

BAKER COLLEGE
College OF NURSING

Graduate Nursing Handbook

College of
Nursing 

2023-2024

OVERVIEW

MISSION, PHILOSOPHY and PROGRAM OUTCOMES

COLLEGE OF NURSING MISSION

The mission of the College of Nursing is to prepare graduates who are lifelong learners with the core knowledge and skills needed to provide competent, holistic nursing care in a diverse and ever-changing health care environment.

COLLEGE OF NURSING VISION

The vision of the College of Nursing is to encourage nursing students the opportunity for continuous professional growth by the acquisition of knowledge and skills needed to function in healthcare settings that are responsive to individual and community needs as professional nurses.

COLLEGE OF NURSING PHILOSOPHY

The faculty of the School of Nursing, in accordance with the mission statement of Baker College, believes that an expert faculty provides opportunities for learners; to attain knowledge and competencies referred to the practice of nursing that fosters critical thinking, guided experiences and opportunities for self-development. The School of Nursing provides leadership in evidence-based nursing practice while promoting competence through the education of nurses at the baccalaureate, masters and doctoral level. As a community of nurse scholars, we believe expert faculty carry out the mission of Baker College through the development of curricula that impacts students in the development of cultural sensitivity, professional nurse values through decision-making skills, critical thinking and sound clinical judgment. As educators, our goal of professional nursing education is to prepare our graduates to practice effectively within a dynamic healthcare system, while meeting the needs of client's in a robust global community with respect for human value and processes that affect change in the conditions and determinants of health.

We believe the practice of professional nursing includes a broad range of activities, including direct patient care, research, administration, interdisciplinary collaboration, education and drivers of healthcare policy agenda.

MASTER OF SCIENCE IN NURSING (MSN) PROGRAM OUTCOMES

Upon completion of the Master of Science in Nursing Program, the graduate will be able to:

1. **Knowledge for Nursing Practice:** Synthesize knowledge from a variety of disciplines to enhance advanced practice nursing in the areas of education, leadership and clinical practice.
2. **Person-Centered Care:** Coordinate holistic, culturally sensitive and patient centered approaches in the provision of healthcare, which is informed by evidence and supports the achievement of positive health outcomes.
3. **Population Health:** Engage in partnerships to support and improve equitable, local and global population health outcomes.
4. **Scholarship for Nursing Practice:** Demonstrate scholarly inquiry and reflection to facilitate change in professional nursing practice.
5. **Quality and Safety:** Apply leadership skills in the development, management and evaluation of the quality improvement processes.
6. **Interprofessional Partnerships:** Use inter-professional written and oral communication and collaboration to promote and facilitate collegial relationships to improve patient outcomes.
7. **Systems-Based Practice:** Responds to and develops changes within complex systems of healthcare to improve the quality of healthcare.
8. **Informatics and Healthcare Technologies:** Use information technology and scientific practices (Evidence-Based Practices) to plan, implement and evaluate programs of care, outcomes of care and care systems.
9. **Professionalism:** Engage in practices that adhere to professional values and behaviors, a professional code of ethics, professional standards and legal statutes as they relate to the nursing practice.
10. **Personal, Professional and Leadership Development:** Model the importance of lifelong learning, self-reflection and professional career development in the field of nursing.

ACADEMIC POLICIES

The College of Nursing graduate program conforms to the Baker College Center for Graduate Studies Policies, found in the Baker College Student Handbook.

Admission to the College of Nursing is open to all qualified applicants, there is no waiting list. Students may begin the nursing graduate program Fall, Spring or Summer semester, provided there are enough students enrolled to support a course offering.

Admission to the Center for Graduate Studies (CGS) is processed through the Graduate Faculty Council with final approval by the School of Nursing.

Graduate School application information and criteria is in the Student Handbook.

Selection Process

Admission to the MSN Program is selective and limited to those students who demonstrate potential for successfully completing the program. The decision is based on evaluation of the student's undergraduate program and grades earned, work experience (if applicable) and written essay.

Program Completion

Students must successfully complete all course work within three (3) years after entrance into the program.

All required courses in the program must be successfully completed before students may enroll in the capstone courses, NUR 6220 and NUR 6230. The course guide can be found in this link: [NUR6220/NUR6230 Pre Meeting Document](#)

Academic Standards

To graduate with an MSN degree from Baker College students must achieve a cumulative grade point average (GPA) of 3.00 or better. [Please see the information on graduate programs in the catalog for additional information specific to graduation requirements and other academic policies.](#)

Professional Academic Conduct

It is essential that all individuals associated with the College of Nursing behave with integrity and in accord with the American Nurses Association *Code of Ethics*.

Failure to guard confidentiality and/or to accurately report and record information may result in disciplinary action. Any violation of academic honesty is reported immediately to the faculty.

Any information, idea, concept, statistic or other data used to complete an assignment in the School of Nursing must be properly cited. Failure to use proper citation is plagiarism.

Please refer to the Baker College Student Handbook for information on the Academic Honor Code.

WRITTEN ASSIGNMENTS

Project planning, time management and contingency planning are essential in all professional activities, not just academic coursework. As a standard, late work will not be accepted.

APA support resources can be found at the Baker College Library under the Research Guides.

All assignments will be submitted typed, using correct grammar, punctuation, word usage and spelling. Written assignments in nursing courses will be developed according to the *Publication Manual of the American Psychological Association (APA)* (most recent edition available).

APA support resources can be found at the Baker College library under Research Guides.

The Baker College MSN program has two tracks, Administration and Education. Students in both tracks will take the six (6) core nursing courses, two (2) practicum courses and four (4) in the specialty track. Students in the Administration track will take three (3) courses with students in the Baker College MBA Health Administration track. Additionally, students taking NUR 6110, NUR 6220 and NUR 6230 must have proof of professional liability insurance prior to enrollment in these courses.

PRECEPTORS AND CLINICAL AGENCIES

Students will self-identify preceptors and clinical agencies in their local communities with the approval of course faculty. To that end, **students** will:

1. Submit preceptor agreements to course faculty *prior* to beginning practicum hours.
2. Submit preceptor Curriculum Vitae to course faculty prior to beginning practicum hours to assure preceptor has the necessary experience and skills to assist in guiding the student through the practice process
3. Submit clinical agency agreement to faculty *prior* to beginning practicum hours. Within the state of Michigan, Baker College has contracts with most of the health care providers and students are encouraged to conduct practice hours in these facilities. However, should a student wish to conduct practice hours in a facility where Baker College does not have a contract, it is the student's responsibility to obtain approval from the facility to conduct their practice hours. A clinical agreement is required, including the facilities where the student is an employee.

While conducting practice hours, the student is functioning in a student role, not staff and it is required the facility acknowledges this change in role by use of the facility agreement. It is not the responsibility of the College of Nursing to obtain contracts for student identified facilities by which to conduct the practicum experience.

4. Students are subject to all policies and procedures of the practice facilities, including documentation of immunizations, BLS certification, drug screening, etc. Once students have submitted the facility agreement form and started the practice experience, failure to comply with any facility policy and practice may result in student failure of the practice experience and failure in the course.

Requirements of Students Prior to Practice Experience

1. Unencumbered license as a Registered Nurse in the state where the student will conduct the practice experience
2. Professional liability coverage (students must have documentation of professional liability insurance in order to register for courses with practice hours).

RESPONSIBILITIES OF PRECEPTOR PARTICIPANTS

Preceptor Requirements

All individuals who elect to serve as preceptors for the MSN program must meet the following requirements:

1. Hold current unencumbered license to practice in their discipline as a RN in the identified state
2. Possess expertise in the clinical area of study
3. Hold one of the following degrees: MSN, DNP or PhD. In special circumstances, exceptions may be made given a preceptor's unique clinical expertise and experience.
4. Possess expertise and greater than one year of experience in the clinical area of study
5. Submit a Curriculum Vitae (CV) or resume to course faculty
6. Have approval of course faculty

Preceptor Responsibilities

1. Submit Preceptor CV or Resume
2. Meet with faculty for preceptor orientation (this may occur via e-mail communication and/or telephone conversation or any other means of electronic communication agreeable to both course faculty and preceptor)
3. Serve as a positive professional role model
4. Direct learning experiences to help the student meet course objectives
5. Maintain responsibility for the practice outcomes
5. Provide ongoing feedback to student and faculty members as indicated
7. Participate in evaluation of student and preceptorship experience

MSN Student Responsibilities

1. In collaboration with course faculty, the student will identify a preceptor and institution for the practicum portion of the program experience
2. Provide preceptor with the course objectives prior to beginning on site practicum hours.
3. Document all practice encounters. All entries must be cosigned by the preceptor.
4. Adhere to policies of Baker College, the School of Nursing and the institution for practicum experience
5. Complete self-evaluation and evaluations of your preceptor and preceptorship experience.

FACULTY RESPONSIBILITIES

1. Be available to the preceptor to discuss the program outcomes, course objectives and student performance
2. Assess the practicum facility for appropriateness in meeting course objectives
3. Maintain open communication with the preceptor regarding the student's progress.

PRACTICE POLICY

The preceptor or course faculty has complete authority to remove any student whose behavior is unsafe or unsatisfactory from the practice site. The Dean of the School of Nursing, the faculty member, preceptor and student will review the incident prior to the student returning to the practice area.

PRACTICE DRESS CODE

Professional practice attire is required at all times. Students must adhere to the dress code of the facility where they are conducting the practice hours. Recommended attire includes white lab coat, student identification badge and closed toe shoes.

GRADUATE HANDBOOK

Students are responsible for knowing and complying with all policies and information contained in the Baker College Student Handbook, Center for Graduate Studies Policies and the School of Nursing Graduate Handbook

Note: If at any time information contained in the MSN nursing handbook conflicts with Baker College policies or Baker College School for Graduate Studies policies, the latter takes precedence. Please notify course faculty or program director if you feel there is an inconsistency.