

**Weimar
University**

Associate of Science in Nursing Program

Student Handbook 2025-2026

All nursing students are responsible for reading this handbook and for adherence with the policies in this document and the current general Weimar University Academic Bulletin & Student Handbook.

The purpose of this handbook is to provide information about the policies, procedures, and standards of the Nursing Program and to assist in the orientation of new nursing students.

TABLE OF CONTENTS

<i>Introduction</i>	3
Mission/ Philosophy	3
Conceptual Model	7
Recognition of Individual Differences Among Students	9
Weimar Academic Advisor & Nursing Faculty Mentor	10
Professional Conduct and Standards	10
Nursing Practice Act	11
<i>Curriculum</i>	12
Organizing Framework	12
Student Learning Outcomes/Objectives (PSLO's)	12
Clinical Laboratory Competencies: Critical Elements	14
Distant Clinical Sites	14
<i>Nursing Program Policies</i>	
Student Rights	14
Student Responsibilities	14
Legal Responsibilities and Liability Insurance	14
Student Governance	15
Student Professionalism Rubric	15
Student Representation on Nursing Program Committees	16
Attendance	17
Pregnancy or Extended Illness	17
Accidents/ Injuries/Request Time Off	18
Graduation Requirements	18
Associate of Science in Nursing Required Prerequisite Courses	18
Classroom Testing Guidelines	19
Testing Accommodations/ Incomplete Grades	20
Nursing Student Remediation Plan	20
Grading System	20
LVN, Thirty (30) Semester Credit Option	21
Previous Education Credit	22
Challenge/Advanced Placement for Military Personnel	22
Sexual Harassment Policy	23
Progression, Discipline, and Withdrawal/ Readmission	24
Student Grievance Policy	25
Criminal Background Screening	26
Drug Screening	26
Uniform and Dress Code	27
Health Requirements	28
Physical & Mental	28
CPR Certification	29
Mathematics Testing	29
Required Training	29
Student Accommodations	30
Sabbath Observances	30
Nursing Dedication/Pinning Ceremony	30
Graduation	30
Policy Agreement	30
Handbook Acknowledgement Form	33

Introduction

Weimar University is a Seventh-day Adventist Christian community of faith with a commitment to lifelong learning and service to all persons.

Mission Statement of the Weimar University Associate of Science in Nursing

The Weimar University Nursing Program prepares students from diverse communities to be competent Registered Nurses committed to the ministry of our Lord Jesus Christ, who came to this world as the unwearied servant of humankind's physical, mental, and spiritual necessity.

Philosophy of the Associate of Science in Nursing (ASN) Program

The philosophy of the Nursing Program is consistent with Seventh-day Adventist beliefs, based in Biblical teachings and the inspired works of Ellen G. White, especially books dedicated to nurses and physicians entitled *Ministry of Healing (1905)* and *Medical Ministry*. These books are considered sources of spiritual inspiration and guidance for many health care providers.

The Nursing Program exists to support the university's Seventh-day Adventist mission of service: "To Heal a Hurting World." The Nursing Program's vision statement is a specific extension of Weimar University's commitment expressed in the university handbook.

The Nursing Program's philosophy is based upon three main themes, which are the basis of each course:

- (1) The demonstration of the compassionate ministry of Jesus Christ toward all persons;
- (2) Health Promotion for the whole person (body, mind, and spirit) across the lifespan;
- (3) Evidence-based nursing process approach (Assessment, Analysis, Planning, Implementation, and Evaluation)

1. Demonstration of the Compassionate Ministry of Jesus Christ Toward All Persons

Value is placed upon the tenets of compassion for one another and ministering to others' physical, emotional, and spiritual needs; this compassionate ministry is regarded as a reflection of Christ's love for humanity. The following passages describe this ministry.

Bear ye one another's burdens, and so fulfil the law of Christ. (KJV, Galatians 6:2)
And now abideth faith, hope, charity, these three; but the greatest of these is charity.
(KJV, I Corinthians 13:13)

Nursing entails a professional ministry of love or caring driven by empathy and nonjudgmental respect for each person's diversity and freedom of autonomy or choice. Compassion and nonjudgmental respect are derived from the Greek definition of agape love, which has its origin in Jesus Christ and is defined by C.S. Lewis (2002) as an unconditional, selfless love, committed to the well-being of others.

Emulating the ministry of Jesus Christ consists of providing hope, courage and an understanding of God's love and compassion. The nurse instills hope and shares insights on utilizing the power of the will for choosing positive lifestyle choices, which tend toward optimal wellness. The following excerpt from the chapter "Healing of the Soul," in *Ministry of Healing* describes the power of the human will united with Divine strength:

Many realize their helplessness; they are longing for that spiritual life which will bring them into harmony with God, and are striving to obtain it. . . . Let these desponding, struggling ones look up. The Saviour is bending over the purchase of His blood, saying with inexpressible tenderness and pity, 'Will you be made whole?' He bids you arise in health and peace. Do not wait to feel

that you are made whole. Believe the Saviour's word. Put your will on the side of Christ. . . . in acting upon His word you will receive strength. Whatever may be the evil practice, the master passion which through long indulgence binds both soul and body, Christ is able and longs to deliver. He will impart life to the soul that is 'dead in trespasses.' Ephesians 2:1. He will set free the captive that is held by weakness and misfortune and the chains of sin. . . . Christ says, 'I will take your sins; I will give you peace. I have bought you with My blood. You are Mine. My grace shall strengthen your weakened will; your remorse for sin I will remove.' When temptations assail you, when care and perplexity surround you, when, depressed and discouraged, you are ready to yield to despair, look to Jesus, and the darkness that encompasses you will be dispelled by the bright shining of His presence. . . . Lay hold on the hope set before you. . . . His strength will help your weakness; He will lead you step by step. Place your hand in His, and let Him guide you. Never feel that Christ is far away. He is always near. His loving presence surrounds you. Seek Him as One who desires to be found of you. (White, 1905).

Providing spiritual care is intertwined with practical service in meeting the basic requirements of those in need. Students complete community service activities each semester and may participate in a missionary trip to developing areas in the international community or disadvantaged groups within the United States. Community service events include not only ministering to the needs of the homeless, but also providing classes on various topics related to physical, mental, and spiritual health.

The Weimar University faculty members promote the spiritual care for students with prayer and short inspirational readings prior to each class and during regular meetings with the entire student body and faculty present. Chaplains are available for individual counseling.

2. Health Promotion for the Whole Person (Body, Mind, and Spirit) Across the Lifespan

The constructs of health promotion and caring for the whole person (body, mind, and spirit) are currently valued and practically implemented within the current curricula and philosophy at Weimar University. Health is defined as a state of physical, mental, and spiritual well-being.

Weimar University has adopted the World Health Organization's (2012) definition of health promotion, which is defined as “. . . the process of enabling people to increase control over, and to improve, their health. It moves beyond a focus on individual behavior towards a wide range of social and environmental interventions.” The nurse's goal is to strengthen the individual's capability to incorporate evidence-based strategies and to provide support for the community resources, which sustain health promotion undertakings across the lifespan.

Health promotion lifestyle practices, which optimize physical, spiritual, and mental wellness, are promoted on the campus. A course that addresses health promotion and alternative and complementary therapies is included within the Nursing Program. This course in Health Promotion/Disease Prevention will include massage and hydrotherapy skills with some training in natural remedies. Additionally, health promotion, disease prevention and complementary and alternative therapies will be integrated throughout most nursing courses.

Believing the body, mind, and spirit are interconnected and influence one another and the health of the whole person, each component is addressed in the nursing care provided. The nurse will seek opportunities for applying the nursing process to the mind and spirit as well as the body for such patient conditions as pain, anxiety, insomnia, spiritual distress, and other nursing diagnoses.

As appropriate for the specific situation, each patient encounter will be an occasion for the promotion of healthful lifestyle practices. These practices include specific nursing interventions,

including patient and family education related to nutrition, exercise, hydration, environmental health (fresh air, sunshine in moderation, the influence of nature, cleanliness), rest and sleep, abstinence from harmful substances, moderation in all things, and the provision of spiritual care.

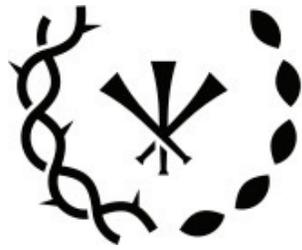
The NEWSTART Lifestyle Center is located on the same campus as Weimar University. Guests attend its eighteen-day program from all over the world and students interact with the health care providers and guests informally in their daily activities and formally in selected classes.

Health promotion is advanced during student and faculty meetings and in the classroom setting, in the plant-based cuisine prepared in the cafeteria and the over fifteen miles of nature trails on campus for exercise and quiet time for meditation, prayer or reflection.

3. Evidence-based Nursing Process Approach: Assessment, Analysis, Planning Implementation, and Evaluation

The Weimar University Nursing Department desires to foster an organizational culture, which supports a spirit of inquiry concerning the best evidence to guide the nursing process and clinical decision-making. Students will be taught how to search for evidence to answer clinical questions with the goal of promoting high-quality patient outcomes. Evidence-based nursing practice is defined as a problem solving methodology that utilizes the best evidence from studies, data generated from patient care, and clinical experts. (Melnik, B. et al., 2009).

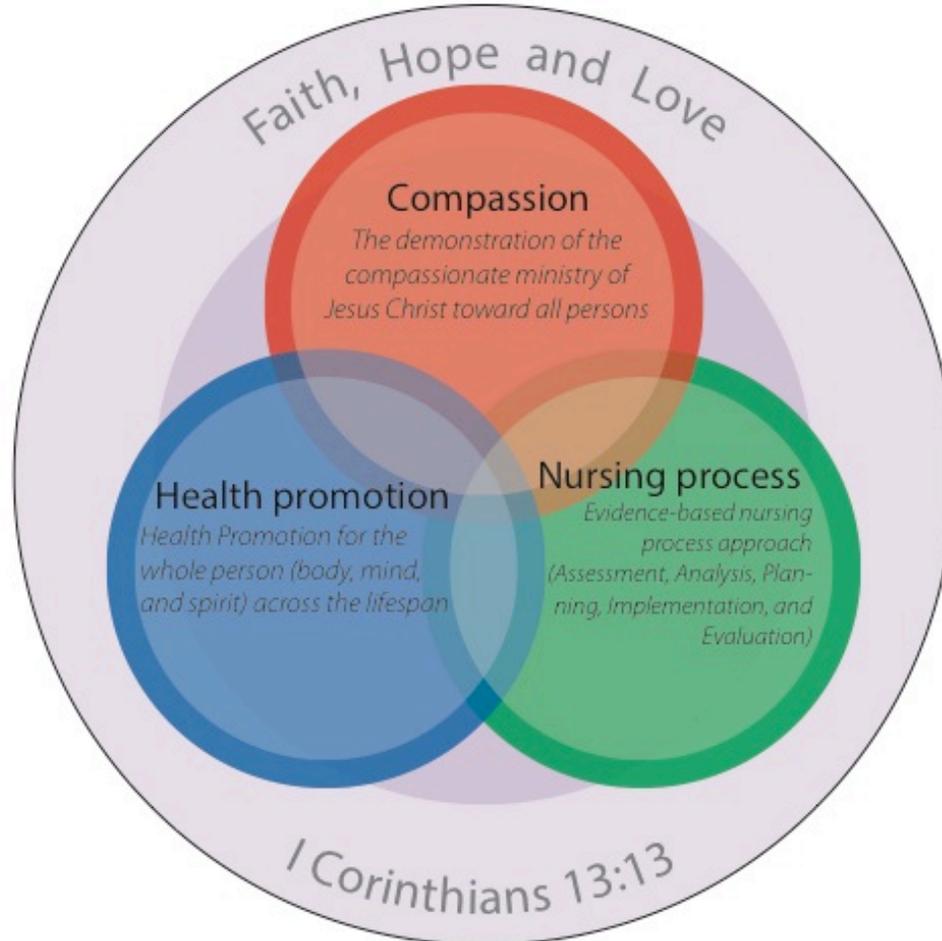
The nursing process is a systematic way of thinking, which has been compared to the scientific method. The nursing process provides a structure for the delivery of nursing care. The steps of the nursing process include assessment, analysis, planning, implementation, and evaluation. Assessment involves the organized collection of data for the purpose of identifying actual and potential problems. In the analysis phase, the nurse organizes, analyzes, and synthesizes data and identifies problems, which may be categorized as nursing diagnoses. Nursing diagnoses identify the human responses to medical illnesses and may involve independent or collaborative nursing interventions. The implementation phase involves carrying out the nursing plan of care which includes nursing interventions that may be carried out in association with the health care team complementary and alternative nursing interventions for such patient conditions as pain, anxiety, insomnia, spiritual distress, and other nursing diagnoses are addressed. Planning involves priority setting, identifying goals, planning actions, and establishing evaluation criteria. The evaluation phase involves reassessment in order to determine the extent to which the nursing diagnosis, plan, and interventions have been successful. Evaluation is an important component of each step of the nursing process (Ignatavicius D.D. & Workman M.L., 2012). The previous section described the three main constructs of the Weimar University philosophy, which are illustrated in the following conceptual model:



**Weimar
University**

**Weimar University Nursing Programs
Conceptual Model**

Nursing Department
Philosophy of Education



The following concepts are extensions of the three main constructs described above and are also integral and interwoven in the philosophy of the Nursing Program.

Person (Humanity): Each person is of infinite value. Christ recognized no distinction of nationality, rank or creed. God's gifts of mercy and love are unconfined; the life of Christ established the belief where there is no caste system and where all are linked in a common brother/sisterhood, equal before God. No human being is worthless and all are deserving of the ministry of health care services. Nurses care for all people and do not discriminate according to gender, ethnicity, race, religious beliefs, social or financial status. Each person is created in the image of God, loved and endowed with free choice of the will or individual autonomy. The concept of person may refer to the recipient of nursing and also may include families, communities, and health care systems (Fawcett, J., 1995).

Environment: May be defined as internal or external to the person and includes seen and unseen elements. The Weimar University faculty is committed to fostering a learning environment that is supportive of inquiry and the student's success. Bobbit (2004) states that curriculum may be defined in two ways: experiences included in directed and undirected learning. Undirected learning takes place from the unconscious influences present in the educational environment. The Weimar University campus and faculty provide for such an undirected learning experience in a milieu that integrates health promotion and genuine caring for others in the daily experience of students on campus. The environment may contain physical and psychological stressors, which may be the cause of increased incidence of certain health problems. Nursing identifies and modifies environmental factors through education and direct interventions in order to promote high-level wellness and healing. Nursing considers aspects of the environment such as nutrition, hygiene, exercise, and other features in order to promote optimal wellness and healing.

Health-Illness Continuum: Health or wellness is composed of physical, mental, and spiritual dimensions, which are integrated within the person. The level of a person's health may be identified on a continuum of high-level wellness and full disability or illness. When disease occurs, a healing process is set in motion. Our Creator God is the source of this healing process and one of nursing's fundamental functions is to assist the patient to reach high-level wellness in cooperation with the body's healing processes. Nursing also promotes peaceful and pain-free dying process. In addition to traditional nursing practice, the Weimar University Associate of Science in Nursing Program will integrate alternative and complementary nursing interventions, which address the physical, mental, and spiritual dimensions.

Nursing: Nursing is defined as a professional ministry of care motivated by compassion for the individual and nonjudgmental respect for each person's diversity and freedom of autonomy. Nursing is engaged along a continuum of health-illness which provides a "*ministry of compassionate care for the whole person, in response to God's grace . . . which aims to foster optimum health and bring comfort in suffering and death for anyone in need.*" (Shelley & Miller 2006). The profession of nursing involves the complex roles of caregiver, educator, coordinator, leader, and patient advocate. Nursing is a practice discipline with a knowledge base derived from both the arts and sciences. In order to practice nursing, a foundational knowledge from the related disciplines of the social and biological sciences and humanities is necessary.

Nursing Education:

The Weimar University Nursing Program values current nursing education trends which entail teaching students how to be "effective players on the healthcare team and navigate the clinical systems" with a focus on "competence in applying critical concepts to multiple patients with multiple diagnoses." (Bleich, M., 2009). The nursing curriculum includes competency-based learning of comprehensive skills that provide a foundation for critical reasoning and decision making over a broad range of clinical settings. Examples of some of these competencies include: nursing process; clinical judgment; critical reasoning; evidence-based practice; inter-professional collaboration and teamwork; assisting individuals and families in life-style practices for health promotion and management of chronic illnesses; teaching and leadership; nursing care across the life-span; end-of-life care; and professionalism. (Committee on the Future of Nursing, 2009). Additionally, Weimar University requires courses in religion and health promotion.

The Weimar University faculty foster the individual development of students with a desire of instilling a lifelong love of learning by mentoring and taking a personal interest in each student. The faculty members embrace the belief that effective teachers demonstrate patience and caring through a living, practical connection with Jesus Christ. The abiding presence of Christ in one's heart allows the teacher to lead and guide students gently.

Recognition of Individual Differences Among Students:

- *Cultural and Ethnic Background:* Weimar University has a diverse student body who vary widely in their ethnic, socioeconomic, and cultural backgrounds, learning styles, and level of maturity. Student demographics include Caucasian, African American, Asian, Hispanic, and Pacific Islander. Students attend the university from all over the United States and the world-wide community. The age range for students is 18 years to 60+ years. While Weimar University attracts students mainly from outside the local community who embrace its Christian philosophy, the university welcomes applicants from the surrounding community and does not discriminate due to race, religion, ethnicity, or other factors.
- *Learning Styles:* The Weimar University faculty recognize that students have varied and individual learning styles. Different teaching methods are utilized which promote critical thinking and team building. These include classroom lectures, audiovisuals, simulations, computerized interactive learning, reflective observation, case study analysis and group projects. Class activities requiring group participation foster collaboration and emulate real-life situations in the work setting.
- *Support Systems:* To assist students achieve their educational goals, the following support services are provided on campus:
 - *Tutorial Services:* The Weimar University faculty is committed to the success of students. To this end, a Student Success Coordinator (SSC) is available to assist students. The SSC works under the direction of the Vice-President of Academic Affairs to lead out in the organization and implementation of student success programs. The SSC is directly responsible for students on academic probation in order to help them to be successful and accountable in their academic studies. The SSC will not only promote the academic success of students but also minister to their spiritual welfare. Referrals to the SSC may be made at any time by faculty. Students may seek out the services of the SSC independently. The goal is to assist the student to improve their grade point average (GPA) by setting up a specific plan toward more effective study habits. Tutors may be available as needed.
 - *Student Health Care Services:* A medical clinic (Blue Stone Health and Wellness formerly Stallant Health) is available on campus where students may obtain medical attention from one of the physicians, physician's assistants, and/or registered nurses. Students are required by the university and many medical facilities to have health insurance. Due to the close interaction between students and the health care providers on campus and the service philosophy of the staff, students receive medical attention expediently.
 - *Student Spiritual Counseling:* Pastoral care is available for students. There is no charge for pastoral services. These counseling sessions with the pastoral staff are free of charge and confidential. Counseling is available through Beautiful Minds or Spiritual Counseling by contacting the student success coordinator.
 - *Student Housing:* Due to the rural location of Weimar University, living quarters are provided for students. There are separate dormitories provided for single women and single men. Kitchen facilities and an area for socializing are available in each dormitory. All of the dormitory buildings are located in close proximity to the main university building. The administrative staff for the university includes two dormitory deans: one staff member

for single women and a second for single men. Limited on-campus housing for married couples is sometimes available.

- *Weimar University Cafeteria:* Food service is available to all university students. Meals include a delicious variety of multicultural plant-based cuisine prepared under the direction of a vegan chef. Individualized meals are prepared for students with food allergies or those on specialty diets.

Weimar Academic Advisor and Nursing Faculty Mentor

The purpose of a faculty mentor is to guide, advise, and support the nursing students as they advance in the nursing program. Faculty mentors help students navigate college life, understand the expectation of the nursing program, enhance confidence and foremost facilitate the building of character for eternity.

At WU, we believe that true education is to help students develop a righteous character and the formation of character is the work of a lifetime and for eternity (White, 1897 cited in Special Testimonies on Education).

Principles we believe in the character building and supporting students:

- The law of God is the great standard of righteousness. It represents the character of God.
- The law points out sin, and condemns it, and sends the sinner to Christ for pardon and cleansing. The law is holy, and just, and good.
- There must be no idleness, life is an important matter, a sacred trust.
- Thoroughness is necessary to success in the work of character building.
- Those who are building on the Rock Christ Jesus, will follow none of the pernicious practices of the world-loving church-members, but will search the Bible for themselves.
- In educating the youth, there is need of the wisdom which comes only from God.
- Higher education is that which places the Bible as the very foundation of all education.
- A close connection with God must be maintained by all our teachers.
- Communion with God through prayer develops the mental and moral faculties, and the spiritual powers strengthen as we cultivate thoughts upon spiritual things.
(adapted from Special Testimonies on Education by E. G. White, 1897).

Each nursing student is assigned to an academic advisor and a nursing faculty mentor. The nursing faculty mentor will connect with students at the beginning of the semester, near the end, and as needed. The assigned faculty mentor is a resource and support for students both in academic and personal growth. While the academic advisor, supports students with course planning before registering to courses at the beginning of a semester or when withdrawing from a course.

Professional Conduct & Standards

Students enrolled at Weimar University are expected to demonstrate ethical, moral, and professional standards. The American Nurses Association has established a Code of Ethics for Nurses. Students are expected to follow these standards:

- Provision 1. The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.
- Provision 2. A nurse's primary commitment is to the recipient(s) of nursing care, whether an individual, family, group, community, or population.
- Provision 3. The nurse establishes a trusting relationship and advocates for the rights, health, and safety, or recipient(s) of nursing care.
- Provision 4. Nurses have authority over nursing practice are responsible and accountable for their practice consistent with their obligations to promote health, prevent illness, and provide optimal care.
- Provision 5. The nurse has moral duties to self as a person of inherent dignity and worth including an expectation of a safe place to work that fosters flourishing,

- authenticity of self at work, and self-respect through integrity and professional competence.
- Provision 6. Nurses, through individual and collective effort, establish, maintain, and improve the ethical environment of the work setting that affects nursing care and the well-being of nurses.
- Provision 7. Nurses advance the profession through multiple approaches to knowledge development, professional standards, and the generation of policies for nursing, health, and social concerns.
- Provision 8. Nurses build collaborative relationships and networks with nurses, other healthcare and nonhealthcare disciplines, and the public to achieve greater ends.
- Provision 9. Nurses and their professional organizations work to enact and resource practices, policies, and legislation to promote social justice, eliminate health inequities, and facilitate human flourishing.
- Provision 10. Nursing, through organizations and associations, participate in the global nursing and health community to promote human and environmental health, well-being, and flourishing.

American Nurses Association, (2025). *Code of Ethics for Nurses*. American Nurses Association.

Misconduct in any of the following areas may result in the student being placed on probation, suspended or dismissed from the Nursing Program.

1. Charged with criminal offense (speeding/parking tickets not applicable).
2. Unlawful use, possession, or sale of drugs or narcotics.
3. Failure to assume personal responsibility for appointments and obligations, communication, appearance, rights of others, etc.
4. Inability to recognize or inattention to matters of patient safety and well-being.
5. Repeated inadequate nursing care due to lack of preparation.
6. Unsafe or unacceptable behavior due to physical or emotional illness.
7. Consistent and extended inability or unwillingness to improve in documented areas identified as requiring improvement.
8. Plagiarism, dishonesty, or cheating.
9. Failure to maintain patient confidentiality/violation of HIPAA.
10. Violation of the California Nursing Practice Act.

Nursing Practice Act

A registered nurse shall be considered to be competent when he/she consistently demonstrates the ability to transfer scientific knowledge from social, biological, and physical sciences in applying the nursing process, as follows:

- (1) Formulates a nursing diagnosis through observation of the patient's physical condition and behavior, and through interpretation of information obtained from the patient and others, including the health team.
- (2) Formulates a care plan, in collaboration with the patient, which ensures that direct and indirect nursing care services provide for the patient's safety, comfort, hygiene, and protection, and for disease prevention and restorative measures.
- (3) Performs skills essential to the kind of nursing action to be taken, explains the health treatment to the patient and family and teaches the patient and family how to care for the patient's health needs.
- (4) Delegates tasks to subordinates based on the legal scopes of practice of the subordinates and on the preparation and capability needed in the tasks to be delegated, and effectively supervises nursing care being given by subordinates.
- (5) Evaluates the effectiveness of the care plan through observation of the patient's physical condition and behavior, signs and symptoms of illness, and reactions to treatment and through communication with the patient and health team members, and modifies the plan as needed.
- (6) Acts as the patient's advocate, as circumstances require, by initiating action to improve health care or to change decisions or activities which are against the interests or

wishes of the patient, and by giving the patient the opportunity to make informed decisions about health care before it is provided.

(Title 16, California Code of Regulations, Division 14 - Board of Registered Nursing, Article 4, Section 1443.5)

Curriculum

Organizing Framework

The Nursing Program is organized into two major areas: pre-nursing biological and social science courses and nursing courses. The nursing courses include the theoretical content, which present knowledge essential to nursing practice and skills and clinical laboratory courses which allow for the application of theory to practice.

The nursing courses are sequential, progressing from simple to more complex topics building upon a foundation of previously acquired knowledge and skills. The three themes of the philosophy of the department are interwoven throughout the curriculum.

Student Learning Outcomes/Objectives

The ASN Program prepares the student for the role of a nurse generalist in entry-level positions for a variety of health care settings. Student learning outcomes are categorized into two distinct levels based on the complexity of care. Students are expected to meet the more basic “Level One Outcomes” during the first year of nursing courses. Students are expected to meet the more complex “Level Two Outcomes” during the second year of nursing courses. The second-year expectancies include more complex skills, settings, and all patient age groups.

Level I (One) includes the application of foundational principles of the nursing process, acquiring a theoretical and technical knowledge base to provide evidence-based nursing care for patients and families, and implementation of competent basic technical skills.

Level II (Two) includes analysis, utilization, integration, and synthesis of: the nursing process; a theoretical and technical knowledge base to provide evidence-based nursing care for more complex patients, families, and communities; implementation of competent complex technical skills.

Upon satisfactory completion of the Weimar University Associate of Science in Nursing Program, the graduate will exemplify the ministry of Jesus by being:

PSLO 1: Spiritual Leaders.

Students follow Jesus Christ’s spiritual leadership in loving church ministry as they:

- a. Exemplify the caring ministry of Jesus Christ, in providing health care services for patients and their families by:

Level I: Describing the caring ministry of Jesus Christ during His time on earth.

Level II: Demonstrating sensitivity and respect that exemplifies Jesus Christ’s ministry in diverse settings.

- b. Assess, as applicable and appropriate, patients’ spiritual needs and plan for meeting these needs through direct intervention and/or referral by:

Level I: Assessing patients for spiritual distress.

Level II: Implementing interventions for spiritual distress.

PSLO 2: Health Evangelists.

Students promote physical, emotional, mental and spiritual healing as they:

- a. Engage in therapeutic nursing interventions which support healthful behaviors, disease prevention, illness recovery, and acceptance of the dying process as they:

Level I: Perform basic therapeutic nursing interventions with frequent directive cues.

Level II: Perform intermediate and advanced nursing interventions with occasional support cues.

PSLO 3: Professional Growth.

Students value continuing professional development through self-directed learning, improvement, and evidence-based nursing practice by:

Level I: Recognizing the importance of self-directed learning in professional nursing.

Level II: Demonstrating consistent engagement in self-directed learning to enhance personal professional nursing practice.

PSLO 4: Critical Thinkers.

Students engage in effective critical thinking **by**:

- a. Synthesizing the knowledge and principles from the humanities, sciences, and nursing as they:

Level I: Apply knowledge and principles from the humanities, sciences, and nursing to form purposeful judgments.

Level II: Integrate advanced knowledge and principles from the humanities, sciences, and nursing to form purposeful judgments.

- b. Utilizing the nursing process (assessment, analysis, planning, intervention, and evaluation) to make clinical judgments and plan care for individuals and families by:

Level I: Applying the nursing process in giving wholistic care for selected problems of adult individuals.

Level II: Incorporating the nursing process in giving wholistic care for individuals and families.

PSLO 5: Effective Communicators.

Students initiate collaborative behaviors, demonstrating effective written and oral communication skills including utilizing various current information technology, in a variety of settings by:

Level I: Practicing beginning collaborative behaviors, using basic communication and information technology skills—for example, email, computer, Internet, EMR, teleconference, and text/phone.

Level II: Demonstrating collaborative behaviors using effective communication skills in a variety of settings.

PSLO 6: Quantitative Thinkers.

Students demonstrate appropriate use of quantitative data through accurate dosage calculations, documentation, and analysis to give safe and effective care as they:

- a. Solve quantitative problems by:

Level I: The accurate preparation and administration of oral, intramuscular and intravenous medication doses.

Level II: The accurate preparation and administration of oral, intramuscular, and intravenous medications doses with the addition of intravenous push medication and the use of central venous access.

- b. Demonstrate effective use of quantitative data by:

Level I: Documenting quantitative data accurately to help maintain safe and effective nursing care.

Level II: Analyzing multiple quantitative assessment data to make safe and accurate clinical judgments.

PSLO 7: Principled Workers.

Students:

- a. Demonstrate Christian professional accountability, responsibility and integrity by:

Level I: Recognizing their own strengths and weaknesses in the area of accountability, responsibility, and integrity in the nursing student role.

Level II: Demonstrating Christian professional accountability, responsibility, and integrity in a variety of clinical nursing settings.

- b. Integrate ethical and legal principles in nursing practice by:

Level I: Identifying common ethical and legal principles that affect nursing practice.

Level II: Integrating ethical and legal principles in nursing practice.

- c. Begin to utilize knowledge of leadership (including resource management, delegation, supervision and quality control) by

Level I: Managing self in providing basic nursing care for selected adult patients.

Level II: Managing nursing care for multiple individuals and families.

Classes in the nursing programs are based on the PSLOs. The syllabus for each class lists the outcomes of the class and how each outcome is related to the PSLOs.

Clinical Laboratory Competencies: Critical Elements

The provision of safe nursing care is a right of patients as recipients of health care. It is essential to prevent infection by implementing aseptic interventions and avoid any action that will place the patient in emotional or physical jeopardy. Patients have the right to caring nursing therapeutic communication, which includes demonstrating empathy, attentiveness, sensitivity, and respect for the values, beliefs, dignity, culture, and autonomy of all persons. The nursing student is expected to perform at the expected level transitioning from novice to advanced beginner stages demonstrating competency and safety during each level of progression.

The following critical elements for all courses, include but are not limited to, and will be considered in evaluation of laboratory performance. Failure in any one of these areas may result in failure of the rotation:

- Exemplify the caring ministry of Jesus Christ to all persons.
- Provide for patient's mental and physical safety.
- Properly identify patients.
- Maintain patient confidentiality.
- Administer medications correctly.
- Check physician's order prior to performing a procedure.
- Wash hands and maintain asepsis at appropriate times.
- Recognize break in sterile technique
- Report significant changes in patient's condition.
- Report any error or unsafe conditions.
- Demonstrate knowledge and skill at the expected level.
- Recognize own limitations and/or represent own abilities accurately.
- Act in a professional manner.
- Adhere to healthcare facility policies and procedures.

Distant Clinical Sites

Several off-campus clinical sites will be utilized. The cost of lodging and travel in a van will be covered through the students' clinical and nursing fees.

Student Rights

The Weimar University Associate of Science in Nursing Program faculty value student rights, which include, but are not limited to:

- The right to be treated fairly, with respect and dignity.
- The right to access their education records, according to the Family Educational Rights and Privacy Act (FERPA).
- Communication and clarification of entries into the student's education records and files.
- The right to challenge the contents in their education records.
- Provision of clear and comprehensive syllabi by the first day of class, which provide expectations, grading scale and system, schedules, and course assignments.
- The right to offer constructive input regarding the overall curriculum and policies of the Nursing Program.
- The right to receive prompt feedback on classroom work and clinical performance.

Student Responsibilities

- Assume responsibility for course requirements as delineated in the course syllabi.
- Comply with the Weimar University Student Handbook and Weimar University Associate of Science in Nursing Student Handbook.
- Demonstrate professionalism and caring behaviors during interpersonal interactions.
- Demonstrate accountability for one's personal and professional conduct.

Legal Responsibilities and Liability Insurance

Students are legally responsible for their actions in the classroom, laboratory and clinical setting. Professional liability insurance is carried by Weimar University for nursing students and faculty during their performance of activities specifically related to the academic program of the university, both on and off the premises of the university campus. If a student is engaged in

nursing services for employment, they should carry their own coverage.

Student Governance

Nursing students are involved in the university Student Association. Students may plan nursing class meetings as needed. A nursing faculty member should be present for all these meetings.

All fundraising activities must have prior approval from the director or assistant director of the Nursing Department. Weimar University is not responsible for debts incurred by the student fundraising activities. Students are requested not to solicit financial contributions from clinical facilities.

Student Professionalism Rubric (if applicable)

Performance Criteria	Highly Professional	Professional	Participating	Unprofessional
Time Management Attendance Promptness Responsibility	4 Always arrives on time and stays for entire class; regularly attends class; all absences are excused; always takes responsibility for work missed; no deadlines missed; does not seek exceptions from class/college or university policies except institutional excuses	3 Late to class only once or twice; almost never misses a class; no unexcused absences, generally takes responsibility for material and work missed; no more than one deadline missed; does not seek exceptions from class/college or university policies except institutional excuses	2 Late to class more than once every month and regularly attends class; misses two deadlines; seeks exceptions to class/college or university policies not including institutional excuses.	1 Late to class more than once/week and does not regularly attend class; demands exceptions to class/college or university policies not including institutional excuses
Respect Social Skills	4 Careful not to distract others (socializing, sleeping, leaving early or during class, reading unrelated material, doing homework for another class or wearing inappropriate attire); never uses unapproved electronic devices in class; is respectful towards peers, adults, and the learning environment both in and out of class	3 Exhibits behavior that distracts others once or twice during the semester; rarely uses unapproved electronic devices in class; is almost always respectful towards peers, adults, and the learning environment both in and out of class	2 Recurring behavior that distracts others; recurring use of unapproved electronic devices; is not consistently respectful of peers, adults, and the learning environment both in and out of class	1 Is asked to leave class due to behavior that distracts others; is often extremely disrespectful to peers, adults, and the learning environment both in and out of class

Preparedness Motivation Contribution	4 Almost always participates in class discussion; contributions reflect exceptional preparation and are always substantive, well supported, and persuasively presented; does not dominate discussion	3 Regularly participates in class discussions; contributions reflect good preparation and are generally substantive, fairly well substantiated, and moderately persuasive; when called upon, can usually answer questions and refer to readings; occasionally dominates discussion	2 Rarely participates in class; contributions reflect adequate or less than satisfactory preparation and are occasionally substantive, somewhat substantiated and occasionally persuasive; when called upon, often cannot answer questions in depth or refer to readings; may dominate discussion with irrelevant comments	1 Never participates in class; no evidence or preparation; when called upon, can't answer questions in depth or refer to readings; any comments made are usually irrelevant
Quality of Work Persistence Integrity	4 Provides work of the highest quality that reflects best effort; makes strong effort to improve work; shows positive, proactive behavior; is always honest and encourages others to do the same; always adheres to class, college, and university academic dishonesty policies	3 Provides high quality work that often reflects best efforts; makes moderate effort to improve work; shows positive, proactive behavior; is always honest; always adheres to class, college, and university academic dishonesty policies	2 Provides work that reflects a good effort and occasionally needs to be checked or redone; rarely shows negative behavior; is honest; does not knowingly violate class, college, or university academic dishonesty policies	1 Provides work that reflects very little or no effort; shows negative behavior; is often not honest; knowingly violates class, college, or university academic dishonesty policies
Teamwork	4 Makes obvious and significant contributions on projects in terms of timeliness in completing assigned work, making genuine effort to work effectively with others and providing valuable, creative, competent skills to the team; often takes leadership role	3 One or two complaints from team members about lack of contribution; occasionally takes leadership role	2 A few complaints from team members about lack of contribution	1 More than a few complaints from team members about lack of contribution; does not contribute in a meaningful way to group work
TOTAL /20				

Student Representation on the Nursing Program Committees

Weimar University involves students in the program policy and procedure development, philosophy and objectives, learning experiences, curriculum, instruction, and evaluation of aspects of the program.

The Nursing Faculty Council will meet a minimum of one time per month. Membership of this

council consists of the director, all nursing department faculty and one student representative from each class of the ASN Program. The Faculty Council includes all aspects of business: Department concerns, Student Affairs, Curriculum, Admission, Progression, and Graduation. Student representatives will be invited to attend and participate in these meetings.

Participation in these committees allows for a formal venue for students to participate with nursing faculty regarding ongoing program development. Students have the opportunity to give input related to the Nursing Program's policies including its philosophy, objectives, curriculum, and evaluation process, which affect students. These meetings provide a forum for identifying and resolving student concerns and for students to participate in governance. Students will not be allowed to be present during discussion of confidential matters.

To ensure quality and overall effectiveness, as well as maintain compliance with the BRN Rules and Regulations, the Nursing Program will be evaluated by students on a regular basis through course evaluations.

Attendance

All nursing students are expected to attend each theory class, skills lab and clinical. Attendance will be taken in each skills lab and clinical. Attendance will be taken in class and after breaks.

In the event of an excused absence from class, the student is responsible for obtaining lecture notes from fellow students and obtaining handouts/videos from the instructor. In case of absence, the student is expected to notify the instructor at least an hour *before* the class by text, e-mail or voice mail.

Tests and quizzes will be made up solely for excused absences and must be made up the following day unless arrangements have been made with the instructor. Each class may have a different attendance grading policy as indicated in the syllabus.

Students who have an unavoidable absence should communicate with the Department of Nursing immediately. Any missed clinical time must be made up. Faculty will have one extra clinical day scheduled towards the end of the clinical rotation for students needing to make up clinical time. If a student has an **unexcused** absence from clinical **or** needs to make up **more than one** excused absence from clinical days in a course, the student will be charged a \$200 fee per clinical day. The student who misses a clinical due to a death in the family, legal issues, or sickness may need to provide a note from the dean, parent, or doctor. If clinical faculty miss or cancel a clinical for any reason, it must be made up. For excused or unexcused absence in clinical practice, students will be responsible to find transportation to and from clinical.

Missing more than 10% of class, lab, or clinical time may be a cause for failure of the course. This may mean missing more than one or two clinicals. Being tardy three times to class (coming to class after the instructor begins the devotional), skills lab, or clinical will be considered an absence.

Attendance during the entire first week of the semester is mandatory in any clinical nursing course. Any student missing orientation, class, or lab during the first week of a new semester for any reason may forfeit admission to the course.

Every clinical allows lunch and break times during their shift per the California Nursing Labor laws. Please refer to the course syllabus for details for your specific clinical course.

Pregnancy or Extended Illness

A note from a health-care provider (physician, nurse practitioner or physician assistant) is required for any illness/disability lasting three days or more. This must be submitted to the course instructor. Individual restriction of physical mobility will be considered by the course instructor and director in terms of the feasibility of meeting the program objectives.

A health-care provider's (physician, physician assistant, nurse practitioner, or professional midwife) written approval is required for a pregnant student to remain in the Nursing Program

and before the student may return to the Nursing Program following delivery. Changes in a student's health status or use of medication must be reported to the director of the Nursing Department.

Accidents/Injuries

Accidents and injuries that occur in the clinical facility must be reported immediately to the clinical instructor and the procedure for reporting according to the facility's policies must be followed. Accidents and injuries that occur on the Weimar University campus must be reported immediately to the director of the ASN Program. Referrals may be made to a medical facility or health care provider.

Request for Time Off

Students requesting three or more days off must submit a request in writing to the director of the ASN Program and make an appointment to discuss the request for leave. The director will make a decision and send a memo to the course instructors and student. If a leave is granted, the student must discuss make-up work with the instructor. Leave time is calculated as part of the time period allotted for permitted absences.

Graduation Requirements

The Weimar University ASN Program includes pre-nursing courses in the natural, social, religion, and biological sciences as well as nursing courses. In order to be considered a graduate of the Weimar University Associate of Science in Nursing Program, the student must successfully complete all of the courses required for graduation with a grade of C or higher.

Students should consult with a Weimar University nursing faculty advisor or program director and a graduation plan should be signed before entry into the Associate of Science in Nursing Program. This plan should be reviewed again the semester before graduation.

During the course of study in the Nursing Program, standardized Kaplan examinations will be given at the end of select courses. Passing these exams, including remediation after the exam, will determine a portion of the class grade (see course syllabi):

Students will be provided with immediate feedback and remediation resources in the event the examinations are not successfully passed.

The Kaplan exam is a standardized test that is weighted at 2% of your total course grade. This test will be administered prior to the Final Exam. The grade given for the Kaplan exam is based on the 50th percentile, which is a different percentage on each test.

- Students with scores over the 50th percentile will need to remediate all the incorrect questions, then will receive 2% (10 points /10 points)
- Students with scores below the 50th percentile will need to remediate all the incorrect and correct questions, then will receive 1% (5 points/10 points)
- Remediation must be completed immediately after the test in the test room or as arranged with the instructor. No cellphones will be allowed in the room. No pictures are to be taken of the material.
- Proof of remediation will be the notes taken during remediation that will be kept in a "Professional Growth" folder. A minimum average time allotment of one minute per item will be expected.

In NURS 303 Kaplan is weighted 6% of the course grade with regular assignments, predictor exams and an NCLEX preparation class.

Weimar University Associate of Science in Nursing Required Pre-requisites

The Weimar University ASN prerequisite courses must be completed prior to entry into the Nursing Program with a grade of C or higher.

Students completing courses at other universities must have the official transcripts evaluated by the Weimar University registrar. Any nursing courses completed at another university must be

evaluated by the Registrar and director of the Nursing Department. All science courses with lab must have been completed within the last 5 years to be accepted into the nursing program. Students must take a Kaplan Admission Exam before admission into the nursing program with a passing score of 65% or higher. If students have not taken college-level math and chemistry, they must pass proficiency tests in both of these subjects.

Pre-Nursing Requirements:

BIO 121/ BIO 121a Anatomy & Physiology I & II
4 semester credits
BIO 122 / BIO 122A Anatomy & Physiology II & Lab
4 semester credits
BIO 221 / BIO 223A Microbiology & Lab
4 semester credits
MATH 122 Survey of Applied Mathematics (or High School Algebra and required score on proficiency exam)
3 semester credits
RELB 101 Life & Teachings of Jesus
3 semester credits
CHEM 111 Survey of Chemistry (or High School Chemistry and required score on proficiency exam)
3 semester credits
COMM 202 Speech Communication
3 semester credits
ENGL 101 College English (written communication)
3 semester credits
FDNT 214 Human Nutrition
3 semester credits
SOCI 215 Introduction to Sociology
3 semester credits
PSYC 101 General Psychology
3 semester credits

Classroom Testing Guidelines

1. No books, notebooks, backpacks, or cell phones are allowed at your desk during quizzes or exams. No electronic or smart devices, such as mp3/CD players or earphones and Bluetooth devices in the ears, are permitted. Hooded sweatshirts, caps, or hats cannot be worn during a test.
2. Cell phones are to be turned off during classes, quizzes, and exams.
3. Students will not be allowed to leave the room during exams. All personal needs must be taken care of before entering the room for an exam. The instructor must be notified before the exam if any physical issue would interfere with this requirement.
4. No talking is permitted during the test. Questions are not allowed during exams. Asking questions is disruptive to others and the state board examination format does not allow for questions to be asked, thus in preparing for NCLEX, the instructor will not allow questions during exam time.
5. After the student submits the test and leaves the room, they may not return until all students have completed the test.
6. Guidelines for test taking on the computer:
 - a. Do not open multiple screens.
 - b. Printing and taking photos are not allowed.
 - c. Saving or downloading the test is not allowed

Exam Dates

Exam dates and times (including final exams) cannot be changed by students. Missing an exam

will forfeit credit for the exam missed, except for excused absence with valid documentation.

Testing Accommodations

Students who have disabilities that may be verified may receive accommodations for testing. The student must provide each Instructor with documentation authorizing the accommodations.

Incomplete Grades

An Incomplete (I) may be given only when serious, extended illness or other highly disruptive and unexpected circumstances have made completion of the course work during the semester impossible and when the student has maintained satisfactory performance prior to the request for incomplete.

If the Incomplete is approved, the student will have until an agreed upon date to finish the course. A form from the Registrar’s office must be completed and signed. All outstanding course work must be completed no later than the beginning of the following semester. The incomplete must be successfully completed prior to the beginning of the next semester. An incomplete may not be assigned a withdrawal grade.

If the student fails to complete the required course work by the agreed upon date, the he or she will receive a grade based upon work submitted by the deadline.

Nursing Student Remediation Plan

A remediation plan provides assistance with the application of theory acquired in the classroom setting in the clinical practice setting. A learning contract with a remediation plan will be necessary for the following conditions:

- Students enrolled in any of the nursing courses receiving a grade of less than 76% on exams will participate in a remediation plan for the semester.
- Students requiring improvement in the clinical setting.
- This plan will be personalized and documented according to student needs by faculty or advisors.

Grading System

Passing Grades			Non-Passing Grades		
Grade	Percent	GPA	Grade	Percent	GPA
A	92 – 100	4.0	C-	74-75	1.67
A-	90-91	3.67	D+	72-73	1.33
B+	88-89	3.33	D	68-71	1.0
B	84-87	3.0	D-	66-67	0.67
B-	82-83	2.67	F	0-65	0.09
C+	80-81	2.33	I – Incomplete (not computed) W – Withdrawal (not computed) P – Pass (not computed) U – Unsatisfactory (not computed)		
C	76-79	2.0			

The Department of Nursing has adopted the above grading scale: Both the classroom and clinical sections of a course must be successfully completed in order to pass the course.

If a student withdraws from a required nursing class because of failure or receives a grade lower than a C, he/she cannot enroll in additional nursing courses during that semester. Refer to the discussion on the re-application process (page 24).

Licensed Vocational Nurses, Thirty (30) Semester Unit Option

Licensed Vocational Nurses (LVN) who possess a current, unencumbered LVN license may apply for admission to take courses at Weimar University. These applicants may matriculate into the ASN program or the 30-unit option. The LVN applicants seeking the ASN program, should refer to Credit for Previous Education section. The 30-unit option courses must be specified by the California Code of Regulations as applicable toward the requirements for the LVN to take the NCLEX-RN. LVNs who take this selection of courses will not receive a degree. Students who complete these designated courses will not graduate with an Associate of Science in Nursing Degree and are not eligible to participate in graduation. A California RN license obtained according to this process may not be acknowledged in other states.

Applicants who desire this option for study are required to meet with the Nursing Department director or designee for objective, academic counseling. LVNs desiring entry will be considered on a space availability basis. LVNs applying into this track are required to comply with the other criteria for acceptance including health requirements. Each LVN application will be considered on an individual basis. Students accepted into this track must comply with background checks and drug screens required by the clinical agencies and with the policies included in the Weimar University Associate of Science in Nursing Student Handbook.

The following requirements apply to the option for the additional education required for an LVN to complete a course of study toward licensure as an RN:

- The additional education required of LVNs will not exceed a maximum of thirty (30) semester credits.
- Possess a current, unencumbered California Licensed Vocational Nurse license.
- Satisfy the physical and mental health related requirements listed in the Weimar University Associate of Science in Nursing Program Admission Policies and Application Packet
- Meet with the Nursing Department director for academic advising regarding this option and the practice limitations associated with this option.
- Meet with the Registrar for review of transcripts. The Registrar in collaboration with the Nursing Department director will determine the acceptable courses for transfer. Clinical skills competency testing and/or challenge exams may be required.
 - ◆ The clinical/laboratory and theory sections of a nursing course must both be successfully completed for each nursing course requested for transfer.

Other requirements as described in the Weimar University Associate of Science in Nursing Program Admission Policies and Application Packet will be required:

- Cover Letter
- Professional Reference Forms
- Health Care Provider CPR Certification
- Criminal Background Check
- Fingerprinting
- Drug Screen

Acceptance into the Nursing Program is not guaranteed if all of these requirements are met. Admission is dependent upon space availability.

- | | |
|--|----------------------------------|
| • Physiology (may be challenged/taken elsewhere) | 4.0 semester units |
| • Microbiology | 4.0 semester units with lab |
| • Mental-Health Psychiatric Nursing | 3.5 semester units with clinical |
| • Geriatric-Community Nursing | 2.0 semester units with clinical |
| • Intermediate Medical Surgical Nursing II | 5.5 semester units with clinical |
| • Advanced Medical Surgical Nursing | 5.5 semester units with clinical |

- Health Promotion/Disease Prevention
Total Semester Units Required:

4.0 semester units with clinical
28.5 semester units

Previous Education Credit for Applicants Who Request Advanced Placement

The “Credit for Previous Education” section is for LVN students seeking advanced placement for the ASN program or students with previous medical health care education or training. The student may request credit for postsecondary courses successfully completed at another institution by submitting a written request to the Weimar University Registrar.

Students applying for advancement placement for the Weimar ASN Program will meet with the director to identify previous course work/unit/knowledge/experience (i.e. corpsmen, etc.), which will be evaluated for potential acceptance and advanced placement. Such reviews will be done on an individual basis as required.

Credit for Previous Education

The student may request credit for postsecondary courses successfully completed at another institution by submitting a written request to the Weimar University Registrar.

1. The student will submit official transcripts and course descriptions or syllabi from the educational institution awarding units for the courses the student desires to transfer. The educational institution must be accredited by an accrediting agency recognized by the U.S. Department of Education or acknowledged by an agency regarded as satisfactory by the Weimar University Nursing Program curriculum committee and department director. Transfer units will be evaluated to ensure that they adhere to high academic standards and to allow equivalent classes to satisfy specific courses required by Weimar University. Courses that do not have a direct correlation to classes offered by Weimar University may be accepted as elective units if approved by the Academic Standards Committee. Weimar University reserves the right to accept or reject units earned at other institutions.
2. The subject content of the course(s) the student desires to transfer must be essentially similar to the core, required course(s). Credit for courses in the Science requirements of the Associate of Science in Nursing Program must have been granted to the student within five years of the Registrar’s receipt of the student’s written request. Courses for General Education and cognates must have been granted to the student within ten years of the Registrar’s receipt of the student’s written request.
3. The number of units the student desires to transfer must be equal to the same number of required semester unit hours for a given course as delineated in the course outline. Weimar University will determine if the number of units of a prior course is equal to a minimum of the same number of semester hours as required by Weimar University.
4. The courses the student desires to transfer must be successfully completed with a minimum of a grade of “C” or better (2.0 on a 4.0 scale) unless higher level courses have been completed at a grade of “C” or better.
5. College GPA is calculated on prerequisite courses required for Associate of Science in Nursing. The minimum GPA is 3.0 for nursing admission.

The total number of units for courses that may be transferred from a postsecondary educational institution will not exceed 36 semester unit hours required for the student to graduate from the ASN program.

Challenge/Advanced Placement into the Nursing Program for Military Personnel

Individuals who have held Military Health Care Occupations may achieve advanced placement into the Associates of Science in Nursing (ASN) program with documentation of education and experience. All applicants must meet the following requirements:

1. Recency of education and experience must be within five years of the application.

2. Education and experience must meet the basic requirements for Weimar University Nursing admission.
3. Honorable discharge (DD214) or current active honorable service, with letter from current supervisor, are required.
4. Candidates must meet the same eligibility requirements for admission into the ASN program as other applicants, including completion of prerequisites and successful completion of the Kaplan Entrance Exam with a passing score.

Please note: The completion of an Associate of Science in Nursing Degree may require additional coursework per university policy. Please meet with an advisor to determine what additional courses will be necessary.

Challenging the first semester of the ASN program

1. Applicant may challenge the first semester of the ASN program and be admitted directly into the second semester courses only if space is available in that cohort.
2. If space is available, 100% on the skills competency, passing the Kaplan Exam, and 90% on the dosage calculation exam are required for advanced placement.
3. Military Challenge students will be held to the same policies and procedures as all other ASN students thereafter.

Weimar University General Sexual Harassment Policy

(see also Sexual Assault and Harassment in Academic Bulletin & Student Handbook 2024-2025)

Weimar University is committed to creating a safe and collegial environment that is conducive to learning and personal and spiritual growth. Toward this end, students, volunteers, faculty, and staff (or other persons providing services to Weimar University) should never place another student or colleague in a position of embarrassment by the use of language or actions that carry either overt or subtle sexual overtones. Such behavior is not only a violation of state and federal law; it is also a violation of the Christian principles that Weimar University espouses.

Sexual harassment is defined as any unwelcome sexual advance, request for sexual favor, and/or other verbal or physical contact of sexual nature when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or,
2. Submission to, or rejection of, such conduct by an individual is issued as a basis for employment or academic decisions affecting an individual; or,
3. Such conduct has the purpose, or effect, of interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.

As such, sexual harassment at Weimar University will not be tolerated in any form. If a student encounters such behavior from a member of the faculty or staff at Weimar University or from a fellow student the following steps should be taken:

1. Such an encounter should be reported to one of the following persons: the director of the Nursing Department, Academic Dean, the Assistant Academic Dean, or the Residence Hall Deans. These persons will seek to ensure the students right to privacy and the alleged offender's right to due process.
2. Students, faculty, or staff who are aware of any incidents of sexual harassment are also responsible to report such incidents.
3. An investigation will be made for the purpose of seeking to establish whether there is a reasonable basis to accept the allegations as fact.
4. The accused will be fully informed as to the nature of the allegations and will be given reasonable opportunity to respond to the charges.
5. If it is determined that the allegations are valid, immediate and appropriate disciplinary action will be taken — up to and including dismissal.
6. If it is determined that the allegations are unfounded, steps will be taken to restore the reputation of the accused. If it is determined that the accuser was intentionally dishonest, he or she will be subject to discipline.

Progression, Discipline and Withdrawal/ Readmission

Progression in the Associate of Science in Nursing Program

Each course must be successfully completed with a “C” or higher grade before the next semester may be attended. Students must complete all exams with an average of 76% or higher for each course in order to pass the class. Students who do not maintain a minimum grade of a “C” in each course must repeat the course at the next time it is offered.

A passing grade in a course cannot be achieved without the successful completion of the clinical portion of the course. An unsatisfactory clinical grade or a grade below a “C” in the theory portion of any clinical course requires that the entire course be repeated (both theory and clinical) prior to further progression in the Nursing Program. Students with an Incomplete in a nursing course, cannot begin another course until the incomplete is removed. Students who are evaluated as unsafe in the clinical setting will be removed from the clinical area and may be dismissed from the Nursing Program.

Repeating Courses

- Students who earn lower than a “C” or “W” (withdrawal) grade from a Nursing course must petition the Nursing Faculty Council in order to repeat the course (when it is offered again) in order to progress in the Nursing Program. Students will be allowed to repeat a Nursing course on a space available basis.
- Students may repeat ONE Nursing course as listed in the Weimar University Academic Bulletin and Student Handbook.
- If the student withdraws from a Nursing course, and is failing the course with a grade of less than a “C” at the time of the withdrawal, this is counted toward the allowable number of repeat courses.
- During the repeat of a Nursing course, if the student drops the course prior to the drop deadline and is earning a failing grade (less than a “C”), the student may not repeat the course again and may not continue in the program.
- During the repeat of a Nursing course, if the student is dropped by the Instructor due to absences prior to the drop deadline and/or is earning a failing grade (less than a “C”), the student may not repeat the course again and may not continue in the program.

Withdrawal and Re-admission into the Nursing Program

- A student who withdraws or who is dismissed from the Associate of Science in Nursing Program must schedule an exit interview with the Director of the Nursing Program before leaving the program.
- A student who withdraws or who is dismissed from the Associate of Science in Nursing Program may reapply for admission to the appropriate semester during the regular application filing dates.
- The student must petition the Nursing Faculty Council for readmission. Re-admission is on a space available basis.
- Re-admission to the program will be based on the same criteria, as those used for initial entry into the Nursing Program.
- Students who do not maintain continuous enrollment will be required to re-submit all admissions screening requirements (criminal background checks, drug/alcohol screening, physical examination, immunization screening, and CPR requirements.)

Discipline

Any form of incivility is unacceptable at the Weimar University Nursing Department. Incivility is defined as disruptive, ill-mannered, or offensive behavior contrary to the well-being of the

classroom and clinical community. This includes any un-Christlike behavior and all forms of disrespect or disregard for instruction, the instructor, or a fellow student. A report of student incivility may initiate a grievance process that could lead to dismissal.

Suspension

Violation of academic, safety, ethical, moral or professional standards may result in suspension from the Nursing Program. Verbal and written notification of suspension will be provided to the student. Students will be suspended for a determined amount of time, which will be communicated to the student and requirements may need to be fulfilled prior to re-admission. During suspension, the student may not attend class or clinical labs. The student may appeal the suspension but may not attend class or clinical lab during the appeal process.

Dismissal

Failure to adhere to academic, safety, ethical, moral or professional standards may result in dismissal from the Nursing Program. Verbal and written notification will be provided to the student who is dismissed from the program. After notification of dismissal, the student may no longer attend the nursing classroom or clinical setting. Dismissal from the Nursing Program may be appealed.

Process for Appeal after Suspension or Dismissal from the Nursing Program

The faculty acknowledges that unexpected circumstances may occur and that students have potential for change. The faculty supports the potential for students to petition the Nursing Faculty Council for readmission into the Associate of Science in Nursing Program.

The student will submit a letter of petition to the director of the Nursing Department within ten (10) days of notice of suspension or dismissal. The written appeal for readmission into the Nursing Program will be considered by the director and a committee consisting of nursing faculty. The student will be notified in writing within ten (10) days of receiving the written appeal. Re-acceptance to the Nursing Program is not guaranteed upon petition.

The content of the student's letter must contain explanation why they were previously not successful and what actions will be taken or what changes have occurred to ensure future success.

Application for readmission after suspension or dismissal should include:

- Three letters of recommendation from recent employers, teachers and clergy who can attest to the student's ability to be successful in the ASN Program.
- Any updated official transcripts
- Nursing Program Reapplication Packet

The letter of petition and all supporting documents must be received in the Nursing Department office eight weeks before the start of the semester for which the student is applying. The Nursing Faculty Council will review the petition and documents and may request an interview with the student.

Re-Entry into the Nursing Program after Extended Absence of Two or More Semesters

Students who have been absent from the Nursing Program for two or more semesters will be required to pass written and skills tests prior to being re-admitted.

Student Grievance Policy

It is the intent of Weimar University to provide full consideration to student complaints regarding any aspect of the programs, facilities, or other services provided. The student is expected to initially pursue an informal process in resolving concerns.

It is recommended that when appropriate, personal disagreements be resolved privately between the persons involved. If a grievance is not resolved, both parties should choose another person to be present with them while attempting further discussion.

Informal means of resolving complaints is supported as the first step in addressing concerns. Students are encouraged to communicate their concerns openly with faculty members and the director of Nursing Department.

The formal grievance procedure provides a structured framework where unresolved concerns may be addressed. All efforts will be made to protect the confidentiality of information that is reported when applicable.

Students who have an unresolved grievance should follow the appeal process described below.

1. *Student Life*: Matters related to concerns involving the residence hall, should be appealed first to the residence hall assistants and residence hall dean, and then to the Deans Council. The Deans Council will give response to the students within ten days of receipt of the written concern.
2. *Discipline*: Students involved in matters of non-academic discipline may appeal in writing to the Deans Council, within ten days of disciplinary action. The Deans Council will give response in writing within ten days of receipt of the written concern.
3. *Non-nursing Academic*: Students who have concerns regarding non-nursing academic policies or procedures should first discuss the concerns with the registrar, and then if unresolved, may submit written appeals to the Academic Standards Committee. The Academic Standards Committee will give response in writing within ten days of receipt of the written appeals.
4. *Nursing Academic*: Concerns related to the matters of grading, instruction, faculty relations, and academic progression should first be discussed with the faculty involved, and then, if unresolved, should submit a written appeal to the director of nursing. Resolution will be sought with parties involved, and written response from the director of nursing will be given to the students within ten days of the written appeal. If needed, the final process will require a written letter of appeal to the Nursing Student Appeals Committee. The Nursing Student Appeals Committee will deliberate and give final response to the students within ten days of the receipt of the students' letters of appeal.

Criminal Background Screening

In the interest of patient safety, clinical agencies require background checks of their employees and nursing students. Criminal background checks are required by a designated deadline before the beginning of the first semester. Students are responsible for any fees associated with criminal background checks. Additional background checks may be required in subsequent semesters. Students are responsible for any fees associated with these background checks.

If a crime against persons, including but not limited to neglect and assault, sexual crime, or drug possession conviction is on the record, the applicant will be disqualified for admission. International students must contact their individual consulate for appropriate documentation.

Drug Screening

The Weimar University Associate of Science in Nursing Program maintains agreements with agencies where students will be completing the clinical rotations. These agencies require drug and alcohol screening of its employees and students. The students will be responsible for any additional screening charges (about \$50).

All students accepted into the Associate of Science in Nursing Program will be tested for drug use as part of the pre-admission procedure. If a student has had drug testing at their place of employment and can provide results that are less than a year old, this will be accepted.

Positive drug screens will require further evaluation. Incoming and currently enrolled students with verified positive test results will be given the opportunity to explain the results. If a student is

taking prescription medications that lead to a positive drug screen, documentation from a health care provider prescribing the medication must be provided.

Clinical agencies reserve the right to deny access to patient care to students with positive drug screens. Students who are suspected of being under the influence of drugs and/or alcohol will be immediately removed from the clinical area and must immediately receive drug and alcohol testing. If the student refuses to be tested, this will be grounds for dismissal from the program.

Uniform and Dress Code

Student appearance will reflect the policies and standards of Weimar University and the professional image of nursing.

Violation of the Dress Code

Students who do not follow the dress code will be asked to leave the clinical lab setting immediately. This absence will be considered unexcused, and students will be required to make up for the time missed. If a student is asked to leave the clinical lab twice in the same semester, this will result in failure of the clinical lab course.

Personal Appearance and Grooming

- Students must be clean, free of odor, and strong fragrances and well groomed. Patients may be sensitive to perfumes, colognes and have allergic reactions.
- Hair must be clean and pulled away from the face. Long hair should not fall forward into the face. Hair accessories must be conservative. Hair color should be a color naturally occurring in humans.
- Mustaches, beards, and any facial hair must be neatly trimmed and maintained. A stubble appearance is not acceptable in any clinical setting.
- Fingernails must be short and clean and no more than 1/8 inch beyond the finger. Artificial nails are not permitted. No nail polish may be worn.
- Make-up must be conservative and in good taste.
- Chewing gum and smoking are not allowed in the clinical setting.
- No jewelry is allowed except for medical ID bracelets.
- Tattoos must be covered according to the discretion of the instructor and facility.

Classroom Attire

Please refer to the Weimar University Academic Bulletin & Student Handbook for detailed information on classroom attire.

Dress Policy for Skills Laboratory

- Shoes must have closed toe and heel. Other colors are accepted (black/ brown)
- A watch with a second hand or digital must be worn.

Dress Policy When Student Uniform is Required in Clinical Setting

- In clinical settings, the Nursing Program uniform is worn.
- The uniform must be clean, wrinkle-free, and worn with appropriate undergarments.
- Shoes and socks: Shoes must have closed toes and closed heels and be white. Students must be able to run in these shoes. All white leather athletic shoes are appropriate, but cannot have a mesh top that blood or a needle could penetrate. Socks must be worn in the clinical setting. A white shirt may be worn under the uniform.
- School ID badges must be worn in all clinical settings. ID badges are ordered from the Department of Nursing administrative assistant. The ID badge must be attached to the clothing above the waist and visible at all times and may not be attached to a lanyard.
- The student must always have in their possession: bandage scissors, Kelly forceps, pen, penlight, pulse oximeter, watch with second hand or digital watch, stethoscope, black fine tip permanent marker, and Skills Checklist.
- "Fanny packs" may not be worn.

Health Requirements

- Health insurance is required of each student. Proof of health insurance must be provided to the Nursing Department administrative assistant.
 - A physical exam by a health care provider must be completed within the previous 12 months from initial entry into Nursing Program. The Weimar University Health Record Form must be complete and given to the Nursing Department administrative assistant.
- Immunization records must be completed before students may attend clinical courses.
- The nursing program requires only immunizations required by the clinical sites. Any requests for exemptions must be directed to the Weimar University nursing director who will provide instructions on how to proceed. Students are responsible to obtain exemptions directly from the clinical sites and provide the nursing program with documentation at least four (4) weeks before semester begins. Students cannot begin the nursing program without permission for exemption from all clinical sites used by the nursing program.

Required immunizations include:

Measles, Mumps and Rubella: Documentation of two immunizations or a serologic titer showing immunity is required.

Diphtheria, Tetanus, and Pertussis: Documentation of immunization series and booster immunization within the last 10 years, including at least one dose of Tdap or serologic titer.

Hepatitis B: Documentation of immunization series or serologic titer.

Chicken Pox: Documentation of two immunizations or serologic varicella titer showing immunity.

Influenza: Documentation of immunization is required unless medically contraindicated as verified by a physician or nurse practitioner. A Thimerosal-free (mercury free) without preservative vaccine is recommended.

Tuberculosis: Documentation of a two-step TB skin test (one to three weeks apart) must be provided with yearly negative TB test results afterwards. If the TB test results are positive, the student will be required to obtain a negative chest X-ray result. Documentation of a negative result on the QuantiFERON-TB Gold Blood Test may be provided after the first year of clinical and must be repeated, or a chest X-ray with a negative symptom list must be completed yearly.

COVID Vaccines and Boosters: COVID Vaccines and Boosters are required by some clinical sites. The nursing program cannot guarantee that a student can complete the nursing program without COVID immunization. COVID testing on a weekly or biweekly basis may be required by facilities at the student's expense.

Physical and Mental

The physical and mental requirements necessary for success in nursing are listed below. Prospective students must be able to perform the following essential functions.

Requirement	Description	Examples
Observation	Use of visual and auditory senses to gather data	Observe patients and manipulate equipment under various illumination levels Assessment of skin color Auscultation of heart and lung sounds Communicate with the patient and healthcare team
Communication	Verbal and written communication must be in English	Receiving and giving report of patient status Understanding nonverbal communication (body language) Documenting nursing care Writing papers Utilizing sufficient verbal and written skills to efficiently communicate in English with the patient and healthcare team

Requirement	Description	Examples
Motor Abilities	Physical ability, coordination and stamina; utilizing fine and gross motor skills	Performing cardiopulmonary resuscitation (CPR) Transferring/lifting Standing & walking most of shift Providing nursing care for 12-hour periods Bending or crouching several times per hour Ability to independently, manipulate medical equipment and accessories, including but not limited to switches, knobs, buttons, keyboards, patient lines, and tubes Lifting and carrying a maximum of 35 pounds several times an hour Lifting and moving up to 300 lbs. with the assistance of 2 or more persons Reaching overhead above the shoulder 90 degrees
Intellectual	Comprehension and problem-solving ability Performing nursing responsibilities with the intellectual functions necessary to demonstrate independent judgment and discretion	Calculating drug dosages Analyzing information Prioritizing nursing care Synthesizing data from a variety of sources
Behavior & Social	Emotional stability, capacity for self-reflection and change	Functioning effectively under stress Respect and acceptance of patients from diverse backgrounds Accepting constructive suggestions for improvement

Adapted from: OSHA-Occupational Safety & Health Administration-Safe Patient Handling (<https://www.osha.gov/sites/default/files/publications/OSHA3708.pdf>)

CPR Certification

All students are required to have current American Heart Association cardiopulmonary resuscitation (CPR) certification for health care providers (this is NOT community CPR). All certifications must be in-person and valid for two years. Documentation of CPR is required before the deadline for application submission. CPR is mandatory for attendance in clinical sites. Students without a current CPR card will not be allowed to attend clinical lab and these absences are considered unexcused.

Mathematics Testing

All students are required to pass a math competency test at least at 90% score for medication preparation in clinical practice. Students will be given a second test if they were not successful in passing the first test. Failure to pass the second test will result in failure from the course.

Required Training

In maintaining compliance with the clinical facilities, all nursing students are required to receive general training regarding patient and fire safety, the spread of blood-borne pathogens, personal protective equipment (PPE), FITT Testing, and legal requirements for confidentiality and privacy (HIPAA). A required in-service session is provided during the Nursing Program. It is mandatory that nursing students complete this training.

Student Accommodations

Students with a physical and/ or documented learning disability who require accommodations must contact the Student Success Coordinator or their instructor in the Nursing Program no later than the end of the first week of class or as soon as it is identified.

Sabbath Observance

In adherence with the beliefs of the Seventh-day Adventist Church, there are no classes, meetings, or labs conducted during Sabbath hours (beginning from sundown Friday to sundown on Saturday). Any scheduled school activities that are of a non-religious nature should end one hour prior to Friday night sundown and not begin until at least one hour after Saturday night sundown. The university library closes early on Friday afternoon and remains closed all day on Saturday.

Two spiritual nursing ceremonies may take place during Sabbath hours: Nurses' Dedication in the second semester and Nurse's Pinning Ceremony during graduation weekend.

Dedication Ceremony (first year)

The nursing Dedication Ceremony is a candle-lighting ceremony, which symbolizes dedication to nursing and to the mission of "Healing a Hurting World." Each student chooses a friend or relative who is a nurse or a nursing faculty member to light his or her candle. This ceremony is held after completion of the first semester of the Nursing Program. The ceremony is held in Haskell Hall and students must wear their uniforms. Their guest nurses (candle lighters) are encouraged to wear semi-formal church attire.

Pinning Ceremony (second year)

The Pinning Ceremony is a traditional nurses' event that indicates the completion of the role of student nurses and entry into the role of a practicing, professional registered nurse, conditional upon the successful completion of the RN licensure examination. The pinning ceremony is conducted during the weekend of graduation on the campus of Weimar University. Students must wear their uniforms or semi-formal church attire. Their guest nurses (pinners) are encouraged to be in semi-formal church attire.

Graduation

All eligible students are encouraged to participate in graduation, at which a Weimar University diploma will be granted. Graduation is held on the Weimar Campus. Any student who does not plan to participate must notify the Registrar and the Nursing Department secretary. Graduates will wear modest semi-formal church attire.

Policy Agreement

After reading the entire Student Handbook, please sign the provided form indicating an understanding of all material and agreement to abide by all policies contained herein. Please scan and upload all signed documents to online application form.



20601 West Paoli Lane
Weimar, CA 95736

HANDBOOK ACKNOWLEDGEMENT

I acknowledge my responsibility in reviewing the contents of this Student Handbook.

I have read the above information and understand that this handbook is an agreement between the Nursing Department and me.

Student Print Name

Student's Signature

Date