EAST STROUDSBURG UNIVERSITY
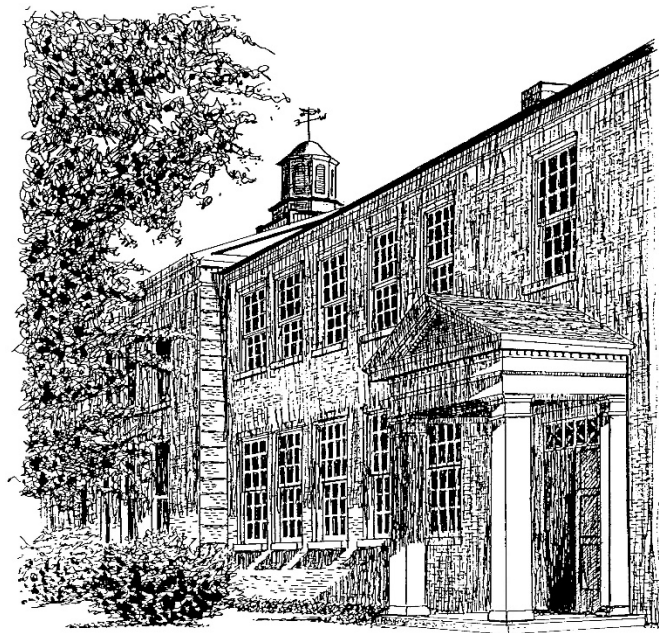## Of
PENNSYLVANIA

DEPARTMENT OF NURSING

Bachelor of Science Program

STUDENT HANDBOOK

2024 -2025

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

Accreditation, Approval, and Memberships
Of the Department of Nursing

Accredited by the Accreditation Commission for Education in Nursing, Inc. (ACEN), 3390 Peachtree Road NE, Suite 1400, Atlanta, GA 30326, (404) 975-5000, a specialized accrediting agency recognized by the U.S. Secretary of Education
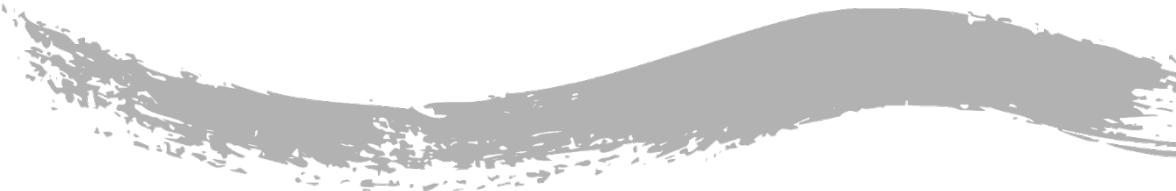
- Approved by the Pennsylvania State Board of Nursing

- Member of the Nursing Education Consortium of Northeastern Pennsylvania

- Member of the Pennsylvania Higher Education Nursing Schools Association (PHENSA)

- Xi Beta Chapter of Sigma Theta Tau, International Nursing Honor Society chartered April 1994

Nursing is an art; and if it is to be made an art, it requires as exclusive devotion, as hard a preparation, as any painter's or sculptor's work.

For what is the having to do with dead canvas or cold marble, compared with having to do with the living body -- the temple of God's spirit?

It is one of the Fine Arts; I had almost said the finest of the Fine Arts.

-Florence Nightingale

DEPARTMENT OF NURSING

STUDENT HANDBOOK

BACHELOR OF SCIENCE
WITH A MAJOR IN NURSING

PREPARED BY
THE DEPARTMENT OF NURSING
EAST STROUDSBURG UNIVERSITY
OF
PENNSYLVANIA
EAST STROUDSBURG, PA 18301

Phone: (570) 422-3474

Kelly-Anne M. Varcoe DNP, MSN, RN
CHAIRPERSON
ASSOCIATE PROFESSOR OF NURSING

The provisions of this handbook are not to be regarded as an irrevocable contract between the students and the Department. The Department of Nursing reserves the right to change any provisions or requirements at any time within the student's term of attendance. Students will be notified of any changes in this Handbook. Changes in this Handbook will not be retroactively required, unless there are mandated changes in professional certification, licensure standards or affiliating agency contract requirements.

Dear East Stroudsburg University Student Nurses,

Welcome to the nursing program! We are committed to making your college experience at ESU a successful one. The Nursing Department faculty, staff, and student leaders are all available to assist you as you progress through the program.

Please review this Student Handbook. It contains important information regarding academic and clinical expectations, student resources, and scholarship opportunities. Students are required to be familiar with the content of the Student Handbook and are held accountable for adhering to the standards and policies. We look forward to your active participation in the ESU learning experience and encourage your thoughtful comments about the nursing program, and this handbook.

You are entering a challenging and exciting profession. We feel privileged that you are beginning that journey with us at East Stroudsburg University.

My very best wishes for your successful student experience.

Sincerely,

Kelly-Anne Varcoe

Kelly-Anne M. Varcoe DNP, MSN, RN
Associate Professor
Nursing Department Chair

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SECTION I
STRUCTURE AND GOVERNANCE

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A. MISSION STATEMENTS

1. EAST STROUDSBURG UNIVERSITY MISSION AND OBJECTIVES

EAST STROUDSBURG UNIVERSITY MISSION

East Stroudsburg University of Pennsylvania will provide:
- challenging and contemporary undergraduate and graduate curricula that engage and equip students to critically appraise and apply knowledge in their lives and chosen fields of study
- a learning community that promotes diversity and views teaching as the university's primary focus
- varied opportunities for student and faculty research, creative endeavors and involvement in public service
- leadership and service in the educational, cultural, and economic development of the region.

Values Statement

We are committed to the principles of intellectual integrity, freedom of expression, the fair and equal treatment of all, good citizenship, environmental stewardship, and accountability for our actions and the resources entrusted to us.

2. COLLEGE OF HEALTH SCIENCES MISSION

The mission of the College of Health Sciences is to provide opportunities for undergraduate and graduate students to develop knowledge and skills in the disciplines of health education, movement studies and exercise science, nursing, public health, safety and speech pathology and audiology. The mission is in response to the nation's concern for healthy persons and healthy communities and to students interested in careers in health and human performance areas.

3. DEPARTMENTAL MISSION STATEMENT

The Department of Nursing will provide the educational preparation for the baccalaureate graduate to succeed as a competent professional nurse in a rapidly changing global society with complex health care needs. This educational preparation recognizes person-centered care as the central focus of nursing which includes the roles of the nurse as a practitioner, teacher, scholar, and leader.

The Department of Nursing will provide a dynamic teaching-learning climate which is conducive to life-long learning, fosters the spirit of inquiry, and provides learning experiences that facilitate personal growth and promote cultural sensitivity, ethical decision-making, and involvement in community service learning. The faculty is committed to an academic environment of honesty, responsibility, accountability, and integrity.

B. ORGANIZATIONAL STRUCTURE AND GOVERNANCE

1. ORGANIZATION OF EAST STROUDSBURG UNIVERSITY

Faculty participation in the governance of East Stroudsburg University is described in the Collective Bargaining Agreement document between the Association of Pennsylvania State Colleges and University Faculties (APSCUF) and the State System of Higher Education (PASSHE). Utilizing a committee structure, the University attempts to provide an environment in which there is open communication between faculty, students and administration on matters relating to the governance of the institution.

The Student Senate serves as the official voice of the student body at East Stroudsburg University. All students are encouraged to participate in and attend meetings of the following working committees of the Student Senate: Academic Affairs, Budget, Community Affairs, Elections and Publicity, Extra-Curricular Affairs, Student Affairs, Executive Officers and Student Senators.

The organizational structure of the University can be found in the Appendix of this Handbook.

2. ORGANIZATION OF THE COLLEGE OF HEALTH SCIENCES

The Department of Nursing is one of six Departments that make up the College of Health Sciences. The other five Departments are Public Health, Speech Communication and Disorders, Athletic Training, Exercise Science, and Physical Education.

According to the Collective Bargaining Agreement each Department has an elected Chairperson who:

> "Directs the activities of the department, subject to the approval of the Dean/Director. He/she is responsible to the Dean/Director for the development of departmental plans, guidelines and internal office operation; he/she directs the department's administrative organization and may delegate authority and assign responsibility as appropriate; and he/she represents the academic discipline both on and off campus either personally or by designation of departmental representatives.

> "The department chairperson is also responsible for recommending to the Dean/Director such matters as personnel actions, curricular changes, course offerings, teaching assignments and the department budget".

"In all phases of department affairs, the chairperson should be sensitive to and reflect, but not be restricted to, majority department faculty sentiment.

3. ORGANIZATION OF THE NURSING DEPARTMENT

The Chairperson is the chief administrator of the nursing unit and reports to the Dean of the College of Health Sciences. (See ESU Organizational Chart in the Appendix)

With input from students, the faculty organization is operationalized through five Departmental Committees including Admission, Progression, and Graduation (APG). Curriculum (CC); Promotion, Evaluation & Tenure (PET); and Program Evaluation Committee (PEC, and Search (SC). The individual Committees report their appropriate observations and/or recommendations to the faculty. Conversely, the faculty as a whole frequently refers complex issues to the appropriate committee for study and recommended course of action. See the Appendix for a list of nursing faculty and the organizational structure of the Department of Nursing. As reflected in the departmental bylaws, students are formally included on departmental committees and   clinical/community affiliation members offer input and feedback on program effectiveness through various outlets and events that are scheduled by the department yearly.

SECTION II
BACCALAUREATE PROGRAM OF STUDY

A. Curriculum
B. Bachelor of Science Degree Requirements
C. University Requirements

BACCALAUREATE PROGRAM

A. CURRICULUM

1. DEPARTMENTAL PHILOSOPHY

The Faculty of the East Stroudsburg University Department of Nursing believes that the central focus of the practice of nursing is client-centered caring, which helps promote, maintain, and/or restore maximum health.

The faculty believes that professional nursing continually responds to the changing health needs of society. Nurses' roles will continue to evolve toward more complex, interdependent and independent levels of practice. As nursing theory and research continue to develop, and as society continues to change, professional nursing will provide leadership and service in the health care field. Social, political and legal forces, as well as new consumer demands, call for greater responsibility and accountability on the part of the profession of nursing and the individual practitioner. Accountability includes not only direct client- nurse interaction but also accountability for quality and cost of health care, and accountability for health policy development and implementation.

We believe that outcome-based education is important in preparing nurses to assume evolving responsibilities and to function collaboratively with other health disciplines. Quality is maintained through continual program evaluation. Competence in affective, cognitive and psychomotor skills is essential in the educational program to prepare today's nurses to assume a role in defining the realm of professional nursing practice for the future.

In order to prepare this nurse, knowledge is essential relative to persons, environment, health, and professional nursing. The nursing faculty at East Stroudsburg University believes that:

(1) Persons are holistic, influenced by the interaction of biological, psychosocial, cultural and spiritual processes. Persons are open systems, interacting with external, and within internal environments. We believe that people across the life span have the capacity for growth, development, and increased complexity. A person is viewed as self-directed, goal-oriented, and accountable.

(2) Environment is a space composed of parts that are growing, developing, and changing. These parts are matter, energy, and ideas. There exist both internal and external environments. The internal environment is composed of the interacting parts of a system, and all that is external to its boundary is defined as the external environment. Communication is the process by which ideas, matter, and energy are exchanged within and between internal and external environments. Perception of internal and external environments is unique, influenced by culturally diverse beliefs, values, and past experiences for each person, group, or community.

(3) Health is a dynamic process in the life cycle of a person, implying continuous interaction with the internal and external environments. Health is perceived differently by each person or group, according to values and belief systems. Optimum health

incorporates a client's right and responsibility to self-care and requires the use of energy and resources to achieve maximum potential for daily living. Health problems exist when there are disturbances in physiological, psychosocial and/or spiritual integrity. Health and health problems may coexist in persons as individuals or collectively, as groups.

(4) Nursing is the therapeutic use of self, scientific knowledge, research and skills directed toward promotion and maintenance of optimum health. The practice of professional nursing includes caring, competence, commitment, collaboration, accountability, autonomy, and self-regulation. The professional nurse is a person who has a foundation in the arts and sciences as well as the discipline of nursing from an institution of higher learning, and who has been socialized into the profession of nursing. The professional nurse is skilled in the use of communication and critical thinking to intervene therapeutically through the interpersonal process. The nurse bases actions on standards of practice and contributes to professional societies and organizations. The role of the nurse as educator, researcher, care giver, advocate, manager, and leader are operationalized through the nursing process which emphasizes caring, communication, and critical thinking.

The faculty believes that learning is a dynamic and life-long process which is achieved by active, direct participation in learning in didactic, experiential, and service-learning situations. Learning is the acquisition, internalization, and incorporation of knowledge, skills, and attitudes through the use of problem solving, critical thinking, and creative thinking. Learning results in the development of insight and behavioral change.

We believe that the teaching-learning relationship between nursing faculty and each student is reciprocal. Faculty are responsible for providing a climate conducive to lifelong learning, fostering the spirit of inquiry, and providing learning experiences that facilitate personal and professional growth. We believe that a diverse student and faculty population enhances opportunities for learning. Faculty are knowledgeable in their respective fields, serve as professional role models, and are expected to maintain expertise through scholarly activities and service.

Nursing student-learners have the responsibility to participate in the learning process by demonstrating abilities to collaborate with others and to become increasingly goal-oriented and self-directed in their pursuit of the knowledge and skills of the professional nurse.

2. EXPLANATION OF THE CONCEPTUAL FRAMEWORK OF THE DEPARTMENT OF NURSING

The conceptual framework of the curriculum is derived from the mission and philosophy of the baccalaureate program in nursing at East Stroudsburg University.

The program's philosophy is operationalized through the major concepts of person, environment, health, and nursing. These concepts are interrelated through the program's perspective of systems theory. The program's systems theory perspective is influenced by nurse theorist, Betty Neuman, and guided by the essentials of baccalaureate nursing education as defined by the American Association of Colleges of Nursing (AACN) and the Accreditation Commission for Education in Nursing (ACEN).

The Department of Nursing's systems theory perspective expresses the following ideas:
1. Openness of boundaries, permitting exchanges within and among persons and their environments.
2. Influence of parts upon the whole, and of whole systems upon the parts.
3. Patterns, which enable function and health status to be identified.
4. Change in pattern and organization, over time, through interactions in internal and external environments.
5. Exchange of matter, energy and/or ideas.
6. Goal-directedness; purposiveness.
7. Increasing complexity; development through increased interactions.

The systems theory perspective assumes that persons and their relationships are the central focus of nursing. This perspective explains how persons change and evolve as they interact with their environments over time. Health and health problems are recognized as patterns reflecting the nature of these relationships within persons and between persons and their environments.

From the interrelationships among the four concepts of person, environment, health and nursing, the following eleven sub concepts emerge, which are developed throughout the curriculum: individual, family, community, caring, communication, critical thinking, leadership/management, optimum health, health problems, internal environment and external environment. The dynamic interaction among the program's concepts and sub concepts, which are viewed as a unified whole, is illustrated in the conceptual model.

EAST STROUDSBURG UNIVERSITY
DEPARTMENT OF NURSING
CONCEPTUAL MODEL OF THE BACCALAUREATE CURRICULUM

NURSING
Core Values
Critical Thinking/Reasoning
Communication
Leadership/Management
Spirit of Inquiry

PERSON
Individual
Family
Community
Global Society
Human
Flourishing

HEALTH
Optimum Health
Health Problems

ENVIRONMENT
Internal
External
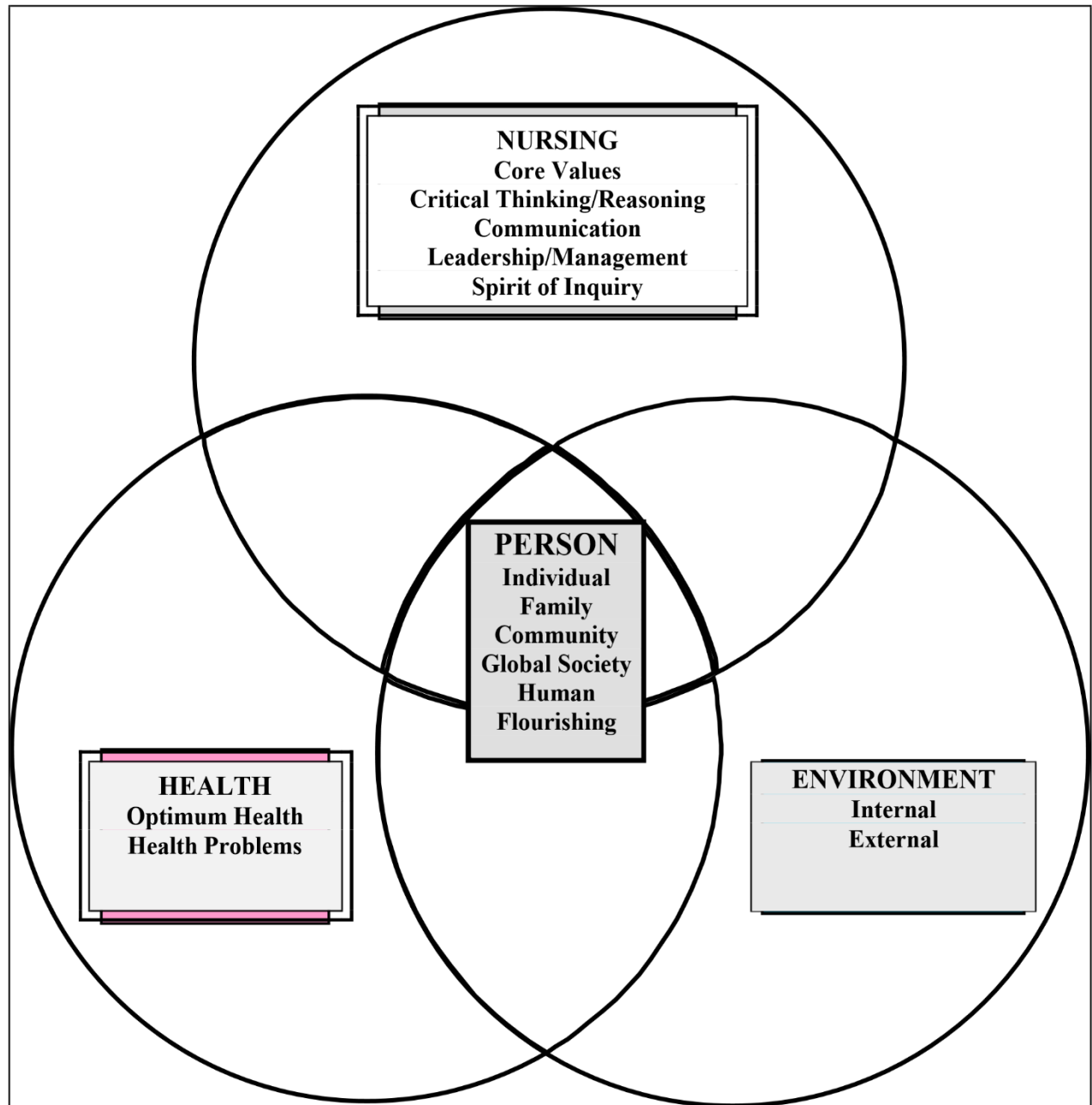
CONCEPTUAL MODEL DEFINITION OF TERMS

I. PERSON
The client system, which can be the individual, a family, community, or other group, community is a composite of five interrelated variables:
1. Physical - bodily structure and function
2. Psychological - mental processes and relationships
3. Sociocultural - social and cultural functions
4. Developmental- growth processes of life
5. Spiritual - the continuum from complete unawareness or denial to a consciously developed a high level of spiritual understanding. (Neuman, 1995).

Community – A locality-based entity, composed of interdependent systems reflecting social institutions, informal groups, and aggregates, and whose function or expressed intent is to meet a wide variety of collective needs.

Family – A system comprised of two or more interdependent members which, through a bond, give definition, identity and support to one another. It serves as a mediator between the needs of the members, and the influences of environmental exchange.

Global Society- the dynamic and constructed setting within which all persons exist and interact. Nursing occurs in the framework of a global society valuing cultural, social, and intellectual diversity while maintaining social responsibility to shape and transform the environment, to improve health, and eliminate health disparities for all people.

Human Flourishing- the uniqueness, dignity, diversity, freedom, happiness, and holistic health wellbeing of the individual within the larger family, community, and population. The goal of human flourishing is to achieve self-actualization and fulfillment.

II. HEALTH
Definition: the manifestation of living energy available to preserve and enhance system integrity. Health is seen as varying levels within a normal range, rising and falling throughout the lifespan in response to basic structure factors that reflect satisfactory and unsatisfactory adjustments by the client system to environmental stressors. (Neuman, 1995).

Health Problems- an alteration in physical, emotional, mental, social, spiritual, and intellect that limits the ability to function normally without pain.

Optimum Health- the state of complete balance of physical, emotional, social, spiritual and intellectual spheres and not merely the absence of disease or infirmity.

Environment: refers to the conditions or social systems within which the organization's members act to achieve specific goals.

External Environment- All forces or interaction influences external to or existing outside the defined client system, the source of interpersonal and extra-personal stressors. (Neuman, 1995).

Internal Environment- all forces or interactive influences internal to or contained solely within the boundaries of the defined client system; the source of intrapersonal stressors. (Neuman,1995).

III.   NURSING

Altruism: The belief in or practice of disinterested and selfless concern for the well-being of others.

Autonomy: The condition or quality of being autonomous, independence, self-governed or the right of self-determination.

Caring: promoting health, healing, and hope in response to the human condition.

Communication: A dynamic interactive process which enables participants to assimilate, formulate and convey perceptions, thoughts and feelings. It includes verbal and non-verbal messages, i.e., oral, written, informatics technology. Communication is intrapersonal, transpersonal and interpersonal. Through communication, the nurse makes inferences, develops hypotheses and takes action as to the nature and meaning of the client response and coping (Neuman, 1995).

Clinical Judgment: The process of observing, interpreting, responding, and reflecting situated within and emerging from the nurse's knowledge and perspective.

Clinical Reasoning: The incorporations of three processes: namely, critical thinking, clinical judgment, and integration of best evidence into practice. Nurses must employ these processes as they make decisions about clinical care, the development and application of research and the broader dissemination of insights and research findings to the community, and management and resource allocation.

1. **Critical Thinking** – identifying, evaluating, and using evidence to guide decision making by means of logic and reasoning.

2. **Diversity** – recognizing differences among "persons, ideas, values, and ethnicities" while affirming the uniqueness of each.

3. **Ethics -** reflective consideration or personal, societal, and professional values, principles, and codes that shape nursing practice.

4. **Evidence-based practice -** the conscientious, explicit, and judicious use of theory-derived, research-based information in making decisions about the care delivery to individuals or groups of patients, in consideration of individual values and preference to achieve desired patient outcomes.

5. **Excellence** - "creating research based clinical expertise and implementing transformative strategies with daring ingenuity.

6. **Holism -** the culture of human caring in nursing and health care that affirm the human person as the synergy of unique and complex attributes, values, and behaviors, influenced by that individual's environment, social norms, cultural values, physical characteristics, experiences, religious beliefs and practices, and moral and ethical constructs, within the context of a wellness-illness continuum.

7. **Integrity -** respecting the dignity and moral wholeness of every person without conditions or limitations.

8. **Leadership** – The ability to influence others and to undertake actions to attain desired goals. Leadership encourages openness to creative solutions, which will bring about effective change by generating enthusiasm.

9. **Management** – The maintenance of existing structures and procedures. Management tasks include planning, organizing, directing, and controlling available resources in order to provide the most effective care possible to clients, families, and communities.

10. **Patient-Centeredness** - an orientation to care that incorporates and reflects the uniqueness of an individual patient's background, personal preference, culture, values, traditions, and family

11. **Quality and Safety** - the degree to which health care services 1) are provided in a way consistent with current professional knowledge: 2) minimize the risk of harm to individuals, populations, and providers; 3) increase the likelihood of desired health outcomes; and 4) are operationalized from an individual, unit, and system perspective.

12. **Social Justice** - The fair and proper administration of laws conforming to the natural law that all persons, irrespective of ethnic origin, gender, possessions, race, or religion, are to be treated equally and without prejudice.

13. **Spirit of Inquiry** - a persistent sense of curiosity that informs both learning and practice. A nurse infused by a spirit of inquiry that will raise questions, challenge traditional and existing practices, and seek creative approaches to problems. A spirit of inquiry in nursing engenders innovative thinking and extends possibilities for discovering novel solutions in ambiguous, uncertain, and unpredictable situations.

14. **Systems Thinking -** the emphasis on the examination of patterns and relationships within the unpredictable and chaotic environment of health care delivery.

15. **Therapeutic Nursing Interventions** - The response of the nurse to the client's health care needs and nursing diagnoses. This intervention is based on scientific rationale and clinical judgment. The nurse responds in a caring, compassionate, timely manner to benefit the client, relieve suffering and/or provide comfort. These interventions are performed independently or interdependently.

B. BACCALAUREATE DEGREE REQUIREMENTS

1. Bachelor of Science Degree (BS)

The Department of Nursing offers a program of study leading to the Bachelor of Science degree and is accredited by the **Accreditation Commission for Education in Nursing (ACEN),** 3390 Peachtree Road, Suite 1400, Atlanta, GA and the Pennsylvania State Board of Nursing, Harrisburg, Pennsylvania. East Stroudsburg University is also accredited by the Commission of Higher Education of the Middle States Association of Colleges and Schools. The program involves a foundation of liberal education with basic preparation in professional nursing. In addition to credits that are earned in residence at East Stroudsburg University, credits may be awarded through the transfer process and/or advanced placement (East Stroudsburg University Undergraduate Catalog). The last 30 credits must be taken at East Stroudsburg University unless a waiver is granted. Credits earned through advanced placement or "credit by examination" do not qualify for these 30 semester hours.

BIOL 116 A&P 1 (LECTURE) BIO 117 A&P 1 (LAB) PSY 100 GEN PSYCH ENGL 103 ENGLISH COMPOSTION MATH 110 OR MATH 110 GENERAL STATISTICS HLTH210 FOUNDATIONSOF HEALTH SCIENCES (FYE)	3 1 3 3 3 3 16	BIOL 118 A&P 2 (LECTURE) BIOL 119 A&P 2 (LAB) HPLW 105 HEALTH PROMOTION AND LIFETIME WELLNESS CMST 111 SPEECH COMMUNICATION SOC 102 INTRO TO CULT DIVERSITY ELECTIVE GEN ED TOTAL	3 1 3 3 3 3 16
BIOL 424 MECH OF DIS (LECT) BIOL 461 MECH OF DIS (LAB) ELECTIVE GEN ED NURS 211 HLTH ASSESS FOR NURSES (LECT) NURS 212 HLTH ASSESS FOR NURSES (LAB) NURS 213 THEORECTICAL FOUNDATIONS OF NURS PRAC (LECT) NURS 214 FOUNDATIONS OF NURS PRAC (CLIN) TOTAL	3 1 3 2 1 3 2 15	ELECTIVE GEN ED NURS 220 NUTRITION NURS 216 THEORECTICALFOUNDATIONS OF NURS PRAC II (LECT) NURS 217 FOUNDATIONS OF NURS PRACTICE II (CLIN) CHEM 115 CHEM (LECT) CHEM 117 CHEM (LAB) TOTAL	3 3 2 2 3 1 14
NURS 310 INTRO TO EVIDENCE-BASED NURS PRAC (W-2)* NURS 311 HLTH TRAN 1 MIDDLE ADULT (LECT) NURS 312 HLTH TRAN 1 MIDDLE ADULT (CLIN) NURS 313 TRANISITONS IN MENTAL HEALTH (LECT) NURS 314 NURSING CARE OF PATIENTS EXPERIENCING TRANSITIONS IN MENATL HEALTH (CLIN) NURS 315 NURSING CARE SIMULATION I ELECTIVEGEN ED TOTAL	2 2 2 2 2 1 3 14	NURS 327 HLTH TRAN 2 MIDDLE ADULT (LECT) NURS 326 HLTH TRAN 2 MIDDLE ADULT (CLIN) NURS 323 HLTH TRAN CHILDBEARING FAM (LECT) NURS 324 NURSING CARE OF THE CHILDBEARING FAM (CLIN) NURS 325 NURSING CARE SIMULATION II ELECTIVEGEN ED ELECTIVEGEN ED TOTAL	2 2 2 2 1 3 3 15
NURS 411 HLTH TRAN 3 – COMPLEX ILLNESS (LECT) NURS 412 NURSING CARE OF ADULTS WITH COMPLEX ILLNESS NURS 416 HLTH TRANS PEDIATRIC CLIENT (LECT) NURS 417 NURSING CARE OF THE PEDIATRIC CLIENT (CLIN) NURS 415 NURSING CARE SIMULATION III ELECTIVEGEN ED ELECTIVEGEN ED TOTAL	2 2 2 2 1 3 3 15	NURS 420 SYNTHESIS OF NURSING KNOWLEDGE (W-3) * NURS 426 NURSING LDRSHP & MGMT (LECT) NURS 427 NURSING LDRSHP & MGMT APPLICATIONS (CLIN) NURS 428 HEALTH TRANSITIONS OF DIVERSE POPULATIONS IN THE COMMUNITY NURS 429 NURSING CARE OF DIVERSE POP IN COMMUNITY (CLIN) NURS 425NURSING CARE SIMULATION IV ELECTIVEGEN ED TOTAL	3 2 2 2 2 1 3 15

*W-LVL 2 and LVL 3 Writing Requirement courses

3. PROGRAM OUTCOMES

At the completion of the ESU Nursing Program, Students will be able to:

1. Function within the multiple roles of the professional nurse in a global society utilizing systems theory to promote human flourishing as defined by the National League of Nursing.

2. Demonstrate effective verbal and non-verbal, written, and technological mediated communication and teaching skills in the delivery and documentation of safe effective nursing care.

3. Utilize critical thinking skills as the foundation for clinical problem-solving and clinical reasoning that include assessment, analysis, planning, implementation, and evaluation.

4. Exhibit accountability in the provision of nursing care which reflects the core values of the profession including self-awareness, caring, competence, cultural diversity, leadership, legal and ethical decision making, and interdisciplinary collaboration.

5. In keeping with the spirit of inquiry and self-discovery, evaluate the effectiveness of evidence-based practice through the integration of technology and health literacy to facilitate the acquisition of knowledge needed to promote optimum outcomes.

East Stroudsburg University General Education Program Student Learning Outcomes

I. Demonstrate an understanding of their role as citizens of a diverse, global society.
II. Utilize critical thinking skills.
III. Communicate orally, in writing, and through other formats.
IV. Demonstrate information literacy and technological skills.
V. Employ scientific reasoning and quantitative skills when analyzing the world in which they live.
VI. Create/critique various forms of artistic expression.
VII. Demonstrate understanding of and apply various models of healthy development of the whole person.

C. UNIVERSITY REQUIREMENTS

Please refer to the East Stroudsburg University Undergraduate Catalog https://esu.smartcatalogiq.com/current/undergraduate-catalog/ for additional University requirements including basic writing and mathematical skills competency requirements.

General Education Program Requirements

In order to satisfy the General Education Program requirements at East Stroudsburg University, a student must: (a) Complete the General Education Core Program and (b) Complete all Cognate Requirements.

General Education Core Program (45 credits)

1. English Composition Requirement (3 credits): Students are required to successfully complete ENGL 103 within their first 45 credits of study at ESU. For the purposes of meeting this requirement, a grade of 'C' or better must be earned. Students that have not successfully completed ENGL 103 within their first 45 credits of study must enroll in ENGL 103 during each subsequent semester until the ENGL 103 requirement is satisfied. For such students, registration in courses beyond 45 credits will be frozen each semester until registration in ENGL 103 occurs.

2. First Year Experience Course Requirement (3 credits): Students are required to successfully complete a certified University wide First Year Experience course prior to the culmination of their first year of study at ESU. The nursing designated First Year Experience course is HLTH 210 Foundations of Health Sciences. Transfer students who transfer at least 24 credits of coursework to ESU are exempted from the First Year Experience requirement.

3. Breadth Requirement (36 credits): Students must earn at least 12 credits in each of the following three areas: Group A: Arts & Letters, Group B: Science, and Group C: Social Science. Within each area, the 12 credits must be earned in at least four distinct categories. At least 3 credits from Group B must come from a course or courses for which "meeting the University Math Competency requirement" is a prerequisite.

4. Wellness Course (3 credits): Students must complete a three credit course certified as meeting the SLO VII Standard. This course must be completed during their first 60 credits of study at ESU. Students that have not successfully completed such a course within their first 60 credits of study must enroll in such a course during each subsequent semester until the SLO VII requirement is satisfied. For such students, registration in courses beyond 60 credits will be frozen each semester until registration in a three credit course meeting the SLO VII Standard occurs. HPLW 105 Health Promotion and Lifetime Wellness course satisfies this requirement.

Overlay Requirements

1. Level II Writing Requirement: Students must complete at least one course designated as meeting GE Standard IXa (Level II Writing Standard). Courses meeting this requirement must be at the 200 or 300 level and must have ENGL 103 as a prerequisite. **The Level II Writing Requirement is met by NURS 310 Introduction to Evidence-Based Practice.**

2. Level III Writing Requirement: Students must complete at least one course designated as meeting GE Standard IXb (Level III Writing Standard) Courses meeting this requirement must be at the 300 or 400 level and must have the successful completion of a designated Level II Writing Course as a prerequisite. **The Level III Writing Requirement is met by NURS 420 Synthesis of Nursing Knowledge.**

3. Global Diversity and Citizenship Requirement: Students must complete at least one course designated as meeting GE Standard I (Student Learning Outcome I Standard).

4. Communication Requirement: Students must complete at least one course designated as meeting GE Standard III (Student Learning Outcome III Standard, also known as the "Communication" Standard).

5. Information Literacy and Technological Skills Requirement: Students must complete at least one course designated as meeting GE Standard IV (Student Learning Outcome IV Standard, also known as the "Information Literacy and Technological Skills Standard").

6. Artistic Expression Requirement: Students must complete at least one course designated as meeting GE Standard VI (Student Learning Outcome VI Standard, also known as the "Create or Critique" Standard).

General Education Program Summary

Breadth Requirement 36 Credits
Students must earn at least 12 credits in each of the following three areas: Group A: Arts & Letters, Group B: Science, and Group C: Social Science. Within each area, the 12 credits must be earned in at least four distinct categories. At least 3 credits from Group B must come from a course or courses for which "meeting the University Math Competency requirement" is a prerequisite.

Arts and Letters (Group A) (12 Credits)
1. English Language and Literature
2. Fine Arts – Art, Dance, Music, and Theatre
3. Modern Languages
4. Performing Arts – Communication Studies, Dance, Music, and Theatre
5. Philosophy

Science (Group B) (12 Credits)
1. Biology
2. Chemistry
3. Computer Science
4. Mathematics
5. Physics
6. Psychology

Social Science (Group C) (12 Credits)
1. Economics
2. Geography
3. History
4. Political Science
5. Sociology

English Composition (ENGL 103)	3 Credits
First Year Experience Course (HLTH 210)	3 Credits
Wellness Course – (HPLW 105)	3 Credits

Total Liberal Studies Core Credit Requirement   **45 credits**

SECTION III

SERVICES AND INSTRUCTIONAL RESOURCES

INSTRUCTIONAL SERVICES/RESOURCES

A. **The Dale and Frances Hughes Foundation Community Health Education and Simulation Center** is a state-of-the-art facility designed to provide nursing students with immersive learning experiences to enhance their clinical and decision-making abilities in a safe and controlled environment. The center is located on the second floor of the DeNike Building.

B. **The Department of Nursing's Learning Laboratory**, Room 104, DeNike Center, is a dynamic educational environment designed to support nursing students in developing and refining their clinical and assessment skills. The lab serves as a vital resource for nursing fundamentals and health assessment courses. The lab is equipped with modern medical equipment, anatomic models and low fidelity simulation manikins. Faculty will make the Learning Laboratory available to students based on course assignments and student requests. Students wishing to borrow learning lab materials may do so upon approval of their course faculty coordinator.

C. **The DeNike computer lab** is located in room 228. A listing of computer labs serving the University community can be found here: [Computer lab hardware and operating hours](#).

D. **The Kemp Library** provides students with opportunities to acquire, process and apply information in pursuit of their academic and career goals. Library faculty and staff offer a wide variety of traditional and innovative services. Library faculties provide a full program of library instruction and are available to assist you with your research needs. While the library continues building and sharing its print collections, it also provides digital e-books and electronic course reserves for students and faculty. The library licenses a wide variety of full-text and indexing databases, most of which are accessible both on and off campus. The library subscribes to journals in both print and full-text electronic formats that specifically support the nursing curriculum. The scope of these journal resources available to nursing students is complemented by resources targeted towards other majors at East Stroudsburg University such as psychology and social and community health. Articles can be located using the library's databases which can be accessed from the [Kemp Library homepage](#). Interlibrary Loan (ILL) is a service that students can use to obtain materials that are not available in Kemp Library in either print or electronic format. This service greatly enhances the materials to which students have access. Before submitting an ILL request, please be sure the item is not available through the library by checking both print and electronic holdings. A reference librarian can help you with this, should you need assistance. Book titles can be searched using the online catalog located on the [Kemp Library homepage](#). Rounding out the collection, Kemp Library is a depository for United States federal and Pennsylvania state government documents.

E. **ATI Assessment Package:** The comprehensive ATI program offers multiple assessment and remediation activities. These activities include assessment indicators for academic success, critical thinking and learning styles, online skills modules, online practice testing, and proctored testing over the major content areas in nursing. Data from nursing testing and remediation is used for the Department of Nursing's systematic plan of evaluation. ATI information and resources are available by visiting their website at [www.atitesting.com](#)

The ESU Nursing Program integrates ATI materials across the curriculum for all nursing students. These required ATI tools, in addition to nursing program course content and clinical experiences, assist students to:

- Access and develop critical thinking skills
- Recognize and evaluate learning styles
- Review critical nursing concepts and skills
- Identify areas of content learning needs
- Create target remediation plans to master nursing concepts and skills
- Prepare for NCLEX
- ATI Live Review
- Virtual ATI

ATI materials are utilized in all nursing courses across the curriculum beginning in fall of Sophomore year. Purchase and access information will be communicated to students via a letter from the Nursing Program Chairperson prior to the start of the Sophomore Fall Semester. The total purchase price will be divided over 4 semesters.

Practice and Proctored Assessments
ATI assessments are designed to facilitate student and faculty understanding of student content mastery. Each student assessment will identify areas of need which requires remediation and can be addressed in a focused review. Students will be required to complete a practice or proctored assessment and create a complete a focused review for each ATI Content Mastery Series (CMS) assessment.

In addition to ATI (CMS) assessments students have access to ATI tutorial tools designed to facilitate student learning, development, and understanding of required content. Students will be required to complete and create a learning portfolio throughout the curriculum as outlined in course syllabi. Please refer to course syllabi and remediation policy for ATI Requirements and grading criteria.
https://www.atitesting.com/technical-requirements

F. ATI Grading for Proctored Exam Grading
Level 3: 95% on first attempt
Level 2: 85% on first attempt
Level 1: 74% on first attempt
Below level 1: 70%
Level 1 and below - After remediation the student can retake the proctored exam for a higher grade

SECTION IV
STUDENTS

A. Students Rights, Responsibilities and Requirements
B. Academic Guidelines and Requirements
C. Clinical Policies, Requirements, Guidelines
D. Health Policies
E. Student Expenses
F. Graduation Requirements
G. Opportunities for Student Participation
H. Awards/Scholarships

STUDENTS

A. STUDENTS RIGHTS, RESPONSIBILITIES AND REQUIREMENTS

East Stroudsburg University Students' rights, responsibilities and requirements can be found in the East Stroudsburg University Student Handbook.

1. Department of Nursing:
   All students entering the Bachelor of Science in Nursing program are given a welcome orientation by the departmental chairperson and faculty advisors, which includes a review of student rights, responsibilities, and requirements. The Departmental Student Handbook contains information specific to the Department of Nursing. Students are expected to read and review its contents when entering the Nursing Program and while matriculated. Students sign a form indicating receipt of the Handbook. Students annually review and sign a form to confirm that they have read and reviewed the current/updated student handbook and are aware of any changes.

2. Core Performance Standards for Admission and Progression:
   The practice of professional nursing requires specific skills, characteristics, and qualities. The Core Performance Standards of the Department of Nursing at East Stroudsburg University identify the behavioral criteria which allow the student nurse to safely perform in a variety of roles in the practice setting, and successfully progress in the nursing program.

   a) Core Performance Standards are those behavioral, intellectual, physical, interpersonal, and communication skills necessary to provide safe nursing care for diverse clients in a wide variety of health care settings. **Students must meet these core performance standards to qualify for, progress in, and complete the nursing program**.

   b) Information regarding core performance standards is available to all students via the nursing web site and student handbook. If a student is identified as having difficulty meeting the core performance standards, a request for professional clearance regarding the core performance areas of concern will be required.

   c) Where possible, reasonable accommodations will be provided for students with Disabilities to enable them to meet these standards, to ensure that they are not denied the benefits of, excluded from participation in the nursing program, or otherwise subjected to discrimination in this program. Students who are eligible for accommodation need to make an appointment with the Office of Accessible Services Individualized for Students OASIS, and to discuss their accommodation requests with faculty.

Listed below are the core performance standards for ESU with examples of nursing activities that relate to the standards. **These examples are not inclusive of all expected abilities and failure to meet these standards will result in students not progressing in the program.**

Core Performance Standards

Issue	Standard	Examples of Nursing Activities
Critical Thinking	Critical thinking sufficient for clinical judgment	Competent assessment of clients in a timely manner. Correct interpretation of assessment data, identification of necessary nursing interventions, design of appropriate nursing care plans, evaluating the effectiveness of interventions and revising planned interventions.
Cognitive	Ongoing capacity to learn new information and skills to provide safe nursing care. This includes the ability to comprehend, measure, calculate, analyze and evaluate diverse forms of information.	Learn new skills and rationales for nursing care in a timely manner. Learn and adopt new methods of providing nursing care to reflect the dynamic nature of health care provision.
Interpersonal	Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural and intellectual backgrounds.	Establish rapport and relate effectively with clients, their families, and colleagues. Work effectively with these individuals when they are stressed physically and/or emotionally. Provide care socially and culturally acceptable to clients.
Communication	Communication abilities sufficient for interaction with others in verbal and written form.	Follow verbal and written instructions. Clearly communicate with other health care providers by appropriately documenting the nursing interventions provided and the clients' responses. Provide effective client teaching. Consult with a health care provider in a professional manner.
Mobility	Physical abilities sufficient to move oneself from room to room, along hallways, and in small or confined spaces. The ability to meet the physical demands of providing nursing care.	Lifting, moving, carrying, pushing, pulling, and supporting clients, equipment, and other objects independently. Standing, bending, walking, and sitting while working directly with clients and coworkers, and documenting care.
Motor Skills	Gross and fine motor abilities sufficient to provide safe and effective nursing care.	Perform vital signs, CPR, physical assessment, use equipment, hang IVs, and tube feedings, draw up and give injections. Document nursing interventions and patient care in legible writing or accurate type.
Tactile	Tactile dexterity sufficient for physical assessment.	Perform palpation, functions of physical examination and/or those related to therapeutic intervention, i.e., insertions of a catheter, giving injections.
Visual	Visual ability sufficient for observation and assessment necessary in nursing care.	Reading charts, flow sheets, monitors, thermometers. Assessment of patient skin, color, pupils, wound healing. Drawing up and administering medications.

Hearing	Auditory ability sufficient to monitor and assess health needs.	Auscultation of blood pressure, breath sounds, bowel sounds. Hearing alarms, call bells, cries for help from clients, families, and coworkers. Understanding mechanically reproduced voices such as on audiotape.
Personal Behaviors	Maintains personal behaviors consistent with the American Nurses Association Code for Nurses.	Demonstrates personal responsibility, accountability, integrity, and honesty. Demonstrates respect for self and others through their verbal and nonverbal behaviors. Avoids behavior inconsistent with professional standards such as chemical dependency and abuse, harm toward self or others, or engaging in or supporting criminal behavior.

PROFESSIONAL NURSING BEHAVIORS POLICY

Purpose: Professional behavior is one of the core performance standards for the ESU nursing program. The Nursing Department reviews the progress (academic and clinical) of every nursing student every semester. The purpose and goal of the evaluation process is to review the professional development of students.

Each nursing department faculty member (including part-time) will review the behavior of every student in each lecture and clinical section. If there is a concern raised regarding a student, the faculty member will complete the Professional Nursing Behavior Evaluation Form. This form will be submitted to the chairperson and discussed in the executive session of Faculty Organization. A first negative assessment warning is issued, and the department Chairperson will meet with the student and develop a plan for remediation. If a student receives a second unprofessional behavior warning, the student is referred to the APG Committee. The APG Committee will make a recommendation to the Department Chairperson and faculty at the meeting of the Faculty Organization. Violation of this policy may result in dismissal from the Nursing major.

Each nursing student is expected to consistently demonstrate the following professional nursing behaviors:

- Ethical behavior according to the American Nurses Association Code of Ethics
- Maintenance of a safe environment for the patient in the clinical setting
- Punctuality for lecture, classroom, and clinical laboratories
- Consistent preparation for lecture, classroom, clinical and campus laboratories
- Completion of assignments within allotted parameters
- Honest and positive communication with peers, faculty, patients, family members and staff
- Compliance with the clinical dress code
- Acceptance and incorporation of faculty feedback
- Adherence to policies and standards established in the East Stroudsburg University and Nursing Program Student Handbooks.
- Adherence to policies of all clinical agencies
- Civil conduct according to the ESU commitment to civility is found on the inside back of the ESU Student Handbook.

I have received a copy of this policy and have had the opportunity to discuss the policy with a faculty member.

_____   _____
               Date   Student Signature

Course: _____

A. GRIEVANCE PROCESS

1. Academic Evaluation:
    Students are protected against prejudice and capricious academic evaluation of their courses through faculty contracted responsibilities and standards of ethical and professional conduct. Students are responsible for maintaining standards of academic performance established for courses in which they are enrolled. Students alleging prejudice or capricious academic evaluation may appeal directly to the faculty member involved. Should a mutual understanding not be reached at this level, students may then appeal to the Department Chairperson, the Dean and the Vice President for Academic Affairs in that order. More information can be found in the Student Complaint and Grievance Process. Students of a protected class alleging discrimination or sexual harassment after exhausting the remedies noted above should express their concerns to the Title IX Coordinator. Students with disabilities should bring their concerns to the Office of Accessible Services Individualized for Students (OASIS).

2. Department of Nursing Complaint Procedure:
    The department welcomes feedback. Students, faculty, or community members with complaints about the Department of Nursing should attempt to resolve the issue(s) with the individual(s) most directly involved, following the same order as found in the University-wide Grievance Procedure as described above.

B. ACADEMIC GUIDELINES AND REQUIREMENTS
    Academic Advisement -Assignment of Advisors
        The Department Chairperson is responsible for the assignment of faculty advisors. Students usually retain the same advisor as they progress through the Nursing Program, however, they may request a change of advisor at any time. The Departmental Secretary keeps a record of advisors for each student. Student's requesting to change advisor need to submit a request to the Nursing Department Chairperson.
        The student is responsible for meeting with his/her faculty advisor prior to the start of the semester registration period and as needed. Students are required to meet their assigned faculty adviser a minimum of once per semester to obtain and share information concerning the student's progress in the nursing program and to monitor adherence to the program curriculum plan.
        Students will obtain a "PIN" number from their advisor in order to register for classes per semester. The student pin number changes per academic semester and will be provided to the student during the advisor meetings. In the rare event that a faculty adviser is unavailable, and the deadline for registration is eminent, the student may obtain their pin number from the nursing department chairperson and/or from enrollment services. Students seeking pin numbers from enrollment services need to do this in person.

The faculty advisor is responsible for maintaining and completing the advisee folder which includes a student contact information sheet, signed forms, copy of the curriculum plan, adviser meeting notes, and student clinical evaluations.

All advisees are to be given a copy of the Nursing Department curriculum plan during their first advisement session. Any requests to deviate from the curriculum plan should be coordinated with the advisor. Where appropriate, the advisor will refer the student to the Departmental Admission, Progression and Graduation Committee who, in turn, will make recommendations to the Departmental Chairperson. Students are required to make special requests in writing.

Role of the Faculty Advisor:

The faculty advisor is responsible for assisting students in planning their Nursing concentration academic programs. However, the ultimate responsibility for the completion of the program, both academically and procedurally, lies with the student.

In addition to assisting students in academic planning, the function of the Faculty Advisor is to provide students an opportunity to engage in conversation with a professional scholar and to enable students to develop a well-rounded philosophy of nursing and university life.

The Faculty Advisor may be called upon to refer students to the proper campus service which can assist them in health, housing, financial problems, inadequate personal adjustment, deficiencies in reading, math, writing, spoken English, vocational choice, general learning difficulties, or making choices in student activities.

The Advisee Folder:

The nursing department maintains a folder which contains data on each advisee. While the items contained in the folder vary, a basic package includes the following:

a) Progress Report, Correspondence, and Record of Student Activities
b) Transcript; and unofficial transcripts
c) Graduation Evaluation Check List; Tally Sheet
d) Clinical/Course Evaluation Tools
e) Student contact form, compliance records and miscellaneous
f) Signed forms: Core Performance Standards, Professional Nursing Behaviors Policy.

Student files are confidential records and are kept in a locked file. Student Progress Record Reports are restricted to information which pertains to academic admission, progression, and graduation from the Nursing Program. Files for students who graduate, change majors, and/or withdraw from the nursing major are retained on a closed inactive status. Each student may have access to his/her file upon request.

Departmental Grading Policy

1. Nursing students must earn grades of at least "C" for in all theory and clinical nursing courses.
2. Nursing students must achieve an average of at least 74% in course examinations.
3. Should a student achieve less than 74% on any exam, that student is required to complete a PIP per faculty guidelines.

Nursing Department Grading Scale

94.00 – 100%	A	4.000 quality points
90.00 – 93.99%	A−	3.667 quality points
88.00 – 89.99%	B+	3.333 quality points
84.00 – 87.99%	B	3.000 quality points
80.00 – 83.99%	B−	2.667 quality points
78.00 – 79.99%	C+	2.333 quality points
74.00 – 77.99%	C	2.000 quality points

BELOW PASSING THRESHOLD

70.00 – 73.99%	**C−**	**1.667 quality points**
67 – 69%	**D**	**1.000 quality points**
66% and below	**E**	**0.000 quality points**

Final Grades will not be rounded

Remediation and Academic Improvement Plan Policy

The East Stroudsburg University Department of Nursing is dedicated to the remediation process designed to promote success for students who are at risk of failure and for those students who commit errors /near misses in the clinical areas. The goal of the remediation process is to provide student learning opportunities related to clinical judgements and safe nursing practice and the application of this knowledge to successful test-taking needed for registered nurse licensure.

Students are required to demonstrate ongoing remediation efforts to improve academic success. Remediation of content will be suggested by the course coordinators and/or clinical faculty and documented on the Performance Improvement Plan (PIP) for students failing to meet academic standards and learning outcomes. The student is responsible for the implementation of the PIP and the course expectations as directed in the course syllabus.

The Performance Improvement Plan (PIP) process is intended to increase the likelihood that students will succeed in meeting course or level objectives and comply with established academic and professional standards. A PIP can be initiated for any of the following:

· The student is not progressing toward achievement of one or more course or level objectives,

- The student is not passing course examinations and quizzes.
- The student is not completing assignments and meeting required deadlines for submission.
- The student is likely to benefit from enhanced or remedial learning activities to meet one or more course or level objectives,
- The student has failed to meet one or more course or level objectives,
- The student demonstrates behaviors that violate the student code of conduct and or academic integrity.

Procedure:
1. At any time during a student's experience, the faculty member responsible for teaching the course can initiate a PIP as per the items outlined in the policy above.
2. Prior to meeting with the student, the faculty member responsible for teaching the course will inform the student's advisor and course coordinator of the need to initiate a PIP.
3. The faculty member may request consultation or review by the Department Chair and/or Dean of the need to initiate a PIP.
4. The PIP form will contain:
   a. A list of the objective(s) not met or behaviors that require remediation.
   b. A detailed description of how the student is not currently meeting the listed objectives/behaviors.
   c. A plan of action to remedy the issue(s)/behavior(s).
   d. List of Measurable goals to demonstrate success.
   e. A time frame for completion of plan.
   f. A written evaluation plan which includes the above-listed information and future meetings.
5. At the time of the initial meeting and all subsequent meetings with the student, the student and faculty member will both sign and date the form, including any student comments.
6. After each meeting, one copy of the PIP will be given to the student and one copy retained by the faculty member.
7. At such time that the faculty member documents that the student has met the objectives or remediated the behavior(s) that have been identified-he/she will notify the student, program coordinator and department chair in writing that the student has satisfactorily met the PIP conditions.
8. Resolution of the behavior(s) must be evaluated and resolved no later than the end of the term in which it was initiated. Failure to meet course or level objectives or resolve the identified behaviors by the end of the term in which the PIP was initiated will result in failure of the course.
9. If the student remedies the behavior(s) and meets course or level objectives by the end of the course, this outcome will be noted on the PIP and all documentation related to the PIP will be placed in the student's file for secure storage. They will

be retained until graduation and destroyed unless there are legal/accreditation requirements to retain the documentation.

10. The suggested remediation plan will be written out by the instructor for the student within the PIP form. This may include all or any of the following recommendations or assignments:
   a. Review corresponding content in any of the course's resources including course exams and quizzes and develop a study plan.
   b. Take/repeat ATI focused review tests, online learning assignments, and/or other learning activities that correlate with the syllabus content.
   c. If the PIP is related to skill performance, the student will make an appointment with the clinical instructor and/or Simulation coordinator to practice and demonstrate mastery.

D. ADMISSION AND PROGRESSION POLICIES AND GUIDELINES
https://esu.smartcatalogiq.com/current/undergraduate-catalog/

1. Department of Nursing Freshman Admission Criteria:
   a. A minimum cumulative high school GPA of 3.0 on a 4.0 scale.
   b. Three units of laboratory science are selected from biology, chemistry, and physics. The three units may include a second year of an earlier course. For instance: biology, chemistry, and AP biology.
   c. Four units of college preparatory mathematics including algebra 1, geometry, algebra 2, and a math class for which algebra is a prerequisite.

2. Transfer Student Criteria: INTERNAL:
   Current ESU students interested in being admitted into the Nursing major in the Fall of the sophomore year, must have at least **30 college credits**, **an overall college GPA of 3.00** or better, and the following specific college courses completed with a grade of "C" or better by the end of the spring semester:
   - Anatomy and Physiology I and II with related labs
   - English Composition
   - General Statistics
   - Introduction to Psychology
   - Introduction to Cultural Diversity or transferrable equivalent
   - Introduction to Speech Communication or transferrable equivalent

   Current ESU students (internal) seeking admission as a Nursing major will submit:
   i. Letter of intent addressed to the Admission, Progression and Graduation Committee indicating their interest in the Nursing program for the next fall semester,
   ii. (2) two letters of recommendation from former professors and/or professional references,
   iii. All college transcripts directly to the Nursing Department by May **1st yearly**.

   Admission is highly competitive and seat availability is limited.

3. Transfer Students: External and Post Baccalaureate:
   Applicants are considered only for fall sophomore year admission into Nursing major, and preference is given to applicants with complete applications by **February 1st**. Students interested in transferring directly into the Nursing program in the fall of their sophomore year must have at least 30 college credits, present an overall college GPA of 3.00 or better, and have taken the specific following college courses completed with a grade of "C" or better:
   - Anatomy and Physiology I and II with related labs
   - English Composition
   - General Statistics

- Introduction to Psychology
- Introduction to Cultural Diversity or transferrable equivalent
- Introduction to Speech Communication or transferrable equivalent

Applicants must provide:
a) Official college transcripts,
b) Two letters of recommendation from professors whom the student had in class at the college level
c) A letter of intent indicating why the student wants to pursue the nursing profession. Letters of intent should be addressed to the Office of Admissions.
d) Official Transcripts and letters of recommendation should be forwarded to the Office of Admissions and/or the Associate Director for Transfer Admission, or by mail to East Stroudsburg University, Office of Admissions, 200 Prospect Street, East Stroudsburg, PA 18301. Please provide your full name and contact information. **The final deadline for completed applications is February 1st.**

Admission is highly competitive and seat availability is limited.

4. PROGRESSION:

Minimum academic progression criteria have been established for all students in this degree program. Freshmen, Sophomore, Junior, and Senior level students are evaluated in the fall and spring semesters to determine whether they should progress in the nursing program. The criteria used for evaluation are as follows:
   a) Students must show evidence of being able to successfully complete the professional program. This evidence includes a minimum cumulative grade point average GPA of 3.00.
   b) Students who attain a GPA of 2.76-2.99 will be retained in the Nursing Program in a probationary status for one semester only. Students are permitted to be on probation only once throughout the nursing program. The students on probation will receive a letter from the Admissions, Progression and Graduation Committee (APG) or the Chairperson.
   c) Students with a GPA less than 3.0 who do not meet the requirements for probation will be dismissed from the program with the opportunity to reapply when their GPA is over 3.0.
   d) Students must achieve a grade of "C" or better in all courses listed in the nursing curriculum plan which includes nursing and/or **directed general education** required courses. The nursing program directed general courses are BIO 116/117 Anatomy and Physiology 1 with lab, BIO 118/119 Anatomy and Physiology II with lab, PSY 100 Introduction to Psychology, HLTH 210 Foundations of Health Science, SOC 102 Introduction to Cultural Diversity, Math 110 Statistics, CMST 111 Introduction to Communication, BIO 424/461 Mechanisms of Disease with lab, and CHEM 115/117, Chemistry and Molecules of Life with lab.

e) A grade of "C' in all required nursing courses does not guarantee progression in the program since the minimum required GPA is 3.00. **"C- "is a failing grade for the nursing program.**

f) Students who do not achieve a required progression grade of "C" or better in one Nursing or required courses will be dismissed with the opportunity to reapply after achieving a C or better in the required course. Students may repeat a required course one time. Students who have earned a C- or less in two or more courses are not eligible for readmission.

g) Students dismissed from the nursing program will be advised to change their major to undeclared or another major of their choice.

h) Students who fail to achieve a passing grade in any nursing theory or clinical course must re-take both co-required courses, even if the student earns a passing grade in one of the co-required courses.

i) Students seeking readmission need to submit a letter to the Admission, Progression and Graduation Committee indicating their desire to return to the program. Deadlines for application for readmission are December 15th for spring readmission and May 15th for fall readmission. All documents need to be submitted to the Nursing Department.

Leave of Absence Policy see [University policy](#)

CLINICAL POLICIES, REQUIREMENTS, GUIDELINES

<u>Clinical laboratory policies:</u> All requirements for clinical placements must be met prior to the semester before students are allowed to begin a course. Students are assigned clinical assignment sites based on the faculty's selection of clinical sites aligning to the learning objectives of the course, site attributes and availability, and facility availability. Clinical laboratory attendance is required to meet clinical course objectives. (see Clinical Absence Policy).

To effectively engage in clinical activities and progress in the nursing program, the following skills are essential:

- Demonstrate cognitive, affective, and psychomotor skills (both gross and fine motor skills in performing nursing interventions) in planning, implementing, and evaluating nursing care.
- Meet East Stroudsburg's Nursing program's technical standards regarding effectively speaking, hearing, writing, and reading English.
- Effectively use technology.
- Learn, critically think, assess, independently solve problems, and demonstrate reasonable and prudent judgement.
- Demonstrate physical and emotional health to meet the demands of nursing and to provide safe patient care.

<u>Clinical Absence Policy:</u> Clinical attendance communicates a student's commitment to professional responsibility and knowledge development. **Attendance for all scheduled clinical experiences is mandatory, a clinical make up day will be required for all clinical absences**. If a student is unable to attend clinical, the student must contact the instructor **prior** to the scheduled clinical experience. A physician's note will be required to receive an excused absence. An unexcused absence or a no call/no show incident may result in a final clinical grade deduction as per course syllabus. In addition, student tardiness or unexcused absences will be reflected in the final evaluation under Professionalism/Attendance. A student who anticipates an absence should make every effort to switch with a classmate as missed clinical experiences will not necessarily be made up at the same day/location or unit. Missed clinical days will be rescheduled at the discretion of the course coordinator and unit/instructor availability. If a clinical makeup is unable to be scheduled prior to the end of the semester, an incomplete grade for the semester may be necessary as clinical sites are often difficult to obtain. The student's grade will be corrected once the clinical is made up. Written assignments do not qualify for clinical makeup.

<u>Clinical failure:</u> Clinical performance is evaluated throughout the clinical course and documented at mid-term and at the end of the course. Students will receive weekly feedback from the clinical instructor during the course, and formal written evaluation at mid-term and end of the clinical rotation.

Conduct that may result in clinical failure includes, but is not limited to:
1. Unsafe practice or behavior that the clinical instructor deems a threat to patients safety.
2. Unprofessional conduct.
3. Violation of facility or university safety rules/policies.
4. Any misrepresentation or falsification of data.
5. Performing a skill unsupervised without the clinical instructor's permission.
6. Leaving the clinical area without permission/failing to return in a timely manner from meals or breaks.
7. Failure to notify the clinical instructor and assigned clinical unit of an absence from the clinical area.
8. Failure to provide patient supervision /failure to notify primary RN of absence.
9. Repeated tardiness.
10. Lack of preparation for the clinical experience.
11. Failure to submit clinical assignments by designated due dates.
12. Inability to meet the weekly clinical objectives and outcomes of the course.
    (Adapted from the American College of Nursing, 2014)

Transportation: Students need to be able to travel up to 1 hour from the university and may have various schedules including evenings, nights, and weekends. Students are responsible for providing their own transportation to and from clinical agencies. Beginning in sophomore year, nursing students are allowed to have their cars on campus.

Severe Weather: In the event of severe weather conditions, weather updates for East Stroudsburg University will be posted on the main page of the ESU website. Students expected to attend clinical experiences should check with their clinical instructor in the event of bad weather to determine alternative assignment directions or other contingency plans.

Uniforms/Clinical Tools/Requirements:

The uniform for sophomore and junior students is the ESU red scrub top with steel gray pants, and shoes (white). Senior level uniform is the red ESU scrub top, and black pants and shoes (white or black). Shoes should be clean and free of colored stylings. (no canvas, no clogs, or crocs) A long sleeve shirt in gray or black as well as a black scrub jacket is optional. Red scrub tops with the official ESU logo and other uniform items are ordered online through MP Outfitters (www.mpoutfitters.com). Click on Preferred Groups and click on the ESU logo.

Store Information:

305 Village at Stones Crossing Rd
Easton, PA 18045United States
610-797-6900
Hours:

Tuesday-Friday: 10am - 6pm
Saturday: 10am-4pm
Sunday & Monday: CLOSED
OR
2733 W. Emmaus Ave
Allentown, PA 18103
610-797-6900
Hours:
Monday-Friday: 9am - 6pm
Saturday: 10am-4pm
Sunday: CLOSED

Additional Uniform Guidelines:
- No rings except for a plain wedding band
- No other jewelry except for single post earrings in each ear lobe
- No visible tattoos.
- Appropriate undergarments should be worn.
- Nails must be trimmed, clean, and short, without acrylic or colored polish (clear polish is acceptable).
- Make-up must be kept to a minimum.
- Hair must be off the collar and out of the eyes, and of natural color (no vibrant colors)
- Name Pin: All students need to purchase and wear a name pin that is printed on a red background with white lettering: the first line is your full name, second line East Stroudsburg University Nursing Student. The name pin can be purchased online on Amazon or through Staples or Things Remembered stores.
- Watch with Second Hand, Bandage Scissors, Pen Light, Blood Pressure Cuff, and Stethoscope: The nursing department recommends you purchase a Littman Classic II or III stethoscope with a bell. The cost will vary between $80.00 and $100.00. The other items can be purchased online from Amazon or from any uniform store.

Clinical Preparation and Clearance Requirements:

1. **Cardiopulmonary Resuscitation Certification. (CPR)** - All nursing students need to be certified in either **CPR for the Healthcare Provider Basic Life Support (BLS Provider)** by the American Heart Association or American Red Cross **BLS for Healthcare Providers**. Proof of CPR certification will need to be provided to clinical agencies. Classes can be found at www.cpr.heart.org or https://www.redcross.org/take-a-class/bls-training/bls-for-healthcare-providers
**CPR needs to be renewed every 2 years

2. **PA Access to Criminal History (PATCH):** Visit www.psp.pa.gov
   Go to "Criminal History Background Check"
   Click on "Pennsylvania Access to Criminal History (PATCH)"
   Click on "Submit a New Record Check"
   Click on "accept" for terms and conditions
   Choose Individual Request
   Select "other" for reason for request
   Fill in information and pay $22.00 (as of 2023)
   Patch clearance is delivered immediately via email
   ***This Clearance is valid for 5 years*

3. **Child Abuse Registry Clearance**: Visit www.psp.pa.gov
   Go to "Criminal History Background Check"
   Click on "PA Child Abuse History Clearance website"
   Under online submission click "Child Welfare Information Solution self-service portal"
   Click "create individual account" and fill in information, make a keystone ID and set up profile. A temporary password will be sent to you via email.
   Go back and log in with newly made keystone ID and your temporary password. Set permanent password
   Log in again using new password!
   After accepting terms and conditions-
   Click "Create Clearance Application"
   ***you need all addresses you have lived at and names who you lived with to complete this application. You **do not** need campus addresses and roommate names.
   Click "Volunteer having Contact with Children". Volunteer category "Other" Agency name East Stroudsburg University
   Fill in all applicable information including addresses and people who live with you or have lived with you.
   You do not have a code from ESU – click on "No"
   Submit application. This clearance comes in the mail and via email from pa.gov.
   This Clearance is valid for 5 years

4. **FBI Fingerprinting**: Log on to the IdentoGO website www.uenroll.identogo.com
   Enter service code **1KG756**
   Click on "Schedule or Manage Appointment". You will need to make an appointment at an identogo location. You can find the closest location by searching with your zip code on the identogo site.

   You will receive your clearance via email from Identogo.
   ****This Clearance is valid for 5 years*

5. Health Forms - All nursing students need to complete a health form that includes current immunizations, TB testing, and a 9-panel drug screen. (see appendix)

   **Yearly TB testing, yearly flu shot (flu shot is due by September 15th) and covid vaccination card (original 2 shots required; boosters recommended, not required) is required by all clinical agencies.

6. Malpractice Insurance – all nursing students are required to purchase malpractice insurance in the amount of $1,000,000 per incident /$3,000,000 aggregate yearly. This insurance can be obtained through Nurses Service Organization www.nso.com or through any local carrier that you are currently using for auto or homeowners' insurance. The premium is usually $20.00 - $30.00/yearly.

 *** Students are required to purchase a 3 ring 1 ½ inch binder where the first three pages will display the student's hard copies of clearances. This binder will need to accompany them to clinical weekly and you will be checked for compliance by clinical faculty. *****

Medication Calculation Exam Policy-Safe Medicate

  Purpose: The purpose of this policy is to validate that students will be prepared to calculate and administer medications safely in all clinical courses where it is required.
1. A calculation exam will be given in each clinical nursing course per semester.
2. Grade needed to pass depends on level.
3. The exam may be taken three times. *Students who fail a third attempt will be dismissed from the program.*
4. Each attempt will be a different exam, but items will test the same content.
5. Retakes will be spaced appropriately to the needs of the course and to allow for sufficient time for remediation.
6. A remediation plan will be **formulated by the student** and documented as approved by the course coordinator for all students who do not pass; this plan must be followed between attempts. Students and course coordinator will sign this remediation plan which will be placed in the student's file.
7. Medication calculation content will be included in NUR 213/214 & 216/217 Foundations of Nursing Practice I&II, prior to that course's medication calculation exam. Additional content as necessary will be included in appropriate courses. For example, advanced IV calculations in NURS 311/312, pediatric drug dose calculations in NURS 416/417, critical care dosages in NURS 411/412, and in ATI Pharmacology modules.
8. Medications will be administered by students in all clinical nursing courses in acute care settings per agency policy.

9. Students cannot administer medications in clinical until a passing grade is achieved on the medication calculation exam for that course.
10. Students will be notified in advance and in writing of dates of exams and content prior to the start of the junior and senior year.

Skill Deficit Referral Policy

Students are expected to perform previously lab validated skills safely in the clinical setting. When a clinical instructor identifies that a student is unable to perform previously validated skills safely during a clinical experience, a skill deficit referral form will be completed to prescribe and validate skill remediation by nursing faculty. This completed form will be placed in the student's academic file.

F. HEALTH POLICIES

Health Requirements The nursing student will be expected to meet the core Nursing Program Performance Standards. Students unable to meet core performance standards who are eligible for accommodations must make an appointment with the OASIS office to determine if reasonable accommodation can be provided.

The State Board of Nursing, clinical affiliates, ESU and the nursing faculty dictate health requirements for nursing students. The student will be notified by the nursing department if it becomes necessary to modify health policies during his or her participation in the nursing program. Students who do not meet health requirements by the designated due date will not be permitted to attend clinical experiences and may impede progression in the Nursing Program.

University Health Center Services Student health services are located at the LVHN-P Express Care located at the intersection of Prospect and Brown Streets. https://www.esu.edu/health-and-wellness/express-care.cfm

Reporting of Student Health Problems When evidence of a student health problem, accident resulting in injury, hospitalization, pregnancy, infectious disease, or other situation potentially affecting the student's ability to meet core performance standards exist, and treatment is indicated, it needs to be reported. The student must provide verification from the treating health care provider to the Nursing Department that they are able to return to active participation in the nursing program without a risk to their own or their patient's health and safety. The student will submit a Medical Clearance Form to the course coordinator and the Nursing Department Chairperson, and upon faculty approval may return to active participation in the program.

Incident Report An incident is any event related to student activity in the educational setting, which is related to the safety of the individual and/or is not consistent with the educational standards of the Nursing Program or Clinical Agency.

Latex Allergy: All students with a suspected latex allergy must report the suspected condition to the Nursing Department. Written documentation must be provided to confirm the diagnosis of latex allergy. Documentation will be kept with the student's health records. The student is responsible for checking supplies and equipment for latex content before using them. Latex free equipment and supplies are available at clinical affiliating agencies and in the nursing lab.

G. STUDENT EXPENSES It is the student's responsibility to purchase the following items and obtain the following required clearances. These expenses are paid by the student.

- Health Examination
- Laboratory Tests
- Clearances
- Malpractice Insurance
- CPR Certification
- Uniforms
- Name pin
- Goggles and face masks
- Stethoscope
- Bandage Scissors
- Penlight
- A watch with second hand
- Leather shoes (white – sophomores and juniors, black – Seniors)
- Textbooks (Nursing) *Most nursing courses use ATI textbooks that are part of the ATI package)
- Travel expenses to clinical sites (varies)
- ATI Testing package
- Safe medicate package
- Shadow Health package
- Undergraduate cap and gown
- Graduation fee
- NCLEX preparation materials and courses

(This list is not meant to be all inclusive, since additional expenses may be incurred as new requirements are added by affiliating clinical agencies and/or the university.)

GRADUATION REQUIREMENTS Students in the Bachelor of Science program must meet graduation requirements for the University and the Department of Nursing. Graduation requirements are outlined in the East Stroudsburg University Undergraduate Catalog.

NCLEX Licensure Examination
Graduates of the BS in Nursing Program are eligible to take the National Nursing Licensure Examination by the National Council of State Board of Nursing to become registered Nurses. All graduating seniors will take the proctored RN Comprehensive Predictor Exam and attend the ATI Live Review course that takes place at the end of the spring semester. Students will retake the exam after completion of the ATI Live Review. Students who do not achieve a score that is equal to or greater than the predictor probability of 92% of passing the NCLEX-RN on the second Comprehensive Predictor will not be cleared for taking State Boards until they have completed the Virtual ATI and have been given the "green light" to take the exam. Virtual ATI will be purchased at the expense of the student.
Students should note that there are restrictions on licensure due to felony convictions. Students need to submit updated clearances to the State Board of Nursing for Licensure.

H. OPPORTUNITIES FOR STUDENT PARTICIPATION

Student Activities Record: Students have an opportunity to participate in a variety of extracurricular activities on campus and in the community. A record of student activities is kept on file in the Department of Nursing for each student. A copy of this record is available upon request.

Nursing Honor Society: The XI Beta Chapter of Sigma Theta Tau International, Honor Society of Nursing was chartered in April of 1994. The purpose of the society is to recognize superior achievement; recognize the development of leadership qualities; foster high professional standards; strengthen commitment. During Senior year, the top third of the class are invited to join the honor society.

ESU Student Nurse Association: Open to all nursing majors, the group meets monthly and plans fundraisers, clothing orders, organizes community outreach activities, career information and speakers, and plans the senior pinning ceremony. State and National conference opportunities for nursing students.

I. AWARDS / SCHOLARSHIPS A complete listing of scholarships and updated award amounts will be posted on the ESU Foundation Website.

Jennifer M. Ahrens '94 Endowed Scholarship
Established by Jennifer M. Ahrens class of 1994, for nursing majors who have at least 30 credits

and are in good academic and social standing.   Recipients must exhibit leadership, drive and compassion for caring for people. Selected by the ESU Nursing Scholarship Committee.

Marguerite Rossiello Lawrence '96 Annual Scholarship
Established by Marguerite Rossiello Lawrence class of 1996, recipients must be majoring in nursing. Priority will be given to ROTC nurse cadets, veterans, and children/spouses of veterans. The recipient selected must exhibit leadership and participation in ESU and community activities. Selected by the ESU Nursing Scholarship Committee.

Dr. Irene Mitchel Nursing Endowed Scholarship honoring members of her family being educated in the nursing and medical profession
Established by Dr. Irene Mitchel to honor the members of her family being educated in the nursing and medical profession, recipients must be majoring in Nursing. Recipients must be full-time, undergraduate students who have completed at least 75 credits with a minimum GPA of 3.0 at the time of application so that the scholarship is received during the recipient's senior year. Additionally, recipients must have a recommendation from ESU faculty. Selected by the ESU Nursing Scholarship Committee.

Outstanding Nursing Award
Established by the ESU Foundation, recipients must be majoring in Nursing. Recipients must be graduating seniors with a minimum GPA of 3.25 who satisfy the objectives of the Nursing Program. Participation in activities at ESU and in the community are considered. Selected by the ESU Nursing Scholarship Committee.

Ritchey J. Ricci '65 M'72 and Roberta "Bobbi" Ricci '66 Nursing Endowed Scholarship
Established by Ritchey J. Ricci '65 M'72 and Roberta "Bobbi" Ricci '66, recipients must be majoring in Nursing. Recipients must be undergraduate students who have completed at least 30 credits. Additionally, recipients must be in good academic and social standing. The scholarship is renewable as long as the recipient continues to meet these criteria. Selected by the ESU Nursing Scholarship Committee.

Marjorie E. Sanderson Endowed Writing Award
Established to honor Dr. Marjorie Sanderson, RN., Ed.D, FAAN past associate Dean for Nursing at East Stroudsburg University, recipients must be majoring in Nursing. Awarded each spring semester for that semester. Selected by the ESU Nursing Scholarship Committee.

Nancy Whitley Sisson '68 Nursing Annual Scholarship
Established in memory of Nancy Whitley Sisson '68, former ESU nursing faculty member, recipients must be majoring in Nursing. Recipients must be full-time students who have completed a minimum of 60 credits with a minimum GPA of 3.0 prior to receiving the scholarship. Recipients must not graduate prior to May of the award year. Additionally, the recipient should possess the qualities of compassionate nursing that go above and beyond providing total care to patients and their families. The recipient should be conscientious,

dedicated, diligent, empathetic, friendly, warm, positive, have good listening skills, and truly love what they do as a nurse. Preference will be given to those with financial need and may or may not be awarded to previous recipient each year. This scholarship will be awarded in conjunction with the Nancy Whitley Sisson '68 Nursing Endowed Scholarship, to the same student. Selected by the ESU Nursing Department Scholarship Committee.

Nancy Whitley Sisson '68 Nursing Endowed Scholarship
Established in memory of Nancy Whitley Sisson '68, former ESU nursing faculty member, recipients must be majoring in Nursing. Recipients must be full-time students who have completed a minimum of 60 credits with a minimum GPA of 3.0 prior to receiving the scholarship. Recipients must not graduate prior to May of the award year. Additionally, the recipient should possess the qualities of compassionate nursing that go above and beyond providing total care to patients and their families. The recipient should be conscientious, dedicated, diligent, empathetic, friendly, warm, positive, have good listening skills, and truly love what they do as a nurse. Preference will be given to those with financial need and may or may not be awarded to previous recipient each year. Selected by the ESU Nursing Department Scholarship Committee.

Lillian Wertz-Graham Nursing Endowed Scholarship
Established by Dr. Patricia Graham to memorialize her mother's service and dedication to a career in nursing, recipients must be majoring in Nursing. Students must have completed at least 60 credits. Selected by the ESU Nursing Scholarship Committee.

EAST STROUDSBURG UNIVERSITY
NURSING DEPARTMENT
MEDICAL CLEARANCE FORM
(CERTIFICATE TO RETURN TO CLASS / CLINICAL)

STUDENT NAME:

_____

DATES OF CARE   **FROM:** _____
TO: _____

CLEARED TO RETURN TO CLASS/CLINICAL ON:

_____

RESTRICTIONS
      Contagious: ☐ YES   ☐ NO
      Limitations ☐ YES   ☐ NO

Weight lifting: _____

Physical Activity: _____

Sensory Ability: _____

Other limitations affecting ability to meet core performance standards (see attached):

NOTES:

_____

_____

NAME OF PRIMARY HEALTH CARE PROVIDER:

_____

DATE: _____

EAST STROUDSBURG UNIVERSITY
DEPARTMENT OF NURSING
INCIDENT REPORT PROCEDURE

Definition: An incident is any event related to student activity in the clinical area, which is related to the safety of an individual and/or is not consistent with the educational standards of the Nursing Program and/or the clinical agency.

Purpose: The purpose of the Incident Report is to provide documentation of the incident to:
   a) assure that the appropriate parties were notified
   b) note any corrective action that was taken
   c) identify patterns so that preventative measures can be taken

Procedure:

1. The student involved in the incident completes the Incident Report Form, which is obtained by the faculty member who was supervising the student in the clinical area. The faculty member confers with the student if indicated and completes the required portion of the Incident Report Form.
2. The nursing faculty member submits the Incident Report Form to the Chair of the Nursing Department of Nursing within 24 hours.
3. The Chair of the Department of Nursing notifies the Director of the University Health Center of the student's name and the incident, if the incident involves an infection control issue. This is for the purpose of follow-up treatment and/or monitoring of the infection control issue.
4. The Chair of the Department of Nursing meets with the student if necessary.
5. The Nursing faculty member and the Chair determine whether further action is needed.
6. If further action is indicated, the incident is taken before the Nursing faculty for a decision. Incident Reports remain on file.

EAST STROUDSBURG UNIVERSITY
Department of Nursing

INCIDENT REPORT

An *incident* is any event related to student activity in the clinical area, which is related to the safety of an individual and/or is not consistent with the educational standards of the nursing program and/or clinical agency.

Student: _____ Level: _____

Date: _____ Time: _____

Description of Incident by the Student (Include what happened, where and how the incident occurred, and who was involved (use initials to maintain confidentiality).

Signature: _____

Description of the Incident by Nursing Faculty

Signature: _____

Outcome of the Incident Note: The Department Chair notifies the Director of the University Health Center of the incident if the incident is an infection control issue. Student signs for consent of release of Incident Report Record to the Health Center.

Report of Student Conferences: Chair Signature _____ Date: _____

Recommendations

East Stroudsburg University
Department of Nursing
Professional Nursing Behaviors Evaluation

Professional Behavior	Met	Not Met	Comments
Ethical behavior according to the American code of Ethics			
Maintenance of a safe environment for the patient in the clinical setting			
Punctuality for lecture, classroom, and clinical laboratories			
Consistent preparation for lecture, classroom, clinical and campus laboratories			
Completion of assignments within allotted parameters			
Honest and positive communication with peers, faculty, patients, family members and staff			
Compliance with the clinical dress code			
Acceptance and incorporation of faculty feedback			
Adherence to policies and standards established in the East Stroudsburg University and Nursing Program Student Handbooks			
Adherence to policies of all clinical agencies			
Civil conduct according to the ESU commitment to civility found on the inside back of the ESU Student Handbook			
Other			

Recommendations: _____

Faculty: _____   Student: _____

Date: _____

East Stroudsburg University
Nursing Department Faculty

Kelly-Anne McLaughlin Varcoe DNP, MSN, RN
Assistant Professor, Department Chair
B.S., West Chester University
Diploma, St. Luke's Hospital School of Nursing
B.S.N., Cedar Crest College
M.S.N., DeSales University
D.N.P., DeSales University
Research interests includes transitional support of novice RNs, maternal/child health, and music therapy.

Valerie Braddock, DNP, RN, CCRN-K
Associate Professor of Nursing
B.S.N., Seton Hall University
M.S.N., Walden University
D.N.P., Walden University
Course Coordinator for Health Transition II, Simulation instructor, and clinical instructor.

David A. Holland, PhD, CRNP, PMHNP-BC, RN
Associate Professor of Nursing
B.S., West Chester University
A.S., Northampton Community College
M.S., St. Thomas University
M.S.N., Drexel University
Ph.D., Indiana University of Pennsylvania
Post Master's Certificate, Wilkes University
Specializes in Mental Health

Maria Mackey, PhD, DNP, RN, CNE
Associate Professor of Nursing
B.S.N., Allentown College of St. Francis Desales
M.S.N., University of Phoenix
D.N.P. American Sentinel University
Ph.D., Indiana University of Pennsylvania

Monica Manchester, DNP, RN, OCN
Associate Professor of Nursing
B.S., 2009, East Stroudsburg University
M.S.N., 2013, Drexel University
Research interest focuses on sexuality in breast cancer patients, and nursing students transitioning into their professional roles.

Claranne Mathiesen, MSN, RN
Assistant Professor of Nursing
B.S., 1985, East Stroudsburg University
M.S., 1993, Villanova University
Research interest focuses on aspects of stroke care and stroke community education.

Dorian E. Royal, DNP, MSN, RN
Associate Professor of Nursing
B.A., SUNY at Buffalo
B.S., New York University
M.S., Columbia University
D.N.P., Duke University
Research interests focuses on Global health, leadership in healthcare and nursing, and diversity and inclusion in nursing.

Laura Waters, Ph.D., RN
Associate Professor of Nursing
B.S.N., 1983, Misericordia University
M.S., 1996, Wilkes University
Ph.D., 2009, Widener University
Research interest focuses on nursing professionalism and anger management.

Jim Mazurowski, BS, MBA
Simulation Center Manager
B.S., 1982, Montclair State University
M.BA., 1997, DeSales University

Academic Calender

Academic Calendar | Academics | East Stroudsburg University (esu.edu)