center for Academic

Planning and Support (CAPS) may also be recommended.

Conditions for Denial of Readmission:

- The student has exhibited physically or verbally aggressive behavior towards students or faculty and/or has violated the SUNY Ulster Standards on Student Conduct (refer to the SUNY Ulster Student Handbook).
- The student that has an unsatisfactory prior clinical performance.
- The student has failed two nursing courses (with the exception of Nursing Dosage Calculations – NUR 153). In such cases, the student is not eligible to return to the SUNY Ulster Nursing Program.
- Any student has been unsuccessful after three attempts at Nursing Dosage Calculations (NUR153), resulting in ineligibility to progress or return to the nursing program.

Readmission Procedure

Nursing One

Students who are not successful in Nursing One (NUR 152) must reapply to the program following Nursing Admission criteria and application procedures (Review admission information on [SUNY Ulster Nursing information page](#)).

Nursing Two (154), Nursing Three (252), Nursing Four (254)

Students seeking readmission after unsuccessful completion of these courses must follow the procedures below:

1. Submit a formal request for readmission via email to the Nursing Program Readmission Committee:
 - Deadline: March 1 (for Fall semester) or November 1 (for Spring semester)
 - Email: nursing_admissions@sunyulster.edu
 - Subject line: "Readmission"
2. The Readmission Committee will review all submitted requests for eligibility and consideration.
3. An interview with the Readmission Committee may be required to assess the student's readiness to return to the program.
4. Students must demonstrate didactic competency:
 - The student will be offered one opportunity to take the final exam from the

semester preceding the course failure (e.g., a student who failed Nursing Three will take the Nursing Two final exam).

- A minimum score of 80% is required.
- Readmission eligibility is contingent upon available space, and applicants will be ranked based on their exam scores.

5. Students may be required to demonstrate clinical skills competency.
6. Students must have demonstrated professionalism throughout their time in the Nursing Program.
7. Students are encouraged to review the Readmission Rubric (see Appendix B) to understand evaluation criteria.

Students should review the Readmission Rubric (*refer to Appendix B: Readmissions Rubric*).

Graduation Requirements

Upon successful completion of all graduation requirements, students in the SUNY Ulster Nursing Program will receive an Associate of Science (AS) Degree.

It is the student's responsibility to complete their application for graduation. Students should apply for graduation regardless of their plans to attend commencement. These are two very different things. Applying for graduation signals the Registrar to evaluate coursework and process the student's transcript for awarding their degree and for eligibility for licensure. Students must meet with their academic adviser for their signature on the application and to verify all requirements for graduation have been met. Please refer to the SUNY Ulster Catalog for additional graduation requirements.

Eligibility for NCLEX-RN and Requirements

Upon graduation from SUNY Ulster with an AS in Nursing, the student is eligible to take the required National Council Licensure Examination for Registered Nurses (NCLEX-RN). In order to take the NCLEX-RN, SUNY Ulster must certify that the student has successfully completed the nursing program and been awarded an Associate of Science in Nursing. The student must apply to take the exam through the Office of Professions in the state they will be taking the exam. Information about the NCLEX-RN is available through the National Council of State Boards of Nursing (NCSBN) [Application & Registration | NCSBN](#).

Compliance with all licensing requirements remains the responsibility of the student.

Determination of "good moral character" is a requirement for registered professional nurse licensure. Eligibility to sit for the licensing examination to become a registered nurse is subject to New York State law regarding professional misconduct. Applicants in the nursing program who have been charged or convicted of a crime (felony or misdemeanor) in any state or country, or whose practice of nursing may be impaired by alcohol, drugs, physical or mental disability, must contact the State Education

Department, Division of Professional Licensing Service. Although these applicants may be determined eligible to take the licensing examination, they may or may not be issued a limited permit and/or registered nurse license, depending on the results of the investigation process. Students with prior criminal convictions who are interested in pursuing this program or have an event while in the program should contact the Nursing Department and the Office of Professional Licensing in the state they are pursuing a license for more information. In New York, contact the NYS Office of the Professions - State Education Department/Nursing.

Federal Law limits the issuance of professional nursing licenses, registrations and limited permits to United States (US) citizens or qualified aliens with an alien registration number or control number issued by the United States Citizenship and Immigration Services (USCIS). Non-Immigrants, temporarily in the US are required to list VISA type or immigration status. Questions about any immigration status and whether you qualify for licensure should be directed to the USCIS (www.uscis.gov). Further information regarding candidacy may be found on the New York State Education Department/ Office of the Professions website: (www.op.nysed.gov).

Continuing Education/Articulation Agreements

Nursing is a dynamic and rapidly changing profession and demands a commitment to lifelong learning. Associate Degree Nursing graduates have a variety of career opportunities in a wide variety of healthcare settings. Obtaining an Associate in Science Degree from SUNY Ulster is only the beginning. To keep pace in a rapidly changing healthcare field, professional development and continued education are an ongoing requirement. Advanced education enhances nursing care and promotes personal and professional development.

Legislation was passed in 2017 in New York State that requires nurses to obtain a bachelor's degree in nursing within 10 years from their date of licensure.

SUNY Ulster collaborates with other institutions of higher learning through articulation agreements to help students achieve their goals. Information on our partners is as follows:

Table 2 Articulation Agreement Colleges

SUNY Canton 34 Cornell Dr, Canton, NY 13617 Phone: (800) 388-7123 Website: www.canton.edu/sci_health/nurs/	SUNY Delhi 454 Delhi Drive, Delhi, NY 13753 Phone: (607) 746-4000 or (800)-96-DELHI Website: www.delhi.edu
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SUNY Empire State University 2 Union Ave., Saratoga Springs, NY 12866 Phone: (518) 587-2100 Website: www.esc.edu	Excelsior University 7 Columbia Circle Albany, NY 12203 Phone: (888) 647-2388 Website: www.excelsior.edu
Maria College 700 New Scotland Ave., Albany, NY 12208 Phone: (518) 438-3111 Website: www.mariacollege.edu	Mount Saint Mary College 330 Powell Ave., Newburgh, NY 12550 Phone: (845) 561-0800 Website: www.msmc.edu

Section 4 - Methods of Assessment

To successfully complete a nursing course, students must demonstrate competency in all three course components: lecture, clinical, and laboratory. The final course grade will be based on the satisfactory completion of each of these components. As AI continues to shape healthcare, it is essential that nursing students develop an understanding of AI tools, their potential applications, potential limitations, ethical considerations, the individual's responsibility of evaluating the veracity and biases surrounding AI's application, and personal accountability as nurse scholars (*refer to Appendix F: Student use of Artificial Intelligence (AI) Tools*). Additionally, throughout the curriculum, there will be mandatory licensure assignments required for the completion of specific courses.

Lecture

Students must achieve a final grade of C (75%) overall and a minimum 75% weighted average of examination grades to pass the course.

The weighted exam average includes all unit exams and the final exam, but does not include quizzes or other graded components. If the student does not earn 75% on exams, the weighted exam grade average will be their final grade for the course.

Exam Review

Students have up to two weeks after an exam to meet with their instructor to explore common concepts missed, gaps in knowledge, and discuss strategies for future exams. Appointments will not be made to discuss final exams. (*Refer to Appendix C: Exam Performance Development Plan*).

Clinical

Satisfactory clinical performance is required to pass the course and to sit for the final exam. Clinical performance will be evaluated utilizing the Clinical Evaluation Tool, which is distributed and reviewed the first day of clinical. Students are expected to demonstrate a satisfactory level of competence. Any student demonstrating unsafe behaviors in the clinical area may be removed from the course and assigned a failing grade. Clinical assignments are due as specified by the clinical instructor. Late or incomplete clinical assignments may lead to a clinical failure. Unsatisfactory clinical performance results in a course grade of F.

Assignments

All assignments must be typed and submitted on the date and time specified by the instructor utilizing American Psychological Association (APA) format.

Nursing Skills Laboratory

Satisfactory skills evaluation and medication calculations are required to pass the course. Students are expected to demonstrate a satisfactory level of competence in demonstrations, evaluations, and medication dosage calculations.

Skills Evaluation and Demonstrations

Students must demonstrate satisfactory performance on all skills laboratory

requirements (*refer to Appendix D: Skills Evaluation and Demonstration Policy*). Unsatisfactory nursing skills laboratory performance results in a course grade of F.

Medication Calculation Exam

Preparation for the safe administration of medications includes proficiency in dosage calculations. All students must pass a medication calculation exam each semester in nursing. Students must attain 100% accuracy on the medication calculation exam by the designated period to continue in the program. Unsatisfactory performance on the medication calculation exam results in a course grade of F (*refer to Appendix E: Medication Calculation Exam Policy*).

Assignments

All assignments must be completed on the date and time specified by the instructor. Any written work must be typed utilizing the American Psychological Association (APA) format. All assignments must be deemed satisfactory in order to take the final exam.

Grading for Nursing Courses

Students must achieve a final grade of C (75%) overall and a minimum 75% weighted average of examination grades to pass the course.

- The weighted exam average includes all unit exams and the final exam, but does not include quizzes or other graded components.
- If the student does not earn 75% on exams, the weighted exam grade average will be their final grade for the course.
- Unit exam grades, the final exam grade, and the weighted exam grades are **not** subject to rounding.
- The overall final course grade is subject to upward rounding at the 0.5 point. (e.g.: final grades between 74.50 and 74.99 round up to 75; a grade of 74.49 and below does not round and is not a passing grade)

Grading Equivalents for Nursing Courses

Table 3 Grading Equivalents for Nursing Courses

Letter Grade	Point Range
A	= 94 - 100
A-	= 90 - 93
B+	= 87 - 89
B	= 83 - 86
B-	= 80 - 82
C+	= 77 - 79
C	= 75 - 76
D	= 60 - 74
F	= below 60

Section 5 - Clinical Requirements

All students are required to meet and maintain the necessary clinical compliance criteria for participation at clinical sites. Failure to adhere to the agency and SUNY Ulster Nursing Program's requirements will prevent students from entering the clinical area. Students who do not maintain or update their records, or comply with SUNY Ulster Nursing Clinical Requirements, will be prohibited from attending clinicals, thus unable to meet course objectives.

Maintaining health clearance is a professional, legal, and ethical responsibility for all nursing students, ensuring the safety of patients, colleagues, and themselves. Clinical facilities will not make any exceptions or extensions to these safety regulations. The Nursing Department has attested to the medical compliance of all students with each facility, and students must ensure their records remain up-to-date.

Failure to maintain compliance with all regulations, including renewals, by the specified deadline will prevent students from continuing in the clinical setting. This may also result in other disciplinary actions, as outlined below. The Department of Nursing will conduct random audits to verify compliance.

Please note, any student attending clinical without full compliance will be in violation of the healthcare facility's medical regulations and will be removed from the clinical setting and may result in an unsuccessful grade. Students who violate this policy may face dismissal from the program.

Certified Background Checks and Drug Screening

Students must complete, at their own expense, a criminal background check and drug screening prior to beginning clinical courses. Students may be asked randomly to complete a criminal background check and/or a drug screening at their own expense once in the program. Students who do not complete and satisfactorily pass the background check and/or drug screening are ineligible for placement in a clinical setting and therefore, unable to achieve the objectives of the nursing course. This will result in the student's inability to enter and/or continue in the nursing program. All students must use and maintain DISA Health Technologies/CastleBranch for the background check and drug screening prior to entering nursing clinical, regardless of the student having had any prior background checks or drug screenings from other companies or facilities.

CastleBranch compliance tracker of health records, BLS training, and other records must be updated and maintained in the student's CastleBranch profile account. The uploading and maintaining of records in CastleBranch are the responsibility of the student. Students that do not maintain or update records will not be permitted into the clinical setting and therefore, unable to achieve the objectives of the nursing course. New students not meeting the submission deadline for CastleBranch information are subject to losing their seat in the program.

An appointed SUNY Ulster review board will review instances in which a person does not have a satisfactory background check and/or drug screening. Charges and/or convictions involving, but not limited to, the following crimes may serve to disqualify a person from participating in required clinical learning experiences:

- Any felony
- Crimes involving drugs, including but not limited to, unlawful possession or distribution
- Crimes of physical violence, including but not limited to, include any type of abuse (i.e.: child, spousal or of the elderly), abduction, manslaughter, murder, robbery, sex crimes
- Possession of a restricted firearm or any related weapons offenses, assault and battery misdemeanors related to abuse, neglect, or exploitation
- Positive results of an illegal substance tested for on the urine drug screening will render the student permanently ineligible to attend or continue in the SUNY Ulster Nursing Program

The student may be given an opportunity to explain to the review board the circumstances surrounding the charge and/or conviction.

If a student is arrested and/or charged in any drug related offense, they will not be allowed in the clinical setting and must withdraw from nursing courses. It is the responsibility of the student to notify the nursing chairperson of any charges or convictions while they are a student in the SUNY Ulster Nursing Program.

Students who have previously been convicted of a felony are advised that their prior criminal history may impede their ability to complete the requirements of certain academic programs. Students who have concerns about such matters are advised to contact the Vice-President of Academic Affairs office.

Students who have previously been convicted of a felony are advised that their prior criminal history may prohibit them from being licensed and to be employed in the healthcare industry. *Compliance with all licensing requirements remains the responsibility of the student.* SUNY Ulster Nursing faculty and staff are not able to provide legal advice. Any questions should be directed to legal counsel and/or the New York State Education Department, Office of the Professions.

Health Requirements

Physical Examination and Health Testing/Vaccinations: All students are required to complete an annual physical examination, tuberculosis (TB) testing, including an individual TB risk assessment and symptom evaluation, and either receive the influenza vaccine or submit a waiver. Additionally, students must provide titers for measles, mumps, rubella, and varicella, regardless of age or previous immunization history, as well as verification of varicella immunity. Proof of hepatitis B vaccination or a signed declination statement is also required. COVID-19 vaccinations and boosters are optional. All required documentation must be uploaded to DISA Healthcare Technology/CastleBranch, including physical exams and testing records.

Students are responsible for ensuring their records are up-to-date and comply with agency requirements for clinical sites. Students who fail to maintain or update their records will not be permitted to participate in clinicals, which will prevent them from meeting the objectives of the nursing course. Without proper medical clearance, students will not be allowed to enter the clinical setting.

Any student who has a change in their health status (example: injury) after the submission of their physical must inform their course instructor and the nursing chairperson. The student must submit full medical clearance with no limitations in order to attend clinical. Health information is electronically submitted through CastleBranch.

Note: Requirements are based on clinical sites and may change at any time.

Basic Life Support (BLS) Certification

Nursing students are required to be certified in Basic Life Support (BLS) for the Healthcare Provider through the American Heart Association (AHA). This must be completed prior to the first nursing course and maintained throughout the nursing program. Students are responsible for submitting a current BLS card to CastleBranch. It is the student's responsibility to maintain recertification every two years. Failure to maintain BLS certification through the AHA will result in removal from the clinical setting. Students that do not maintain or update records will not be permitted into the clinical setting and therefore, unable to achieve the objectives of the nursing course.

SUNY Ulster Nursing Program: Standards of Practice

Reasonable Accommodation for Disabilities

The Americans with Disabilities Act (ADA) of 1990 was instituted by Congress to prohibit discrimination against qualified applicants with disabilities. The SUNY Ulster Nursing Program complies with the requirements and regulations set forth through the ADA and the ADA Amendment Act (ADAAA). The ADA defines a qualified individual with a disability as one who, with or without reasonable accommodations, meets the program eligibility requirements. In addition, the Rehabilitation Act of 1973 prohibits discrimination in admissions of a qualified person with disabilities. The ADA does not require SUNY Ulster and/or the Nursing program to make modifications that would substantially alter the nature or requirements of the program.

The SUNY Ulster Nursing program follows the American Nurses Association (ANA), Nursing: Scope and Standards of Practice, that was developed to provide standards of nursing. The SUNY Ulster Nursing program aspires to the application of this to the standards of nursing. This resource is to inform and guide applicants and nursing students in actions, behaviors, and the needed abilities, with or without reasonable accommodations, to provide safe, quality, and competent patient care.

Standard 1: Assessment: Effectively collect data and patient information that is relative to their condition or situation

- Visual Acuity, such as for the accurate preparation and administration of medications and for the critical observations in patient assessment and nursing.
- Auditory Perception, such as to receive verbal communication from patients and members of the health care team, to hear sounds depicting changes in patient status, and to assess the physiologic condition of patients through the use of assessment equipment and monitoring devices.
- Fine motor coordination, such as in assessing a patient's pulse.
- Gross motor coordination, such as the ability to move freely while observing, assessing.

Standard 2: Diagnosis: Analyze Data

And

Standard 3: Outcomes

- Ability to read and comprehend written materials, such as to read and interpret patient care documents, and read and follow health care institution policies and procedures.

Standard 4: Planning: Develop a plan to attain the best possible outcome for the patient.

- Ability to construct documentation that is accurate, concise, and appropriate.

Standard 5: Implementation

And

Standard 6: Evaluation

- Visual Acuity, such as but not limited to, the accurate preparation, administration and evaluation of medications or treatments, and for the critical observations of patients throughout care.
- Gross motor coordination, such as but not limited to, the ability to move freely while performing all aspects of patient care.

- Fine motor coordination, such as but not limited to, the accurate preparation, administration, and evaluation of medications and/or treatments.
- Ability to lift and support 25 pounds, such as but not limited to; reposition, transfer, and ambulate patients safely.

Standard 7: Ethics

- Ethics that exclude illegal substance abuse, and/or the use, possession, or distribution of illicit drugs.

Standard 8: Advocacy

- Advocates for their patients and support the needs and decisions of their patients, no matter their background.

Standard 9: Respectful and Equitable Practice

- Be respectful of all patients, families, healthcare consumers, and professionals.
 - The importance of cultural humility and social equity, resisting systemic racism, and demonstrating diversity, equity, and inclusion.
 - Social determinants of health in the practice and or learning environment, such as but not limited to bullying and incivility.
 - Students must be respectful in all components of the Nursing program: classroom, clinical, laboratory, and simulation.
 - If student(s) exhibit(s) conduct and behavior which the nursing faculty determine to be inconsistent with providing an effective learning environment and/or providing safe (emotional, psychological and/or physical) patient care, the faculty reserves the right to remove students from the immediate setting. Follow-up actions will be consistent with the nursing program and/or college policies and procedures.
 - Physical health must be maintained at a level that promotes functioning at maximum capacity and that avoids placing patients and others at risk for illness and/or injury.

Standard 10: Communication

- Communicate effectively in all areas in all components of the Nursing program: classroom, clinical, laboratory, and simulation.

Upon admission, an applicant who discloses a disability and requests accommodation may be asked to provide documentation of their disability and to collaborate with Disability Services and Accommodations. To matriculate or continue in the curriculum, the student must be able to perform essential nursing student actions, behaviors, and have the needed abilities to provide safe, quality, and competent patient care with or without accommodation. For Information on accommodations students may be eligible to receive, please contact the SUNY Ulster's [Accessibility Services & Accommodations](#) .

Reference: <https://www.nursingworld.org/practice-policy/scope-of-practice/>

Quiz and Test Accommodations

For quizzes and examinations, the Nursing Program requires a minimum of three business days to adjust testing platforms.

Dress Code - Clinical and Simulated Clinical Setting

Table 4 Dress Code/ Clinical Setting

ID Badge	A SUNY Ulster student picture ID must be worn on the uniform.
Uniform	A royal blue scrub top and uniform pants (Healing Hands brand). Uniforms must be clean and unwrinkled. A plain white shirt under the scrub top if needed. Optional is a royal blue lab jacket (coat).
Insignia (Patch)	A SUNY Ulster patch must be sewn on the right side of the uniform top and lab jacket. The insignia patch is sold in the SUNY Ulster bookstore. If a student wishes, their name may be embroidered in white on the left front pocket area, maximum 1" height.
Shoes	Solid, white leather type material shoes, with low, rubber heels, that may be sanitized. They should be in good condition, polished and clean at all times. No open backs, tops or open toes allowed.
Body Jewelry	No jewelry should be worn that imposes a safety or infection control risk. Rings must be a plain, smooth band. Under the direction of the clinical instructor and/or facility policy, visible body piercing jewelry that imposes a safety risk may be required to be covered or removed.
Hair	Hair should be clean and neat and with minimal ornamentation. Hair should not fall into the eyes. Hair that is long enough should be gathered in the back. Beards and mustaches must be neatly trimmed. In the event N95 masks are required, shaving or changes in style may be necessary. Head coverings or headbands, if worn, must be royal blue or white.
Nails	Nails must be fingertip length and clean. No artificial nails/wraps, gels or tips are permitted in clinical settings. Nail polish, if worn, must be clear or neutral.
Tattoos	Per facility policy.
Fragrances/Makeup	No fragrances are appropriate. Conservative makeup only.
Hygiene	Daily hygiene and grooming are expected. The odor of smoke about one's person is not acceptable.
Other helpful items	Bandage scissors, penlight, stethoscope, small pocket-sized notebook, and black pen(s).
Miscellaneous	Chewing gum of any type is not allowed in the clinical setting. No smoking, vaping and/or chewing tobacco is permitted. If not properly attired, the student may be sent off the clinical experience. There is no secure area for student valuables in the clinical setting.

Infection Control

Students are expected to incorporate appropriate safety precautions while caring for all patients, some of whom may have infectious diseases. Students will be taught standard precautions and how to protect themselves and their patients from transmissible diseases and bloodborne pathogens. Bloodborne pathogen information, instruction about standard precautions, and Occupational Safety and Health Administration Standards are incorporated into Nursing One and are reinforced throughout all semesters. For infection control purposes, uniforms worn in the clinical area may not be worn on campus or elsewhere. Uniforms worn to the clinical setting should only be worn while traveling between home and to/from the clinical setting.

Incidents in the Clinical Setting

An incident is defined as any happening, which is not consistent with the routine operation of the hospital or the routine care of a particular patient. It may be an accident or a situation, which might result in an accident.

Actions taken should include (not necessarily sequential, based on individual situation):

- The student assesses the patient's condition and safety.
- The nursing student reports the incident immediately to the nursing instructor.
- The student and instructor assess the patient's condition and take any necessary nursing measures to give the patient maximum physical and emotional support.
- The nursing student and instructor notify the nurse in charge.
- The chairperson of the nursing program is to be notified.
- Documentation by the student and or instructor may be required.
- The student involved in the incident should refrain from communicating to anyone about the incident except the nursing faculty or others, as directed by the department chair.

After an internal investigation by the SUNY Ulster Nursing Department, an escalation process may ensue.

Section 6 - Expectations

Academic Honesty

Academic honesty is defined as the expectation that students do their own work and not commit acts of cheating and/or plagiarism. Ignorance of the standards of academic honesty is not an acceptable excuse for breaking these ethical standards. Academic dishonesty is taken very seriously by the college and will result in immediate disciplinary consequences (refer to the [SUNY Ulster Student Handbook](#)). Academic dishonesty includes, but is not limited to, the following actions:

1. Cheating on examinations or quizzes. Examples include (a) referring to materials that the instructor has not allowed to be used during the test, such as textbooks, notes or websites; (b) using devices the instructor has not allowed to be used during the test, such as cell phones or calculators; and (c) copying from another student's paper or asking another student for an answer.
2. Plagiarism is defined as the use of words or ideas that are obtained from other sources without giving credit to those sources. Not only do quotations have to be referenced, but also any use of the ideas of others, even if expressed in the student's own words, must be referenced. The college has a service to check for plagiarism. Any student paper can be submitted for this plagiarism check.
3. Submission of work that is not entirely the student's own work, including another person or use of artificial intelligence (AI). (*Refer to Appendix F: Student Use of Artificial Intelligence (AI) Tools*).
4. Allowing another student to copy test answers or written work.
5. Theft or sale of examinations, falsification of academic records, and similar offenses.
6. Submitting the same work to more than one class.
7. Unauthorized duplication of testing materials, computer software, or print materials (including but not limited to screenshots of exams).
8. Influence: A student should not attempt to get an instructor to change a grade or record for any reason except achievement.
9. During exams and quizzes, all personal items (including but not limited to hats, cellular devices, bluetooth devices, headphones) must be left in at the designated areas of the classroom.
10. If a student leaves the testing site, their examination is considered completed.
11. Practice of any other form of academic dishonesty not included in this list.

Student Professional Behavior

Students enrolled in the SUNY Ulster Nursing Program are expected to demonstrate commitment to the highest ethical, moral, and professional standards, and to embody the academic theory and clinical skills needed to continuously provide evidence-based nursing care in their nursing practice. The very nature of the nursing profession and its impact on human life demand such standards of conduct. Students in the nursing program are expected to demonstrate this commitment and professional and ethical behavior (*refer to Appendix K: Professional Standards and Behavior Code for Nursing Students*).

Student Professional Conduct Expectations

SUNY Ulster believes that each student is responsible for their actions. This emphasis on individual responsibility for personal conduct includes the expectation of mature behavior on campus and during clinical rotations. Nursing is a profession that requires ethical behavior of the nurse; the same behavior is expected of the student. Misconduct of students is not tolerated and can result in dismissal of the student from the nursing course and/or nursing program. A definition of misconduct applicable to students includes but is not limited to:

- Practicing fraudulently, beyond authorized scope of practice, with gross incompetence, or with negligence.
- Practicing nursing under the influence of drugs/alcohol.
- Refusing to provide nursing services to a person because of race, creed, color, national origin, or sexual orientation.
- Failing to comply with the established policies, rules, and regulation of the clinical agencies pertaining to client care, staff, and students.
- Conducting oneself in an unethical manner (eg. yelling, cursing, or other unprofessional acts)..

If the instructor witnesses, or the student's performance or behavior indicates any misconduct or incompetence or negligence, the instructor will privately inform the student verbally. If the situation warrants the instructor may request the student to leave the clinical site and/or be evaluated in the emergency department. Such circumstances could include jeopardy of safety or welfare of the student, patient, agency, or college. The instructor must immediately affirm the patient(s) are not in harm. It is the responsibility of the instructor to notify the lead instructor and the department chair of the occurrence as soon as possible after the incident. Follow-up actions will be dismissal from the program (*refer to Appendix K: Professional Standards and Behavior Code for Nursing Students*).

Code of Ethics for Nurses from the American Nurses Association (ANA)

The Code of Ethics for Nurses from the American Nurses Association (ANA) is based on a body of moral and ethical principles that serves as standards of all nursing students and any individual who enters the nursing profession. The provisions will guide the nursing students' integrity and their conduct while engaged in learning within the nursing program in providing and advocating for safe, quality care for all patients and communities. Conduct violating the provisions may constitute reason for departmental warning or for departmental withdrawal from the nursing program (*refer to Appendix G: American Nurses Association Code of Ethics for Nurses*).

Confidentiality

The Nursing Program at SUNY Ulster maintains a high standard of ethical conduct and integrity for all students enrolled in the Nursing Program. The Nursing Program is committed to protecting the confidentiality of information concerning students, faculty, and any patients a student may care for within a clinical facility, community agency or school setting. Students must follow the policies of the agency where they are participating in the clinical setting (*refer to Appendix H: Confidentiality Policy, Appendix I: Social Media Networking Policy, Appendix J: Recording Instructional Sessions Policy*).

Cell Phone Courtesy

Cell phones must be silenced in all on campus and clinical classes and not used (including texting) unless authorized by the instructor.

Electronic Devices During Testing and Quizzes

To assure fair and equitable testing for all nursing students, electronic devices (including, but not limited to, "smart" watches, blue-tooth devices, and cell phones) are not allowed in any testing session including written, oral, and psychomotor, for use by students unless indicated by the instructor.

- An exception is the use of assistive devices that have been approved by The Disability Services Coordinator to assist students who have disabilities and in accordance with the Americans With Disabilities Act, Sections 12102 and 12103.
 - In instances where an assistive device and/or accommodations are needed, and has been approved by Disability Services, the student must contact the Testing Center in advance to schedule an examination and/or quiz and inform the course faculty prior to the testing session.

Section 7 - Student Support & Services

SUNY Ulster provides a variety of services to students including personal and professional counseling, crisis intervention, scholastic financial aid, food pantry, clothing boutique, and more. Students should refer to the SUNY Ulster Portal and Catalog for a list of services and contacts. SUNY Ulster adheres to the policy that no person on the basis of race, color, creed, national origin, age, sex, sexual orientation or handicap is excluded from, or is subject to discrimination in any program or activity.

Academic Advisors

Each student is assigned a nursing faculty member as an academic advisor. The advisor is available for academic counseling and will assist students with academic problems, provide guidance and support, and/or refer the student to other support services. It is imperative that the student meet with their own advisor to assure continuity and individualized attention to their advisement needs. All faculty have office hours each week during the academic year. The hours of advisement may be found in the course syllabus, on the student portal, or by contacting the advisor directly.

Accommodations and Services for Students with Disabilities

The college's commitment to serving its students is stated in its Americans with Disabilities Act (ADA) Policy (refer to the SUNY Ulster Catalog for more information). Students who plan to request academic accommodations should contact Student Support Services.

Counseling and Guidance with Nursing Courses

In the event a student is not meeting or is in jeopardy of not meeting the objectives of the course, or are not adhering to the requirements of the nursing course or program, a Learning Contract may be initiated to promote student success (*refer to Appendix A: Learning Contract*). Failure to meet the requirements and/or recommendations may result in the student receiving a failing grade (F) for the course.

Nursing Skills Laboratory Practice

Hardenbergh 132 (the smaller nursing laboratory) is available for independent student practice depending upon availability. Hardenbergh 134 will remain locked unless nursing program personnel are present. Contact Public Safety using the yellow campus call boxes to unlock Hardenbergh 132 as needed.

1. The availability of off hours use of Hardenbergh 132 is dependent upon Public Safety availability on campus.
2. Only students with current SUNY Ulster nursing student identification cards are allowed to practice in the nursing skills laboratory. Students must be able to produce this identification for security personnel at all times.
3. All nursing students should have their own personal skills equipment. Practice syringes are not in contact with blood or body fluids and may be recapped using the one-handed technique and reused.
4. Students who are known to have allergy to latex should self-report this information to the college health services and to applicable nursing program faculty and staff. Latex-free products will be provided.

Nursing Skills Laboratory Injury

In the event a student is injured while in the nursing skills laboratory, proper emergency measures should be taken. If a student punctures skin with the practice equipment the equipment is to be disposed of in the sharps container or other. The skin should be cleansed. The student should then contact the laboratory instructor, college health services (ext. 5246), Public Safety personnel (ext. 5023), or local EMS services, depending on the extent of the injury.

Simulation

Simulation introduces students to an environment that encourages higher levels of competence in clinical and critical thinking skills and replicates actual patient care procedures. The goal in simulation is to build confidence and competence. The patient simulators provide simulation– based challenges and test students' clinical and decision-making skills during realistic patient care scenarios. Simulation in the Nursing Simulation Laboratory may take place throughout all four semesters (*refer to Appendix L: Nursing Simulation Center Policy*).

Standardized Testing

All students will be required to participate in standardized testing. The purpose is to enhance the students' educational experiences and improve test-taking skills. The fee will be included each semester in student billing.

Student Activities

There are many student activities on and off campus, and all students are encouraged to participate. Students may check with the Student Government Office for details of upcoming events.

Student Concerns, Complaints, or Appeals

In the event a student has a complaint or concern regarding an academic matter, they are encouraged to discuss the matter with the instructor(s), then their academic advisor and/or nursing chairperson if needed. Every effort will be made to resolve the issue at this level.

Students may also communicate their complaints and concerns through the Academic Appeals Procedure outlined in the [SUNY Ulster Catalog](#). If an appeals process has been initiated by the student, in addition to the procedure outlined in the college catalog, the nursing program has the following criteria in place:

1. The student may attend lectures and laboratory classes during the appeals process under the discretion of the instructor.
2. The student may practice skills in the Nursing Skills Laboratory.
3. The student will not participate in clinical rotations.
4. The student will not participate in skills demonstrations or evaluations.
5. The student will not participate in quizzes or examinations.

In the event that the appeals process finds in favor of the student, arrangements will be made to make up any missed course requirements.

Unresolved Nursing student issues may also be conveyed to:
The Accreditation Commission for Education in Nursing (ACEN)
3390 Peachtree Road NE, Suite 1400 Atlanta, GA 30326
(404-975-5000)
<https://www.acenursing.org/>

Tutoring

The Nursing Department has tutoring available through the Center for Academic Planning and Support (CAPS). CAPS also has Learning Strategies Specialists to provide assistance to students with study skills, test taking strategies, and arrangement for additional tutoring services. Students may also utilize The Gary and Janaki Patrik Math Center (ALG122) for assistance with math, and The Literacy Lab for writing assignments and more (refer to the SUNY Ulster website or SUNY Ulster Catalog for further details).

Section 8 - General Information

Additional Expenses

All students are also required to have a laptop computer with a webcam (No Chromebooks or ipads) and a reliable internet connection.

Nursing (NUR) clinical courses require students to travel for clinical experiences throughout Ulster and surrounding counties. Students are responsible for their own travel arrangements and expenses.

Additional tuition fees and expenses for nursing students will include: liability insurance (included in the tuition bill), testing fee (included in the tuition bill), college laboratory fee (included in the tuition bill), a physical examination (including laboratory tests), immunizations, uniform requirements, background check, drug screening, books and online resources, skills equipment kits, and other personal related learning tools.

Child Safety

For the safety of the child and to promote an optimal learning environment, children are not permitted in the classroom, nursing skills laboratory, or clinical setting at any time.

Digital Communication and Technology

The SUNY Ulster website provides a directory for information on college activities, weather cancellations, links to departments, and general information.

My.SUNYUlster.edu is the Student Information Portal. It is SUNY Ulster's primary means of communicating official College information with the college community. The Nursing program correspondence and updates to information is communicated through the student SUNY Ulster email and students are encouraged to view the email contents daily.

The Learning Management System (LMS) through SUNY Ulster is used by the nursing faculty. The LMS provides the enrolled student access to their specific courses where instructors enhance learning, communicate, and provide resources. The LMS may be accessed through the Student Information Portal. The Nursing Program also utilizes announcements and messaging through the LMS for important student information. Nursing courses also utilize other learning resources where the internet is required.

Orientation to technology is accomplished through online tutorials available on the Student Information Portal. Faculty review the online learning resources with students whenever new technology is introduced.

Wireless Internet access is available on the Stone Ridge campus and Kingston Center.

Snow Days/Inclement Conditions

Weather conditions may cause class delays or cancellations (see SUNY Ulster Catalog). Updated information is available on the college website and the Student Information Portal. Students may also set up to receive notifications of weather cancellations, delay starts, and emergencies via email, text message or phone call through SUNY Ulster Alert. If highways are hazardous where the student lives, they should stay home, even if the college is in session, and notify the instructor.

When it is a Lecture or Laboratory Day

If the college classes are canceled due to weather related conditions, lecture and/or laboratory class is canceled. If the college delays opening, lecture and/or laboratory class will start at that delayed start time. The instructor may also notify students of the late start time being in person or remote.

When it is a Clinical Day

If the college classes are canceled due to weather related conditions, clinical is canceled. If the college delays opening, clinicals will start at the delayed opening time. The clinical instructor may also notify students if there is a late start time or cancellation. If the college is canceled for a non-weather related event, clinical and off campus events will meet as scheduled unless notified otherwise.

Smoke and Tobacco Free Campuses

SUNY Ulster and all clinical sites are smoke free campuses (refer to the SUNY Ulster Student Handbook). The nursing program adds to this policy by banning the use of any chewing tobacco, electronic smoking devices, or tobacco like substances in any nursing lecture, laboratory, simulation, or clinical experiences.

Appendix A

SUNY Ulster Nursing Program Learning Contract

Student:

Instructor Initiating Contract:

Date Notified:

Course Section Under Contract: *(Clinical, Lab, Lecture)*

Follow up meeting scheduled:

- Student accepted meeting
- Student declined meeting

Purpose of Meeting: *(summary)*

Required Action:

Rationale:

Implications:

Student's Response:

Student's Signature	Date
Instructor's Signature	Date

Appendix B

SUNY Ulster Nursing Program Readmission Rubric

Criteria	Satisfactory (5 pts)	Unsatisfactory (0 pts)	Score
Knowledge*	Student demonstrated sufficient understanding of previous nursing content obtaining a minimum 80% on prior failed semester final exam*	• Student lacks adequate understanding of prior core content • Scored less than 80%	_____
Skills	Student demonstrated evidence of clinical reasoning, study habits, or time management skills	• Student demonstrated little to no evidence of clinical reasoning, study habits, or time management skills • Scored U or NI on previous clinical evaluation	_____
Attitude	Student demonstrated professionalism throughout program, motivation to succeed, or self-awareness	• Student demonstrated limited professionalism, motivation, or self-awareness • Previously demonstrated unprofessional conduct or self-awareness	_____

* Must obtain a minimum 80% for further consideration

Student: _____

Total: _____

Date: _____

Scoring Guide :

- 11 - 15 points: Strong candidate for readmission.
- 6–10 points: Consider for readmission with conditions/support plan.
- <5 points: Further development needed before readmission.

Appendix C

SUNY Ulster Nursing Program Exam Performance Development Plan

Instructor Initiating Plan:

Nursing Course: ☐ NUR 152 ☐ NUR 154 ☐ NUR 252 ☐ NUR 254

Exam Score(s) Below 80%: ☐ Exam I ☐ Exam II ☐ Exam III

Review Appointment: ☐ Scheduled ☐ Declined ☐ No Response

Appointment Date:

Individualized Plan

- **Complete a self-reflection** on exam preparation strategies, including study habits.
- **Review individual performance data on ExamSoft** to identify strengths and opportunities.
- **Meet with the Nursing Coach:**
 - Test taking strategies
 - Content review
 - Study techniques
- **Schedule an appointment with the Center for Academic Planning and Support (CAPS):**
 - Learning styles
 - Study techniques
 - Test-taking skills
 - Time management
- **Other Referral Resources:** *(as indicated)*

Student's Response:

Student's Signature	Date
Instructor's Signature	Date

Appendix D

SUNY Ulster Nursing Program

Skills Evaluation and Demonstration Policy

Skills Evaluation

Skills Evaluations will occur throughout the four semesters of nursing courses. Evaluations are comprehensive and may involve multiple skills in addition to critical thinking, time management, and priority setting. Evaluations are one on one with a student and the evaluator where the evaluators are objective observers and may not answer teaching questions during the evaluation. Students must demonstrate and not verbalize their skills competency.

- Skills Evaluations earn points towards students' overall grade. Refer to individual class syllabus for details.
- Students will be provided three attempts to successfully pass a skills evaluation.
- Evaluations may occur during or outside of scheduled class time as outlined by the instructors. It is the student's responsibility to ensure that appointments made outside of class time do not conflict with any other class time or scheduled learning activity.
- If the student is unable to attend their scheduled skills evaluation due to illness or emergency, they must notify their instructor(s) prior to the evaluation. A "No Call/ No Show" will be counted as an unsuccessful attempt.
- If a student is unsatisfactory in performing any element(s) on the first or second skills evaluation, the student will need to be reevaluated on part or all of the skill. The time allotted will be a portion of the first attempt.
- If the student makes multiple performance errors (two or more errors in each skill) on the first or second evaluation, they will be required to repeat the entire evaluation. The evaluation scenario may include the same or alternate skills. The time allotted for the repeat scenario will be the same as the original attempt.
- If the student fails to complete the evaluation scenario within the specified time frame on the first or second attempt, they may be required to complete a different evaluation scenario or alternate skills. The time allotted for the new scenario will be the same as the original attempt.
- All third attempts will be observed by two evaluators.
 - Students are encouraged to make an appointment for remedial assistance from the faculty and/or staff as needed for all third attempts.
 - An unsuccessful third attempt will result in a failing grade (F) for the course.

Skills Demonstration

Skills Demonstration may occur throughout the four semesters of NUR courses in the Nursing Skills Laboratory. A demonstration assesses minimum competency with individual skills. In situ teaching may occur during the demonstration individually or in small groups.

- The first skills demonstration will be scheduled during the students Nursing Skills Laboratory.
- A demonstration **must be** completed successfully prior to the next scheduled skills demonstration or evaluation.
- If the student is unable to attend a skills demonstration day due to illness or emergency, they must notify the Nursing Skills Laboratory instructors as soon as possible.
- It is the student's responsibility to make arrangements with the Nursing Skills Laboratory instructor for a missed or repeat skill(s) demonstration allowing time for successful completion prior to the next scheduled skills demonstration or evaluation.
- The inability to demonstrate competency in a skill prior to the next scheduled skills demonstration or evaluation will result in a failure of the Nursing Skills Laboratory component of the class, and will result in a failing grade (F) for the course.

Appendix E

SUNY Ulster Nursing Program

Medication Calculation (Dosage) Exam Policy

To ensure safe and competent nursing care, proficiency in medication dosage calculations will be demonstrated in the Nursing Skills Laboratory during Fundamentals of Nursing One, Nursing Two, Nursing Three, and Nursing Four.

Students must achieve 100% on the Medication Calculation (Dosage) Exam by the end of the designated time frame to be successful in Nursing Skills Laboratory:

First semester - end of week 12
Second semester - end of week 5
Third semester - end of week 5
Fourth semester - end of week 5

- Medication calculation (dosage) exam earns points towards students' overall grade. Refer to individual class syllabus for details.
- The first medication calculation (dosage) exam may be given during scheduled Nursing Skills Laboratory class time.
- Subsequent weekly opportunities to repeat testing will be offered at scheduled times.
- Students may repeat testing once weekly through a designated listed timeframe to achieve a 100%.
- Students may not administer medications in the clinical setting until they have met the medication calculation exam requirement.
- Students that do not achieve a 100 % during the designated time frame will result in a failure of the Nursing Skills Laboratory component of the class, and will result in a failing grade (F) for the course.

Appendix F

SUNY Ulster Nursing Program

Student Use of Artificial Intelligence (AI) Tools

The SUNY Ulster Nursing Department has adopted the following policy regarding the use of artificial intelligence (AI) tools. The AI policy is intended to maintain academic integrity, uphold the professional values of nursing, and equip students, as future nurses, with the knowledge and skills necessary to navigate and utilize advanced technologies in professional clinical practice. As AI continues to shape healthcare, it is essential that nursing students develop an understanding of AI tools, their potential applications, potential limitations, ethical considerations, the individual's responsibility of evaluating the veracity and biases surrounding AI's application, and personal accountability as nurse scholars. We urge students to approach AI tools with caution and critically evaluate and verify the accuracy and reliability and scrutinize for potential biases of all information sourced from AI tools.

1. Students are responsible for all work submitted.
2. Students may use AI-based **editing tools** to enhance the clarity and presentation of their own original ideas.
3. Students using AI tools must disclose usage and cite their source in their references.
4. Students may NOT use AI-based **generative tools**—where the ideas or content are created by the AI and not the student.
5. Students are expected to use AI technologies responsibly, ethically, and in accordance with all applicable regulations and laws.
6. They must ensure that AI tools are used to complement, not replace, human judgment.
7. Students must screen for potential biases, inaccuracies, and ethical concerns related to data use, decision-making, and patient autonomy.
8. Any use of AI technologies that involve patient data will comply with relevant privacy and security standards, including the Health Insurance Portability and Accountability Act (HIPAA).

Appendix G

American Nurses Association Code of Ethics for Nurses

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

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

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

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

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

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

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

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

Provision 9. The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy. (American Nurses Association. (2015). *Code of ethics for nurses with interpretive statements*.

<https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/coe-view-only/>)

Appendix H

SUNY Ulster Nursing Program Confidentiality Policy

The Nursing Program at SUNY Ulster maintains a high standard of ethical conduct and integrity for all students enrolled in the Nursing Program. The Nursing Program is committed to protecting the confidentiality of information concerning students, faculty, and any patients a student may care for within a clinical facility, community agency or school setting. Students must follow the policies of the agency where they are participating in the clinical setting. It is therefore the Policy of the SUNY Ulster Nursing Department that all information related to patient assignments remains confidential and follows all Health Insurance Portability and Accountability Act (HIPAA) regulations.

1. Photographs of any sort (e.g. using cameras, cell phones, etc.) are not allowed to be taken in clinical patient-care settings under any circumstances.
2. No patient information from any electronic medical record may be downloaded, photographed and/or removed from any clinical facility.
3. Students shall not post any photograph or divulge information relative to ANY clinical experience on ANY Social Media Site or otherwise.
4. Discussing, texting, posting or commenting on any post on social media relative to ANY clinical issues is unethical and HIPAA regulations would be violated even though specific names and patient identifiers are not mentioned.

* Any improper communication of confidential information is strictly prohibited and grounds for dismissal from the SUNY Ulster Nursing Program.

Appendix I

SUNY Ulster Nursing Program Social Media Networking Policy

SUNY Ulster nursing students shall not post, transmit or otherwise disseminate any information to which they have access as a result of their attendance without written permission from the nursing chairperson and the instructor of the course.

1. SUNY Ulster Nursing students are free to express themselves as private citizens on social media sites to the degree that their speech or postings:
 - a. Do not violate the American Nurses Association Code of Ethics for Nurses. (*refer to Appendix G: American Nurses Association Code of Ethics for Nurses*).
 - b. Do not violate confidentiality implicit in their roles as nursing students.
 - c. Do not impair working relationships among students and staff of the nursing program.
 - d. Do not ridicule, malign, disparage or otherwise express bias against any race, religion or protected class of individuals.
 - e. Do not reflect behavior that would reasonably be considered reckless or irresponsible as members of the SUNY Ulster Nursing Program.
 - f. Do not contain false information that harms the reputation of another person, group or organization (defamation).
 - g. Do not cause harm or injury to another or to the SUNY Ulster Nursing Program.
 - h. Do not negatively affect the public perception of the SUNY Ulster Nursing Program.
2. SUNY Ulster nursing students may be required to access their social media sites at the request of the Nursing Program or SUNY Ulster administration to verify compliance with the above stated policies. Failure to comply may result in immediate dismissal from the nursing program.
3. Failure to comply with this social media networking policy may be grounds for disciplinary action, including but not limited to permanent dismissal from the SUNY Ulster Nursing Program.

Appendix J

SUNY Ulster Nursing Program

Recording Instructional Sessions

Developed: 2/11

Department Approval: 5/11, Rev and approved 12/22

Procedure:

1. A student must ask permission from the instructor(s) to record an instructional session(s).
2. The student must record the session without distracting their classmates or the instructor.
3. The student must adhere to HIPPA and FERPA if granted permission to record information.
4. The student may not share or post the recording.
5. Instructors have the right to refuse being recorded:
 - a. The recording of the instructional sessions may not present the most accurate view of skill demonstrations.
 - b. Content may contain information that could violate the safety of an individual.
 - c. Other.

Appendix K

SUNY Ulster Nursing Program

Professional Standards and Behavior Code for Nursing Students

All SUNY Ulster Nursing Program faculty, staff, and students are expected to adhere to the highest standards of professional behavior and ethics. Honesty, integrity, and ethical conduct are central to the practice of professional nursing. Students must conduct themselves according to the standards expected by members of the professional community to which they aspire. The *Professional Standards and Behavior Code for Nursing Students* (hereafter referred to as the *Professional Standards and Behavior Code*) applies to students whether on campus, in clinical practicums, or in their personal lives, as behaviors can significantly impact the SUNY Ulster Nursing Program.

The values of integrity, compassion, advocacy, and a social commitment to improving the health of all are inherent to the field of nursing. The [National League of Nursing \(2016\)](#) asserts that diversity and healthcare are inseparable and that together they can help end health disparities and improve the quality and safety of patient care. This includes how nursing students are socialized in the field and the workforce. Mutual respect and trust between faculty, staff, and students are essential to promoting optimal learning. For this to occur, students are expected to attend and actively participate in all learning experiences.

Students enrolled in the SUNY Ulster Nursing Program are expected to demonstrate a commitment to the highest ethical and professional standards and to embody the academic theory and clinical skills necessary to consistently provide evidence-based nursing care. The nature of the nursing profession and its impact on human life demand such standards of conduct. This commitment also reflects the SUNY Ulster Nursing Program's dedication to creating a learning environment that is safe, equitable, and intentionally diverse across gender, race, religion, age, sexual orientation, and all other identity groups.

Nursing students are part of the SUNY Ulster Nursing Program community, which includes faculty, staff, and our professional colleagues at affiliated agencies and clinical sites. As members of this community, all students are subject to the [ANA \(American Nurses Association\) Code of Ethics for Nurses](#) and all other applicable state and federal laws.

Demonstrating inappropriate or unprofessional conduct toward any individual, including but not limited to faculty, staff, peers, clinical partners, patients, families, or other professionals is violation of the SUNY Ulster Nursing Program's standards. Students are expected to adhere to program policies, the Professional Standards and Behavior Code, the American Nurses Association (ANA) Code of Ethics, HIPAA regulations, and the expectations of clinical affiliates. Failure to meet any of these standards may result in disciplinary action, including immediate removal, failing grade, and/or dismissal from the program.

Professional Standards

Guidelines and Responsibilities for Professionalism

- **Professional Relationships** – Students are a direct reflection of the SUNY Ulster Nursing Program, and the nursing profession at large. Students will communicate and treat clients, families, facility staff, faculty, college staff, peers, other professionals and the public in a professional manner. This includes addressing them appropriately, respecting individual rights to hold opinions that differ from their own, and promoting a positive climate.
- **Treating Others with Respect** - Respect is foundational to nursing. Students must demonstrate respect toward all individuals and refrain from discrimination based on race, creed, national origin, ethnicity, age, gender, marital status, lifestyle, disability, or economic status.
- **Civility** - Nurses “create an ethical environment and culture of civility and kindness, treating colleagues, coworkers, employees, students, and others with dignity and respect... All RNs and employers in all settings, including practice, academia, and research, must collaborate to create a culture of respect that is free of incivility, bullying, and workplace violence” (ANA, 2014).
- **Values** - All clients have unique beliefs that inform their values. Students must provide care that respects a client’s belief system and empowers them to achieve their healthcare goals.
- **Honoring Clients’ Identities** - Clients have diverse identities. Students must strive to understand clients’ individual goals, strengths, values, and identities in order to support their care effectively.
- **Honesty and Integrity** – Effective communication is critical for safe, quality care. Students must consistently demonstrate truthfulness and accountability in all communications. Students must self-report actual or potential errors and uphold professional standards of integrity.
- **Professional Appearance** – Students must present themselves professionally when representing the college. While professional attire may reflect personal beliefs and aesthetics, it must also align with nursing standards. Students must comply with the SUNY Ulster Nursing Program Dress Code.
- **Responsibility and Judgment** – Students are accountable to the college, the health care agency providing clinical experiences, and, most importantly, to clients and society. Students are expected to always meet their educational and clinical responsibilities.
- **Clinical compliance** – In order to maintain a student’s responsibility for patient safety, all students are required to be in full adherence to the school’s clinical compliance requirements. Compliance documents must be kept up to date as an essential part of a student’s professional responsibility for patient safety.
- **Attendance** – Students are expected to attend all scheduled learning experiences.
- **Use of Technology** - Students must comply with all SUNY Ulster, agency, state, and federal regulations regarding patient confidentiality and HIPAA rights. Professional conduct is expected in all written and oral communication, including email and social media. (See SUNY Ulster Nursing Program Student Handbook).
- **Safety** – Students must avoid any actions or omissions that could create

unnecessary risk to the client, self, or others. Students may be removed from clinical practice at any time if their behavior jeopardizes a client's physical or emotional welfare. Students are responsible for acquiring the knowledge, skills, and practice necessary to safely perform nursing procedures. They must seek learning opportunities and only perform skills for which they are competent. Students must recognize safety risks and promptly inform preceptors or faculty if they are unprepared to carry out a task.

- **HIPAA** – Nursing students are required to complete HIPAA education and follow HIPAA guidelines.

Clinical Misconduct

In the clinical setting, students are expected to demonstrate professionalism, competence, integrity, accountability, and safety. These expectations extend across all aspects of the clinical experience, including interpersonal interactions, teamwork, communication, and practice.

- **Failure to prepare for the clinical experience** – Students must complete all mandatory requirements of the clinical site, as directed, prior to the start of their clinical. Students are also required to develop a foundational set of practice skills, competencies, and knowledge for safe participation in the clinical setting. *Failure to complete onboarding requirements or adequately prepare for participation in the practicum may result in removal from the course.*
- **Engaging in irresponsible, unsafe, or harmful practice** - This includes but is not limited to:
 - negligence, carelessness, and failure to prepare
 - failure to complete nursing care or nursing tasks as assigned in a competent and thorough manner
 - intentionally carrying out a procedure without prior approval or adequate supervision with potential physical or mental harm to a patient
 - abandonment of care responsibilities
 - refusing to assume the assigned and necessary care of a client
- **Failure to report** – This includes failure to report an error, incident, or omission in care to the appropriate people, including nursing staff on the unit and clinical instructor.
- **Failing to document care accurately and completely** – This includes falsifying patient records or fabricating information in healthcare records, written documents, and oral reports within the clinical area as well as the SUNY Ulster Nursing Program.
- **Failures to communicate effectively** or collaborate with colleagues, contribute to teamwork, or respect the work of others.
- **Violating requirements of HIPAA or patients' rights to privacy** – This includes using identifiable information about a client in written assignments outside of the clinical area, accessing health records of patients not assigned to students, discussing confidential information in areas outside of the clinical site, sharing confidential information about a patient or organization with parties who do not have a clear and legitimate need to know; and referencing or discussing any details from the clinical setting on social networking sites and devices.
- **Unexcused absences or multiple incidences of tardiness** – Students are expected to attend all scheduled classes, simulations, and complete all clinical hours to fulfill credit requirements for each clinical course.

- **Fabrication, alteration, or exaggeration** of the duties performed, number of hours completed, or preceptor feedback pertaining to student performance in the clinical practicum.
- **Violations of the ANA Code of Ethics for Nurses** are unacceptable

Post-incident Decision-Making

In cases involving clinical misconduct, the student may be immediately removed from the clinical setting at the discretion of faculty. Further review may be completed in consultation with clinical faculty, clinical coordinator, leadership in the clinical setting, and the Nursing Department Chairperson. Consideration will be given to the severity, potential risks, and context of the offense as well as any prior instances of misconduct. Following an incident of clinical misconduct, the student's status in the program will be made by the SUNY Ulster Nursing Program in response to clinical misconduct.

Appendix L

SUNY Ulster Nursing Program

Nursing Simulation Center Policy

Simulation introduces students to an environment that encourages higher levels of competence in clinical and critical thinking skills and replicates actual patient care procedures. The goal in simulation is to build confidence and competence. The patient simulators provide simulation– based challenges and test students' clinical and decision-making skills during realistic patient care scenarios.

Students are expected to abide by all laboratory policies (as outlined in this handbook), including but not limited to proper clinical attire while in simulation laboratories. Pictures or recording by students are not permitted in the simulation laboratory without permission of the instructor (*refer to Appendix H: Confidentiality Policy*). Health Insurance Portability and Accountability Act (HIPAA) and Family Educational Rights and Privacy Act (FERPA) rules apply. Students may be video-recorded during simulations for debriefing purposes. Students will be notified and be asked to sign a release form.

Since the laboratory is simulating a hospital environment, manikins should be treated as “patients” at all times. Students must also properly maintain the manikins. To that end, students must:

- Apply FERPA and HIPAA rules.
- Always wash hands before and after working with the manikins.
- Not use markers, ink pens, pencils, or any staining material near the manikins.
- Not place personal items on the beds.
- Stay off the beds except when conducting certain procedures.
- Not eat or drink in the simulation areas.
- Use a reasonable voice level.
- Treat manikins with the same respect as would be given an actual patient.
- Maintain professional behavior at all times (no crying, raised voice, etc.).
- Follow standard precautions.
- Do not disconnect or move the patient simulators.

All incidents or accidents must be immediately followed up with first aid and standard precautions and notify the instructor immediately of the incident.

[Adapted from Central Texas College, Department of Nursing (1/2011)]

Resources

SUNY Ulster Nursing Program

Website: [SUNY Ulster Nursing Program](#)

SUNY Ulster

Website: [SUNY Ulster](#)

SUNY Ulster Student Handbook

Website: [Student Handbook - SUNY Ulster](#)

SUNY Ulster Nursing Admissions

845-687-5235

Email: nursing_admissions@sunyulster.edu

SUNY Ulster Enrollment & Success Center

800-724-0833 x5022 or 845-687-5022

Email: admissions@sunyulster.edu

New York State Education Department (NYSED), Office of Professions,

Division of Professional Education,

89 Washington Ave., Albany, New York 12234.

Website: [New York State Education Department \(NYSED\), Office of Professions/](#)

The National Council State Boards of Nursing

Website: [National Council State Boards of Nursing](#)

Accreditation Commission for Education in Nursing

3390 Peachtree Road NE, Suite 1400

Atlanta, GA 30326

phone (404) 975-5000, fax (404) 975-5020

Website: [ACEN](#)

Elsevier Education-HESI

Website: [Elsevier Education - HESI](#)

800-222-9570

Nursing: Scope of Standards and Practice

Website: [Nursing World](#)

Acknowledgment of Full Understanding

The student acknowledges that they have read and fully understand the policies and procedures in the SUNY Ulster Nursing Student Handbook and will comply with the same.

The student acknowledges and agrees that they have fully read, understands, and voluntarily enters into this agreement.

The student acknowledges and agrees that they had an opportunity to ask questions and may consult the faculty of their choice before signing this agreement.

By my signature, I acknowledge that I agree and acknowledge full understanding as stated above:

Student Signature

Date

Print Name