



MONTCLAIR STATE **UNIVERSITY**

School of Nursing

Graduate Student Handbook

Master of Science in Nursing (MSN) Degree Program

Pre-licensure and Post-licensure Tracks

RN to MSN Bridge

Spring 2023



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Introduction

The School of Nursing Faculty and Administration are pleased you selected Montclair State University for your nursing education. This handbook is designed to provide useful information about the Master of Science in Nursing (MSN) degree program as a supplement to the information provided in the Montclair State University Graduate Policy Manual, which provides detailed information regarding all academic policies and procedures in The Graduate School. The Graduate Student Handbook can be accessed on the website of [The Graduate School](#). If you have general questions about the program, please contact your Academic Advisor first, and then the appropriate Program Director. For course specific information, contact the instructor.

As we begin the current academic year, it is important all members of the Montclair State University community follow procedures designed to mitigate the spread of the Sars-CoV2 virus. It is anticipated that guidance will evolve in response to new knowledge and circumstances. The School of Nursing [website](#) will provide information specific to the nursing program and will direct you to University resources.

Montclair State University

Montclair State University is New Jersey's second largest university with an enrollment of 21,000 graduate and undergraduate students. For more than 110 years, Montclair State University has changed in response to the evolving higher education needs of New Jersey, transforming itself from a Teachers College into a leading national research doctoral institution offering more than 300 academically rigorous doctoral, master's and baccalaureate programs. Forbes has described Montclair State University as "New Jersey's best public university." *U.S. News & World Report* ranked it among the nation's top 200 universities.

Designations as an R2-Doctoral University – High Research Activity by the national Carnegie Classification of Institutions of Higher Learning and as a New Jersey State Public Research University, recognize both Montclair State University's growing number of doctoral students engaged in research fields as well as its ongoing success in attracting significant funding from diverse sources, including awards from as the National Science Foundation; the United States Department of Defense; the United States Department of Education; and the State of New Jersey.

Montclair State University is proud of its long tradition of championing diversity. More than half of its students are minority group members and it is a U.S. Department of Education-designated Hispanic-Serving Institution (HSI).

Montclair State University's uncompromising insistence on excellence is evident in stellar, top-ranked academic programs in fields of study ranging from accounting to teacher education that prepare graduates for career success in everything from filmmaking and finance to nursing and physics.

Montclair State University Resources

Campus Location

Montclair is a township in Essex County, New Jersey, located only 12 miles from New York City. Montclair's proximity to NYC makes it an attractive suburb for commuters, and several public transportation options make the town (and the campus) accessible for students, whether living on or off campus in Montclair or elsewhere in New Jersey or New York. Several NJ Transit bus lines serve Montclair and have stops on the campus. A NJ Transit commuter rail line (the Montclair-Boonton Line) runs through Montclair and serves the campus via two (2) campus train stations, Montclair Heights (on Normal Avenue) and Montclair State University (on Clove Road). Montclair is also 13 miles from Newark Liberty International Airport.

See [University Facilities](#) for more information about transportation options in Montclair.

In addition, Montclair is noted for its historic architecture and parks, as well as its lively arts, shopping, and restaurant scene in both downtown Montclair and in a smaller area north of downtown known as Upper Montclair.

Student Housing

Campus housing is available for students. Further information can be found by visiting the website of the [Office of Residence Life](#).

New Student Checklist

New students are strongly encouraged to review the New Student Checklist on the website of [The Graduate School](#). The checklist provides important information that will help you get started at Montclair State University, including how to claim your NetID, set up your student email account, apply for financial aid and student health insurance, obtain a parking permit, and pay your term bill.

Student Workspaces and Computing Facilities

Students may access the internet on campus by connecting to the MSU-Secure wireless network with their Net ID and password. Instructions for accessing the network are located on the Information Technology Division website. Various workspaces for students are located in many campus buildings. Popular spots for students to work with their own laptops are located in the School of Nursing, Feliciano School of Business, University Hall, and Dickson Hall. Computer lab facilities for student use are also available on the fifth floor of University Hall.

Printing and Copying

Information about campus printing services, including locations with printing capabilities, can be found by visiting the website of the [Information Technology Division](#).

Technology Support

Students may request assistance with Montclair State University owned computers by contacting the University Help Desk at 973-655-7971 or by visiting the [Student Services page](#) of the Information Technology Division website.

Shuttle Service on Campus

Various shuttles provide free transportation around campus for students. Shuttles stop at campus locations convenient for students, including University Hall, Lot 60, Red Hawk Parking Deck, CarParc Diem Garage, and the Montclair State University NJ Transit Train Station. Further information about shuttle services can be found by visiting the website of [University Facilities](#).

Student Services

Montclair State University provides academic and student-centered services to support and enhance students' experiences during their enrollment. Some services used by our students are described below:

Center for Career Services – This center provides resources and support designed to advance students' career development through the job search process. They also provide assistance with career advising, networking, job search strategies, application materials, and interviewing. More information can be found on the [Career Services](#) website.

Center for Writing Excellence – This center offers individual and group conferences with experienced writing consultants to assist with all stages of the writing process. They also serve as a resource for preparation of curriculum vitae and cover letters. More information can be found on the [Center for Writing Excellence](#) website.

Disability Resource Center – This center coordinates academic support and accommodations, in compliance with Section 504 of the Rehabilitation Act of 1973, to provide access to academic programs for students with physical, sensory, learning, psychological, neurological, and chronic medical disabilities. More information can be found on the [Disability Resource Center](#) website.

Financial Information

- Information about **tuition and fees** for graduate students at Montclair State University can be found on the website of [Student Accounts](#).
- Part-time and full-time students are eligible for **federal financial aid**, including Stafford, Perkins, and Graduate PLUS Loans. Students must take at least 4.5 credits to qualify for part-time status and at least six (6) credits* to qualify for full-time status. Please note that students who are registered for thesis or dissertation credits are eligible for federal financial aid, even if they are not taking enough credits to qualify for part-time or full-time status.

* Effective Fall 2020, Montclair State University graduate students enrolled in six (6) credits will now be considered full-time students for financial aid purposes. For more information on financial aid options, please visit the [Student Handbook for Financial Aid](#).

Disability Resource Center

Each semester, students are responsible for requesting a memorandum from the Office for Students with Disabilities to notify faculty of their requested individual accommodations. This should be done at the start of each semester on the [Disability Resource Center](#) website.

Montclair State University is committed to meeting students' needs. The following resources are available to students in addition to School of Nursing faculty support. Each link will lead you to the respective website to learn more information about each resource.

- [Office of the Dean of Students](#)
- [Academic Honesty and Integrity](#)
- [Students Reflections on Moral Conflicts in College](#)
- [Academic Retention Standards](#)
- [Academic Advising](#)
- [Center for Student Involvement \(CSI\)](#)
- [Center for Writing Excellence \(CWE\)](#)

- [Commuter Life](#)
- [Counseling and Psychological Services \(CAPS\)](#)
- [Disability Resource Center \(DRC\)](#)
- [Financial Aid Office](#)
- [Greek Life](#)
- [LGBTQ Center](#)
- [Student Accounts](#)
- [Student Conduct](#)
- [Student Recreation Center \(Rec Center\)](#)
- [Tutoring Services](#)
- [University College](#)
- [Women's Center](#)

History of the School of Nursing

In June 2015, the Montclair State University Board of Trustees approved the establishment of a School of Nursing. The Registered Nurse (RN) to Bachelor of Science in Nursing (BSN) degree track was approved by the President’s Executive Council of New Jersey in November 2015. The inaugural RN to BSN class entered Montclair State University in fall 2016.

In June 2017, the New Jersey State Board of Nursing approved the four-year generic Bachelor of Science in Nursing (BSN) track. Upon successful completion of the program, students are qualified to sit for the NCLEX-RN examination. In fall 2017, the first class commenced with 50 freshmen. Students from this inaugural class graduated in spring 2021. The program continues to build incrementally each year.

In fall 2018, students began enrolling in the post-licensure Master of Science in Nursing (MSN) degree program, which offers three (3) specialty concentrations – Education, Administration, and Clinical Research. This program offers two (2) tracks to the MSN. Registered nurses with BSN degrees directly enter this 35-credit online MSN degree program. Registered nurses with baccalaureate degrees in non-nursing disciplines are accepted into the RN to MSN Bridge Program. Upon successful completion of the 13-credit bridge, students are admitted to the MSN program.

In fall 2020, students enrolled in the pre-licensure generic Master of Science in Nursing (MSN) degree program, which specializes in Care Coordination and Transition Management. This full-time program prepares persons with baccalaureate degrees in disciplines other than nursing, who have successfully completed specific pre-requisite courses, the opportunity to enter the nursing profession. Upon successful completion of the program, students are qualified to sit for the NCLEX-RN examination. Students from this inaugural cohort graduated in spring 2021.

School of Nursing Directory

Name	Title	Email	Phone
Administration & Professional Staff			
Janice Smolowitz	Dean and Professor	smolowitzj@montclair.edu	973-655-3714
Joan Valas	Professor and Director of Post-licensure Nursing Programs	valasj@montclair.edu	973-655-3605
Elizabeth Zweighaft	Associate Professor and Director of Pre-licensure Nursing Programs	zweighafte@montclair.edu	973-655-3718
Eileen Kearney	Associate Director	kearneye@montclair.edu	973-655-3716
Christopher Curran	Web Content Manager	curranc@montclair.edu	973-655-3683
John Gurriell	Simulation Center Manager	gurriellj@montclair.edu	973-655-3617
Samantha Roberts	Clinical Placement Coordinator	robertss@montclair.edu	973-655-3417
Evelyn Rogers	Administrative Assistant for Post-licensure Programs	rogersev@montclair.edu	973-655-3654
Carolina Sanchez	Administrative Assistant for Pre-licensure Programs	sanchezca@montclair.edu	973-655-3693
Faculty			
Marybeth Duffy	Associate Professor	duffym@montclair.edu	973-655-3628
Nastassia Harris	Assistant Professor	davisn@montclair.edu	973-655-3631
Yanick Joseph	Associate Professor	josephy@montclair.edu	973-655-3641
Sarah Kelly	Associate Professor	kellys@montclair.edu	973-655-3697

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Rachel Lyons	Associate Professor	lyonsr@montclair.edu	973-655-3657
Patricia McGaughey	Assistant Professor	mcgaugheyp@montclair.edu	973-655-3722
Courtney Reinisch	Professor	reinischc@montclair.edu	973-655-3717
JoAnn Robinson	Assistant Professor	robinsonjo@montclair.edu	973-655-3706
Rosita Rodriguez	Associate Professor	rodriguezr@montclair.edu	973-655-3696
Clinical Specialists			
Elsie Alabi-Gonzalez	Clinical Specialist	alabigonzale@montclair.edu	973-655-3750
Jean Conlon-Yoo	Clinical Specialist	conlonyooj@montclair.edu	973-655-3846
Anja Deitmer	Clinical Specialist	deitmera@montclair.edu	973-655-3760
Sherod Nicholas	Clinical Specialist	nicholass@montclair.edu	973-655-3708
Harriet Sarkodie	Clinical Specialist	sarkodieh@montclair.edu	973-655-3779
Marnie Weiss	Clinical Specialist	weissma@montclair.edu	973-655-3798

School of Nursing Mission, Vision and Values

Mission

Montclair State University School of Nursing educates undergraduate and graduate students to engage in full scope practice to develop, implement, and evaluate compassionate, coordinated health care services through innovative collaboration with diverse communities.

Vision

Students and faculty at Montclair State University School of Nursing will reflect the global community they serve to facilitate and lead innovative collaborations transforming health care delivery for diverse populations across the continuum of care.

Values

The School of Nursing's philosophy and mission inform our values for education, research, and **practice**.

Professional development through advancement of competencies required for the protection, promotion, and optimization of health and abilities, prevention of illness and injury, and facilitation of healing using the nursing process (ANA, 2015, p.1).

Responsible citizenship and equitable allocation of environmental and global resources based on understanding that social, economic, and political factors shape and modify the environment and influence the health of society.

Application of critical thinking to develop, implement, and evaluate nursing care, quality improvement initiatives, and health care policy to efficiently deliver cost effective, high quality, safe, health care services based upon integration of evidence and identified needs.

Conducting an inventory of personal values and beliefs as part of a life-long learning process focused on demonstrating respect for all persons and increasing appreciation of the implications of diversity, cultural preferences, social justice, and decision-making processes.

Teaching and learning as a process based on a professional relationship, empathy, respect, and shared knowledge.

Integration of a liberal arts education and nursing science curriculum as the foundation for best practices.

Communication that facilitates trans-professional collaboration and shared decision making.

Ethical, professional, and legal accountability in all interactions.

MSN Program Goals

The MSN degree program goals are based on the American Association of Colleges of Nursing (AACN), Essentials of Master's Education in Nursing (2011); and are consistent with Nursing, Scope and Standards of Practice: Graduate Competencies (ANA, 2020), The Code of Ethics for Nurses with Interpretative Statements (ANA, 2015), the New Jersey State Board of Nursing Statutes and Regulations (2015), and the Quality & Safety Education for Nurses (QSEN) Graduate Competencies (2014).

The MSN degree program goals are:

- **Innovative Nursing Practice in the Context of Community.** The program will prepare graduates to design innovative nursing practices that recognize persons in the context of family and

community, as full partners and the source of control in the provision of compassionate and coordinated care based on respect for preferences, values, and needs to improve health outcomes for diverse populations.

- **Systems Leadership and Transprofessional Collaboration.** The program will prepare graduates to lead and participate in transprofessional teams, cultivating open communication, mutual respect, and shared decision-making to improve health outcomes for diverse populations.
- **Application of Best Clinical Evidence to Improve Practice.** The program will prepare graduates to integrate best current evidence and clinical expertise, with consumer and stakeholder preferences and values, to facilitate the seamless provision of services across the care continuum to improve health outcomes for diverse populations.
- **Translating Scholarship for Practice Innovation.** The program will prepare graduates to translate evidence into practice to design innovative interventions, lead change, and improve outcomes to improve health outcomes for diverse populations.
- **Data Management to Improve Quality and Safety.** The program will prepare graduates to manage data to monitor care processes, design tests of change, and analyze outcomes to continuously improve system quality and safety to improve health outcomes for diverse populations.
- **Information Technology to Support Decision Making.** The program will prepare graduates to use information technology to communicate, manage knowledge, minimize risk of harm, and support decision making to improve individual and system effectiveness and health outcomes for diverse populations.
- **Policy and Advocacy to Optimize Health.** The program will prepare graduates to engage in the development of policy initiatives that optimize health, advocate for social justice, ethical practice, and fiscal management to improve health outcomes for diverse populations.

Expected MSN Program Outcomes

The faculty believe that master’s education is grounded in baccalaureate education and nursing science preparing graduates for:

- Advanced nursing practice at the master’s level according to established professional standards.
- Generalist nursing practice according to established professional standards. *
- Independent and collaborative practice in the provision of evidence-based nursing care for families, groups, and communities.
- Ongoing professional development and lifelong learning.
- A minimum of 80% of graduates will successfully pass the NCLEX-RN as first-time test takers within six (6) months of graduation. *

* *Specific to the Pre-licensure MSN track.*

School of Nursing Metaparadigm

A **metaparadigm** is a set of ideas that provide structure for how a discipline functions. The following five (5) **concepts** guide the School of Nursing’s beliefs, values and practices.

Nursing – Registered professional nurses diagnose and treat human responses to actual or potential physical and emotional health problems, through case finding, health teaching, health counseling, and provision of care that supports or restores life and wellbeing.

Health – Is a state of equilibrium that humans establish within themselves and between themselves and their social and physical environments. The attainment of the highest possible level of health for all persons is a goal that requires action by many sectors of society. Health is a basic human right (International Conference on Primary Health Care, 1978).

Environment – The environment consists of the aggregate surrounding conditions, which include social, cultural, economic, geographic, technological, and political factors that shape the health and life of humans. Humans continuously interact with the environment. This results in consequences which mutually affect global health and well-being.

Persons – Are unitary beings who experience the world as a whole and create meaning based on their experiences. Situated in time and space, humans’ biological, psychological, social, spiritual, and cultural attributes influence their development. They have rights and inherent dignity that must be respected.

Healing – Integrates physical, social, psychological, cultural, and spiritual aspects of being. Healing is focused on persons as a whole in the context of their environment.

MSN Student Outcomes

Graduates of the Montclair State University School of Nursing MSN program will:

- Design innovative nursing practices that recognize persons in the context of family and community, as full partners and the source of control in the provision of compassionate and coordinated care based on respect for preferences, values, and needs to improve health outcomes for diverse populations.
- Lead and participate in transdisciplinary teams, cultivating open communication, mutual respect, and shared decision-making to improve health outcomes for diverse populations.
- Integrate best current evidence and clinical expertise, with consumer and stakeholder preferences and values, to facilitate the seamless provision of services across the care continuum to improve health outcomes for diverse populations.
- Translate evidence into practice to design innovative interventions, lead change, and improve outcomes for diverse populations.
- Manage data to monitor care processes, design tests of change, and analyze outcomes to continuously improve system quality and safety and health outcomes for diverse populations.
- Use information technology to communicate, manage knowledge, minimize risk of harm, and support decision making to improve individual and system effectiveness to improve health outcomes for diverse populations.
- Engage in the development of policy initiatives that optimize health, advocate for social justice, ethical practice, and fiscal management to improve health outcomes for diverse populations.

The goal of the MSN degree program is to educate registered professional nurses, and those who will become registered professional nurses, at the master’s level. These nurses are prepared to use advanced knowledge and skills to translate evidence to practice and assume leadership roles to facilitate innovative, inter-professional teams to improve health outcomes for diverse populations in the context of family and community. This goal is congruent with that of Montclair State University and the School of Nursing.

Shared Governance

Student input is essential to continuously developing and improving School of Nursing programs. Various mechanisms are used to elicit student input. Electronic surveys and course evaluations are conducted each

semester. Students also participate in ad hoc groups focused on specific topics. In 2020, the School of Nursing Student Affairs Committee was established.

Individually, students may schedule meetings with the appropriate Program Director at any time. Students are invited to attend school meetings and serve as representatives to share their perspectives. The Dean meets with students one (1) time per semester. An exit survey at the end of the program, and the alumni survey also serve to improve the program using student input. The alumni survey is conducted one (1) and three (3) years' post-graduation.

Based on survey findings, analysis of ad hoc group findings, faculty input, and committee work, decisions are made to improve various aspects of the program. Students are informed of the decision and the underlying rationale along with aggregate data. Student and graduate feedback are shared at school meetings, especially during discussion of program modification.

The Master of Science in Nursing (MSN) Degree Program

Pre-licensure MSN Track

The Pre-licensure Master of Science in Nursing (MSN) track is designed for non-nursing college graduates who wish to enter the nursing profession.

Due to the full-time curriculum and intensity of this program, students are advised not to work outside the program. Any student who does undertake such employment must understand that the requirements of the program will NOT be altered to accommodate a work schedule.

Admission Requirements

- All official transcripts.
- Minimum of 3.0 GPA in undergraduate studies.
- A current resume is required with your application.
- Two (2) letters of recommendation from employers or past professors.
- A one-page personal statement. The personal statement should explain your reason for applying to the program, learning goals, and relevant professional experience.

Applicants must complete the following pre-requisite coursework:

- Anatomy and Physiology (8 Credits with lab)
- Microbiology (4 Credits with lab)
- Chemistry (3 Credits)
- Statistics (3 Credits)
- Human Growth & Development (3 Credits)
- Nutrition (3 Credits)

Prior to beginning clinical practica, all students are required to successfully pass a criminal background check and urine toxicology screening, which is performed by an external agency. Reports are sent confidentially to the School of Nursing. Fees will apply.

Post-licensure MSN Track

The Post-licensure Master of Science in Nursing (MSN) track prepares RNs, who hold a Bachelor of Science in Nursing (BSN), for advanced practice positions in administration, education, or clinical research.

Admission Requirements

- Completion of the online application.
- All official transcripts.
- Minimum of 3.0 GPA in undergraduate studies.
- A current resume is required with your application.
- Licensure as an RN in good standing or eligibility for RN licensure if a new graduate in New Jersey. New graduate nurses must successfully pass the NCLEX-RN within 6 months of matriculation.
- Two (2) letters of recommendation from employers or past professors.
- A one-page personal statement. The personal statement should explain your reason for applying to the program, learning goals, and relevant professional experience.
- Successful completion of an undergraduate statistics course within five (5) years of the first graduate level nursing course.

Post-licensure MSN Transfer Credit Guidelines

Upon admission to the Post-licensure MSN, students with prior graduate training may apply for transfer credits. As per The Graduate School policy, students can transfer a maximum of six (6) graduate-level credits into the MSN degree program; provided that the student received a B or better and that the course was taken within 10 years of the student's date of matriculation. Further information about transferring credits can be found in [The Graduate School's Policy Manual](#).

All transfer credits must be approved by the appropriate Program Director and processed by the Office of the Registrar. To transfer or waive a course, students are required to provide the Program Director and current instructor of the course with the syllabus of the equivalent course completed at a previous institution. Both the Program Director and course instructor must agree that the prior course is equivalent to that within the program. All transfer requests must be made at the time of matriculation, per the Policy Manual. Additional course waivers must be completed within the first semester of the student's enrollment.

RN to MSN Bridge

To qualify you must be a licensed registered nurse (RN) in New Jersey or eligible for RN licensure and hold a baccalaureate degree in a non-nursing discipline. Accepted students must demonstrate competency or complete up to four (4) undergraduate upper division nursing courses (13 credits) prior to full matriculation in the MSN program:

- NURS 340 – Informatics and Project Management (3 credits)
- NURS 350 – Evidence-based Practice (3 credits)
- NURS 410 – Leadership in Nursing (3 credits)
- NURS 432 – Population and Global Health: Didactic and Practicum (4 credits)

Admission Requirements

- Completion of the online application.
- All official transcripts.
- Minimum of 3.0 GPA in undergraduate studies.
- A current resume is required with your application.
- Licensure as an RN in good standing or eligibility for RN licensure if a new graduate. New graduate nurses must successfully pass the NCLEX-RN within 6 months of matriculation.

- Two (2) letters of recommendation from employers or past professors.
- A one-page personal statement. The personal statement should explain your reason for applying to the program, learning goals, and relevant professional experience.
- Successful completion of an undergraduate statistics course within five (5) years of the first graduate level nursing course. Statistics may be taken during the bridge or concurrently with the first graduate nursing course.

RN to MSN Bridge Transfer Credit Guidelines

As per The Graduate School policy, students can transfer a maximum of six (6) graduate-level credits into the MSN degree program or have a specific course waived; provided that the student received a B or better and that the course was taken within 10 years of the student's date of matriculation. Further information about transferring credits can be found in [The Graduate School's Policy Manual](#).

The School of Nursing recognizes adult experiential learning. A specific course may be waived based on portfolio review. Students should contact the appropriate Program Director at time of admission to determine if their experience applies to any of the required Bridge courses.

All transfer credits must be approved by the appropriate Program Director and processed by the Office of the Registrar. To transfer or waive a course, students are required to provide the Program Director and current instructor of the course with the syllabus of the equivalent course completed at a previous institution. Both the Program Director and course instructor must agree that the prior course is equivalent to that within the program. All transfer requests must be made at the time of matriculation, per the Policy Manual. Additional course waivers must be completed within the first semester of the student's enrollment.

Applicants who do not meet our GPA criteria may be considered for admission if other aspects of their application indicate strong potential for success in the program.

Application Process

For detailed instructions on how to apply for the Master of Science in Nursing (MSN) degree program, please refer to the 'How to Apply' (<https://www.montclair.edu/graduate/how-to-apply/>) webpage on The Graduate School website.

Upon receiving your required application materials, The Graduate School reviews your application for completion. When the application is complete, it is sent to the School of Nursing for review. Upon review of the application, the School of Nursing notifies The Graduate School of its recommendation for admission. The Graduate School notifies the prospective candidate of the decision via email and postal mail.

Please note: The \$60 application fee is not applicable to applicants of the MSN degree program.

Regulatory Requirements and Nursing Standards

The MSN program is built upon regulatory requirements, and professional standards including:

- *Code of Ethics for Nurses with Interpretation Statements, (American Nurses' Association [ANA], 01/2015)*
- *Nursing: Scope and Standards of Practice, (4th Edition, American Nurses' Association [ANA], 2021)*

- *Nursing's Social Policy Statement: The Essence of the Profession*, (American Nurses' Association [ANA], 2010)
- *Quality and Safety Education for Nurses (QSEN)*, <https://qsen.org/competencies/>
- *The Essentials of Master's Education in Nursing*, (American Association of Colleges of Nursing [AACN], 2011)
- *The New Jersey Board of Nursing*. www.njconsumeraffairs.gov/nur/Pages/default.aspx
- *World Health Organization, Global standards for the initial education of professional nurses and midwives. 2009.*

Commission on Collegiate Nursing Education Accreditation Status

The Montclair State University School of Nursing MSN degree program is accredited by the Commission on Collegiate Nursing Education (CCNE). Accreditation was received in November 2021. The next accreditation cycle will occur in 2025.

New Jersey Board of Nursing Statement

New Jersey Board of Nursing Requirements

The New Jersey Board of Nursing requires that all applicants to the Nursing Program be informed of the following:

- 13:37-1.11 – Any complaints regarding the program may be sent to the NJ Board of Nursing at 124 Halsey Street, Newark, NJ 07102.

The New Jersey Board of Nursing requires that applicants to the Pre-licensure Nursing Program be informed of the following:

- 13:37-1.8 (h) – Before an individual is admitted to a nursing education program, the program shall inform the individual that a criminal history background check is a prerequisite for licensure as a registered professional nurse or a licensed practice nurse.

Degree Requirements and Program Requirements

MSN Degree Requirements

- Successful completion of 35 credits (Post-licensure Track).
- Successful completion of 71 credits (Pre-licensure Track).
- Graduate students must maintain a GPA of 3.0. Failure to maintain a GPA of 3.0 will result in being placed on academic probation.
- A grade of “B-“ or higher is required for all nursing courses (prefix NURS).
 - A student is permitted to repeat only one (1) nursing course with a grade less than “B-“. The course may only be repeated once. If the student receives a grade less than “B-“ when the course is repeated, the student will not be permitted to progress in the program. The student will meet with their Academic Advisor and the Program Director to discuss other academic options.
 - If the student receives a grade of “B-“ or higher when the nursing course is repeated, the student may progress in the program. If the student receives a course grade less than a “B-“ in a subsequent nursing course the student will not be permitted to progress in the program. The student will meet with their Academic Advisor and the Program Director.

MSN Program Requirements

- Proof of CPR certification from the American Heart Association – BLS for Healthcare Providers.
- Proof of Professional Liability / Malpractice Insurance with a minimum coverage of \$1,000,000 / \$3,000,000 USD.
- Proof of current Health Clearance and Criminal Background Check, as per School of Nursing protocol.
- Standardized testing through Kaplan is used throughout the curriculum within individual courses and as a comprehensive review.*
- Students are required to take a departmentally approved NCLEX review course.*
- All requirements for the master’s degree must be completed within six (6) years of the date of matriculation, excluding any approved postponement/leave of absence.
- A letter of program completion shall be sent by the appropriate Program Director to the New Jersey Board of Nursing (NJBN) at the time the pre-licensure student has completed all program requirements and has submitted proof that they have applied to the Board of Nursing to take the NCLEX examination.*

* *Specific to the Pre-licensure MSN track.*

Math Competency Exam Policy

- A grade of 90% or higher is required to pass the Math Competency Exam.
 - Safe medication administration within the clinical setting is a required competency for NURS 501, NURS 601, NURS 602, NURS 603, NURS 606 and NURS 640.
 - Students who are unable to pass the exam will not be able to meet this mandatory course objective.
- The Math Competency Exam consists of 20 questions and students will be given one (1) hour to complete the exam.
 - The grade received on the first attempt will be the grade recorded and used to calculate the clinical grade.
 - Students will have three (3) opportunities to achieve a 90% or higher.
 - If a student fails to pass the exam after the third attempt, the student will be required to withdraw from the course. Students can only withdraw from any nursing course once. Any subsequent Math Competency failure will result in a course failure.
 - Students who achieve a grade lower than 90% on the exam are required to attend workshops and complete the mandated Kaplan review. Students who fail to remediate will be ineligible to take the subsequent exam and will be required to withdraw from the course.
 - Remediation will be required for all students who have withdrawn or failed the course before the course can be repeated.
 - Until students achieve a 90% or higher on the exam they will be unable to administer medications during clinical.

Pre-licensure Master of Science in Nursing Sample Curriculum (Cohort #2)

Curriculum Plan (2021 Admission)		
Course #	Course Title	Credits
Session 1 (Summer 2021)		
NURS 505	Advanced Pathophysiology	3
NURS 515	Advanced Pharmacology	3
NURS 525	Advanced Health Assessment	4
Session 2 (Fall 2021)		
NURS 501	Fundamentals of Professional Nursing	4
NURS 510	Information Technology	3
NURS 535	Genetics and Genomics	3
Session 3 (Winter 2022)		
NURS 500	Issues in Nursing	3
Session 4 (Spring 2022)		
NURS 502	Introduction to Care Coordination	3
NURS 520	Nursing Research	3
NURS 601	CCTM: Adults & Elderly	6
Session 5 (Summer 2022)		
NURS 604	Behavioral Health	6
NURS 606	Population & Global Health	6
Session 6 (Fall 2022)		
NURS 602	CCTM: Childbearing Family	6
NURS 603	CCTM: Children & Adolescents	6
Session 7 (Winter 2023)		
NURS 640	Capstone: Care Coordination	4
Total Program Credits		63

Pre-licensure Master of Science in Nursing Sample Curriculum (Cohort #3)

Sample Curriculum Plan (2022 Admission)		
Course #	Course Title	Credits
Session 1 (Summer 2022)		
NURS 505	Advanced Pathophysiology	3
NURS 515	Advanced Pharmacology	3
NURS 525	Advanced Health Assessment	4
Session 2 (Fall 2022)		
NURS 501	Fundamentals of Professional Nursing	4
NURS 510	Information Technology	3
NURS 535	Genetics & Genomics	3
Session 3 (Winter 2023)		
NURS 500	Issues in Nursing	3
Session 4 (Spring 2023)		
NURS 502	Introduction to Care Coordination	3
NURS 520	Nursing Research	3
NURS 601	CCTM: Adults & Elderly	6
Session 5 (Summer 2023)		
NURS 602	CCTM: Childbearing Family	6
NURS 603	CCTM: Children & Adolescents	6
Session 6 (Fall 2023)		
NURS 606		6
NURS 607	CCTM: Adults & Elderly II	6
Session 7 (Spring 2024)		
NURS 604	Behavioral Health	6
NURS 640	Capstone: Care Coordination	6
Total Program Credits		71

Post-licensure Master of Science in Nursing Curriculum

This track consists of four phases.

Phase One: Core curriculum. Students in all specialties enroll in these courses, which focus on research, health policy and information technology.

Course #	Course Title	Credits
NURS 500	Issues Affecting Health Care and Health Policy	3
NURS 510	Informatics and Data Management	3
NURS 520	Nursing Research and Evidence Based Practice	3

Phase Two: Indirect or direct care competencies based on specialty concentration. Indirect care competencies concentrate on aggregates, systems and organizations. Direct care competencies include coursework in physiology/pathophysiology, health assessment and pharmacology.

Direct Care (Nursing Education and Clinical Research Coordination)

Course #	Course Title	Credits
NURS 505	Advanced Pathophysiology	3
NURS 515	Advanced Pharmacology	3
NURS 525	Advanced Health Assessment	4
NURS 535	Genetics and Genomics	3

Indirect Care (Administration)

Course #	Course Title	Credits
MKTG 561	Applied Marketing Management	1.5
MGMT 561	Achieving Competitive Advantage	1.5
MGMT 562	Organizational Behavior	1.5
MGMT 565	Project Management	1.5
MGMT 566	Negotiation in the Workplace	1.5
MGMT 570	Strategic Human Resource Management	1.5

Phase Three: Specialty concentration. Coursework includes didactic and practicum experiences. The coursework prepares students for employment in the specific role and functional concentration.

Nursing Education

Course #	Course Title	Credits
NURS 600	Nursing Education: Assessment and Evaluation	3
NURS 610	Nursing Education: Curriculum Development	3
NURS 620	Nursing Education: Teaching Methods Seminar and Practicum	3

Nursing Research

Course #	Course Title	Credits
NURS 608	Research Ethics	3
NURS 618	Clinical Research Coordination	3
NURS 628	Special Topics in Clinical Research Trials	3

Nursing Administration

Course #	Course Title	Credits
NURS 605	Context of Healthcare for Nursing Leadership	3
NURS 615	Resource Utilization and Development	3
NURS 625	Program Planning and Evaluation	3
NURS 635	Strategic Management Practicum	4

Phase Four: Nursing Synthesis Capstone Project. This seminar and practicum experience is conducted with a faculty mentor and content expert in the student’s advanced practice specialty role and area of concentration.

Course #	Course Title	Credits
NURS 640	Nursing Synthesis Capstone Project	4

RN to MSN Bridge Curriculum

Accepted students must demonstrate competency* or complete up to four (4) undergraduate upper division nursing courses (13 credits) prior to full matriculation in the MSN program.

Course #	Course Title	Credits
NURS 340	Informatics and Project Management	3
NURS 350	Evidence-based Practice	3
NURS 410	Leadership in Nursing	3
NURS 432	Population and Global Health: Didactic & Practicum	4

* Competency is confirmed through successful completion of coursework or portfolio review by the appropriate Program Director.

Once students fulfill the baccalaureate nursing competencies, which form the RN to MSN Bridge, their status changes to full acceptance in the MSN program.

Nursing Major Course Descriptions

NURS 340: Information Technology and Nursing Practice (3 Credits)

This course introduces systematic application of information science and technology to the provision of person-centered care and leadership in health care systems. The use of information technology to evaluate programs of care, quality improvement initiatives, financial decision-making, and selection of patient care technology is explored. Ethical, regulatory, safety, and legal implications related to the use of information technology systems are examined. *RN to MSN Bridge only.*

NURS 350: Evidence Based Practice in Nursing (3 Credits)

This course focuses on the utilization of research to guide evidence-based practice. In this course, we will analyze the evolution and development of theories relevant to nursing clinical practice and the philosophical underpinnings and implications of theories. We will discuss the processes of identifying and conceptualizing a current nursing research problem and formulating testable hypotheses. The course emphasizes understanding various research designs and the qualitative and quantitative methods used to translate, apply, and evaluate new science. We will also discuss the leadership role of nursing in the participation in collaborative research; translation of research into practice; the evaluation of practice; and the improvement in outcomes of care based on evidence. The goal is for students to become intelligent consumers of research when advocating and treating clients from diverse backgrounds with unique needs. Additionally, the use of evidence-based practices helps you to focus on the ability to plan and provide patient-centered nursing care that contributes to safe and high-quality outcomes by using rigorous research methods. Emphasis is placed on the development of a scholarly approach to reading and analyzing research findings and the importance of using those findings in clinical practice. The goal is for students to become intelligent consumers of research. *RN to MSN Bridge only.*

NURS 410: Leadership in Nursing: Theory and Application (3 Credits)

This didactic course is designed to examine leadership from both theoretical and applied perspectives. Theories of leadership are examined to provide nurses skills needed to manage patient care, facilitate, educate, and participate in interdisciplinary teams within the complex health delivery system. Emphasis is placed on the nurse's role as a leader, stakeholder, and member of the interdisciplinary healthcare team in the provision of safe quality care according to established metrics. *RN to MSN Bridge only.*

NURS 432: Population and Global Health: Didactic and Practicum (4 Credits)

This didactic/clinical course explores the impact of population and global issues on the health of individuals, families, and communities. The role of the community health nurse is examined using principles of epidemiology, transcultural communication, environmental concern, health care management, and resource allocation. Levels of prevention are explored. Community assessment, epidemiological, environmental, change, political action, and case-management frameworks are used to guide evidence-based nursing care delivery to persons, families, and populations in a community setting. *RN to MSN Bridge only.*

NURS 500: Issues Affecting Health Care and Health Policy (3 Credits)

This course analyzes health care system issues, policies, and trends that impact nursing practice. Issues including reimbursement, pay for performance, capitation, quality, and safety are explored from historical, political and developmental perspectives. Conflicts that arise between economic and clinical priorities are examined. Trends, strategies, and mechanisms that enhance the delivery of high quality

nursing care will be discussed. The course will focus on these matters as they affect education and scope of practice.

NURS 501: Fundamentals of Professional Nursing (4 Credits)

This didactic and simulation laboratory course is designed to introduce professional nursing which is focused on caring, being whole, and being healed in specific contexts and relationships (Watson & Hills, 2011). Students are exposed to the conceptual model which describes nurses engagement in healing using the nursing process to diagnose and treat human responses to actual or potential physical, emotional, and spiritual health problems, through case finding, health teaching, health counseling, and provision of care that supports or restores life and well-being. The nurse's scope of practice, including independent and collaborative functions is examined. Students apply beginning nursing care skills for efficient, safe, compassionate, and person-centered care using simulation-based experiences. *Pre-licensure MSN Track only.*

NURS 502: Introduction to Care Coordination and Transition Management (3 Credits)

Care coordination and transition management are needed to produce optimal person centered outcomes, decrease the cost of care, and ensure the effective utilization of healthcare services. The person's treatment goal for treatment and its outcomes form the basis for team - based decision making. This course focuses on the use of care coordination and transition management from a nursing perspective within the interprofessional health care team. This course examines the functions of care coordination and transition management, the need for these services, common challenges, goals, philosophies, and guiding principles. The critical steps in the care coordination process are introduced in relation to outcomes for providers, members, and payer organizations. *Pre-licensure MSN Track only.*

NURS 505: Advanced Pathophysiology (3 Credits)

This course systematically investigates the disruption to normal functions of cells, tissues, organ systems, and individual's ability to function caused by disease and injury. Advanced practice nurses understand the connection between signs and symptoms various conditions related to the alteration in normal physiology. This course analyzes the mechanism(s) of production of the symptoms and signs of different disease syndromes. Students understand the mechanism(s) underlying the disease and its clinical manifestations to assist in the development of therapeutic planning. Appropriate screening and diagnostic laboratory evaluative methods are explored.

NURS 510: Informatics and Data Management (3 Credits)

This course uses and evaluates information systems, technology and patient care technology supportive of clinical and administrative decision-making. There is a focus on technology relevant to patient care, care systems, and quality improvement. Data management topics to be explored include identified outcomes linked to measures, variables, and data sources. Additional topics include the collection of data for the purpose of measuring outcomes; appropriate statistical methods for determining the outcomes; and a meaningful presentation of outcomes that addresses the concerns and questions of key stakeholders.

NURS 515: Advanced Pharmacology (3 Credits)

This course prepares advanced practice nurses' to accurately describe, administer, and counsel individual's safe medication regimens. Medication prescriptive authority within scope of practice is examined. Pharmacologic principles, pharmacokinetics, mechanism of action of frequently prescribed

drug classes will be discussed in relation to physiologic systems. Drug seeking, substance abuse, diversion, and issues of polypharmacy for particular populations are explored.

NURS 520: Nursing Research and Evidence Based Practice (3 Credits)

This course is designed to provide advanced practice nurses' the skill to use research evidence in decisions related to clinical practice. Students formulate practice-based questions, search databases to identify evidence, and evaluate the quality of research. Students examine the application of the evidence in clinical practice to improve the provision and quality of care. Ethical considerations in conduct of research and practice change are explored.

NURS 525: Advanced Health Assessment (4 Credits)

The course presents the theoretical and clinical principles of advanced health assessment. Emphasis is placed on the physical, psychosocial, and cultural assessment skills necessary for developing a comprehensive database, clinical decision making, and diagnostic reasoning. Application of advanced health assessment skills necessary for performing a comprehensive physical examination of individuals within the context of family and community across the lifespan are explored. A plan of care is developed based on the nursing process.

NURS 535: Genetics and Genomics (3 Credits)

This course explores the field of genetics and genomics and implications for advanced nursing practice. Knowledge of genetics and genomics is essential for healthcare providers in evaluating needs of individuals and families. The course will review principles of molecular biology in relation to the clinical basis of human genetics and genomics in the provision of clinical care for persons and families across the healthcare continuum.

NURS 600: Nursing Education: Assessment and Evaluation (3 Credits)

This course assesses theories and strategies of measurement and evaluation as they apply to nursing education. Theories of measurement and evaluation are combined with outcomes based approaches to promote safe, effective professional nursing practice. *Post-licensure MSN Track (Nursing Education) only.*

NURS 601: Care Coordination for Adults and Elderly: Didactic and Practicum (6 Credits)

This didactic and practicum course examines the provision of culturally congruent person and family centered nursing care for adult and elderly populations across the health illness continuum. This course focuses on the nurse's role providing and coordinating health promotion, disease and injury prevention, risk reduction, restoration of health, management of acute and chronic illnesses, and end of life care. Emphasis is placed on the provision of safe, quality nursing care that maximizes transprofessional communication and outcomes using best evidence for practice. Consideration is given to ethical, legal, spiritual, psychosocial, lifestyle, and cultural factors that influence healthcare decisions among diverse populations. Calculation and administration of medications, aseptic technique, therapeutic communication, and patient education are prioritized in this course to maximize safety and quality outcomes. *Pre-licensure MSN track only.*

NURS 602: Care Coordination: Childbearing Family (6 Credits)

This didactic and practicum course provides students with the knowledge required to assess risk, develop, implement, and evaluate plans of care across the health-illness continuum for culturally diverse

childbearing families during prenatal, intrapartum, and postpartum periods. Students critically consider the implications of physiologic, genetic, economic, technological, cultural, nutritional, and environmental factors on childbearing and reproductive health. Health promotion, disease, injury prevention, risk reduction, restoration of health, and end of life issues are examined from a local and global perspective. Students apply best evidence to develop nursing diagnoses, plan, implement, and evaluate therapeutic interventions during the prenatal, intrapartum and postpartum periods. Safety in the calculation and administration of medications, aseptic technique, therapeutic communication, teaching learning, ethical, legal, spiritual, and psychosocial processes are explored. *Pre-licensure MSN Track only.*

NURS 603: Care Coordination for Infants, Children, and Adolescents: Didactic and Practicum (6 Credits)

This didactic and practicum course examines the continuum of health and illness among infants, children, and adolescents within the context of family and community. The nurse's role as a member of the transprofessional team providing and coordinating health promotion, disease and injury prevention, risk reduction, restoration of health, and palliative care is explored. Students critically consider the implications of physiologic, genetic, economic, technological, cultural, nutrition, and environmental factors that influence infants, children, and adolescents' health. Consideration is given to the unique ethical, legal, spiritual, psychosocial, and cultural factors that influence nursing care for pediatric populations. *Pre-licensure MSN Track only.*

NURS 604: Care Coordination for Family Centered Behavioral Health: Didactic and Practicum (6 Credits)

This didactic and practicum course examines the provision of culturally congruent family centered psychiatric mental health nursing care for children, adolescents, adults, and the elderly in the context of family and community. The nurse's role providing and coordinating health promotion, disease prevention, risk reduction, restoration of health, acute, and chronic disease management is explored. Students examine factors that contribute to development, expression, and alteration in mental health, including genetics, brain function, developmental level, social, and physical environments. Students apply best evidence to the nursing process to maximize transprofessional communication, safety, and outcomes. Safety in the calculation and administration of medications, therapeutic communication, and family centered education are prioritized. Consideration is given to ethical, legal, spiritual, psychosocial, physical, lifestyle, personal preferences. *Pre-licensure MSN Track only.*

NURS 605: Context of Healthcare for Nursing Leadership (3 Credits)

This course examines the scope and status of professional roles and responsibilities of nurses prepared to assume accountability for quality care outcomes; navigate and integrate care services across the healthcare system; collaborate with and build trans-professional care teams; design innovative nursing practices; and facilitate the translation of evidence into practice. This course focuses on personal leadership, associated skills, and knowledge to practice in a leadership capacity. Course activities focus on understanding the forces driving the contemporary and continuously changing healthcare environment. *Post-licensure MSN Track (Nursing Administration) only.*

NURS 606: Population and Global Health: Didactic and Practicum (6 Credits)

This didactic/clinical course explores the impact of population and global issues on the health of individuals, families, and communities. The role of the community health nurse is examined using principles of epidemiology, transcultural communication, environmental concern, health care

management, and resource allocation. Levels of prevention are explored. Community assessment, epidemiologic, environmental, change, political action, and case-management frameworks are used to guide evidence-based nursing care delivery to persons, families, and populations in a community setting. *Pre-licensure MSN Track only.*

NURS 607: Care Coordination for Adults and Elderly II: Didactic and Practicum (6 Credits)

This didactic and practicum course is designed to further develop the student’s attainment of the understanding of the role of the Professional Nurse as Care Coordinator, by utilizing culturally congruent person and family centered nursing care for adult and elderly populations across the health illness continuum. This course focuses on the nurse’s role providing and coordinating health promotion, disease and injury prevention, risk reduction, restoration of health, management of acute and chronic illnesses, and end of life care. Emphasis is placed on the provision of safe, quality nursing care that maximizes transprofessional communication and the ability to function as an active member of the interdisciplinary health care team. Students continue to develop their knowledge to provide safe, evidenced-based care. Students will participate in simulation and clinical practice. *Pre-licensure MSN Track only.*

NURS 608: Research Ethics (3 Credits)

This course will examine the ethical conduct of research. Ethical issues that researchers may encounter are discussed in relation to utilization of applicable guidelines. Topics include data fabrication, data falsification, plagiarism, conflicts of interest, data management, collaborative research, authorship and publication, peer review, animal experimentation, and human subject’s research. The course is designed to meet NIH requirements for training in the responsible conduct of research. *Post-licensure MSN Track (Nursing Research) only.*

NURS 610: Nursing Education: Curriculum Development (3 Credits)

The process and elements of curriculum development needed for the role of educator in academic and clinical settings are explored. Factors related to content and organization of curricula are examined. Students design and evaluate a curriculum appropriate for use in academic or clinical settings. Curriculum frameworks, philosophies, objectives, and course content essential to health care education are explored. Legal and ethical issues affecting curriculum development are examine. *Post-licensure MSN Track (Nursing Education) only.*

NURS 615: Resource Utilization and Development (3 Credits)

This course examines nursing’s contribution to revenue and financial stability of healthcare systems. Students are introduced to the budgeting process, personnel allocation, staff development, and other financial aspects of the healthcare system. The role of the nurse leader related to resource utilization is explored. *Post-licensure MSN Track (Nursing Administration) only.*

NURS 618: Clinical Research Coordination (3 Credits)

This course will examine the knowledge and skills necessary for managing a research study or program that is compliant with the protocol, federal regulations, and institutional policies. Topics include ethical conduct of research, roles and responsibilities, defining and identifying health disparities, and working with the Institutional Review Board. Informed consent, adverse events and protocol deviation are explored. Quality assurance, grant management, and budget reporting are examined. Students are prepared to collect data, develop strategies of participant recruitment and retention, and staff management. *Post-licensure MSN Track (Nursing Research) only.*

NURS 620: Nursing Education: Teaching Methods Seminar and Practicum (3 Credits)

This didactic and practicum experience will engage instructional strategies to enhance interdisciplinary learning experiences in health professions education. Instructional methods will include collaborative educational models, small and large group teaching, team-based, interactive and experiential case-based learning. Techniques will include the use of simulation, bedside teaching with a focus on educator behaviors that enhance learner's success. Participants will integrate technology into instruction to develop health professions curricula, which affect the learning environment. Practicum experience will engage the student to effectively plan for the use of the instructional technology. Evidence of participants' knowledge and application of course topics will be captured in a professional portfolio. *Post-licensure MSN Track (Nursing Education) only.*

NURS 625: Program Planning and Evaluation (3 Credits)

This course focuses on the leadership role of the nurse administrator in program planning and evaluation. Students examine the social, cultural, environmental, political, and economic contexts of health promotion and illness prevention policies and programs. Characteristics of effective interventions are explored. The process of planning, implementing, and evaluating health promotion programs in a variety of settings will be examined from a nursing perspective. Proposals for health promotion or illness prevention programs with an evaluation plan will be developed. *Post-licensure MSN Track (Nursing Administration) only.*

NURS 628: Special Topics in Clinical Research Trials (3 Credits)

This course examines clinical research trial coordination from a variety of perspectives including business, pharma, federal regulations, and social justice. Topics to be explored from these various perspectives include challenges for data quality, project management, risk evaluation, electronic recruitment, fraud, data security, and contract negotiations. *Post-licensure MSN Track (Nursing Research) only.*

NURS 635: Strategic Management Practicum (4 Credits)

Students explore dimensions of leadership, knowledge and skills required to fulfill the role of nurse leader. Leadership styles and self-assessments are explored to create a professional development plan. Mentoring in a practicum experience affords opportunities to cultivate requisite interpersonal, leadership, advocacy, and planning skills necessary for the nurse administrator. *Post-licensure MSN Track (Nursing Administration) only.*

NURS 640: Nursing Synthesis Capstone Project (4 Credits)

Synthesizing concepts from prior coursework, students will immerse in the concentration area and develop a portfolio that demonstrates competency in the Master's Essentials (AACN, 2011). This is a precepted field experience, guided by an expert in the concentration and a University faculty member. Students will complete both the didactic component and 90 practicum hours. *Post-licensure MSN Track only.*

NURS 641: Nursing Synthesis Coordination Capstone (6 Credits)

Synthesizing concepts from prior coursework, students will immerse in care coordination and transition management and generalist nursing practice to demonstrate competency in the Master's Essentials (AACN, 2011). Students will complete both the didactic component and 90 practicum hours. The clinical immersion program consists of a series of structured learning experiences designed to promote transition

from the student to the first professional nursing role. Students provide nursing care in structured health care settings to individuals and groups as fully integrated members of the health care team. *Pre-licensure MSN Track only.*

Indirect Care Course Descriptions (Feliciano School of Business)

MKTG 561: Applied Marketing Management (1.5 Credits)

Strategic marketing management to maximize long-term customer value and company profits is an essential skill for managers in every corporate function, industry sector and country. Students will learn managerial concepts and implementation of segmentation, targeting, and positioning strategy, managing product, price, distribution, and promotion strategies through product life cycle stages, in competitive physical and digital marketplaces. Students will gain experience in analyzing situations that marketing managers encounter in managing marketing functions in modern organizations focusing on customer analysis, competitive analysis, and the analysis of return on marketing investments.

MGMT 561: Achieving Competitive Advantage (1.5 Credits)

This course provides students with a basic understanding of competitive strategy and the role of a general manager in an organization. The focus of this course is on strategy at the business level and how firms achieve a competitive advantage in head-to-head competition with rivals in the same industry. It provides a rigorous examination of the tools of strategy analysis. The course is application oriented and integrative in nature, emphasizing the linkages among the various functional areas of an organization. The course focuses on developing student skills in analytic thinking, international business considerations, Presentation development, teamwork and leadership. This is accomplished by student teams analyzing an industry and global companies based on the academic principles in the text and lectures.

MGMT 562: Organizational Behavior and Team Leadership (1.5 Credits)

Organizational behavior is the scientific study of human work behavior at the individual, interpersonal, team and organizational levels. The field of organizational behavior borrows many concepts and methods from the behavioral and social sciences, such as psychology, sociology, political science, and anthropology. As a result, issues and topics touching on many academic disciplines may become the subject of study in the field of organizational behavior. Emphasis of this course is on the development of interpersonal competencies to allow individuals to effectively work as managers or professionals in the rapidly changing, team-oriented, culturally diverse and technologically integrated global climate facing modern organizations. Topics include personality and attitudes, perception and attribution, motivation, communication, work stress, team dynamics, leadership, decision making, ethics, job and organization design, conflict management, organizational culture and politics, and organizational change.

MGMT 565: Project Management (1.5 Credits)

This is an introductory course to project management with an emphasis on Project Management Institute's latest Project Management Body of Knowledge (PMBOK® Guide), strategic alignment with organizational objectives, agile principles as applied in project management, and contemporary development in global and virtual project management. Throughout this course, we will introduce project examples from a wide variety of industries and functions including information technology, marketing, organization capability enhancement, training, etc.

MGMT 566: Negotiation in the Workplace (1.5 Credits)

This course will examine the fundamentals of negotiating within today's business world. Topics include both distributive and integrative bargaining. Additionally, time will be spent on facilitating the best practices for communication.

MGMT 570: Strategic Human Resource Management (1.5 Credits)

This course examines how managers can utilize modern Human Resource practices in order to improve company performance and efficiencies. Topics include staffing for quality, outsourcing, use of core and contingent workforce, managing workforce commitment and performance, legal issues, managing careers, and reward systems.

Course Delivery

Pre-licensure MSN track courses are offered using face-to-face, hybrid, and online modalities. Courses with a clinical component will require attendance at the Simulation Center and/or clinical practicum site. Courses are offered during the fall, spring, winter, and summer semesters for this track.

The Post-licensure MSN track is an Online Program (ONP). Courses are offered using CANVAS, the electronic learning management system (ELMS) of Montclair State University. Clinical practicum experiences are face-to-face at the clinical agency. Courses are offered during the fall, spring and summer semesters for this track.

RN to MSN Bridge courses are offered using online modalities. Courses with a clinical component require attendance at the clinical practicum site. Courses are offered during the fall, spring and summer semesters for this track.

Orientation

Orientation is offered to all incoming students at the beginning of each semester. Students are expected to attend both the Montclair State University and School of Nursing orientations. Accepted students will be notified of the scheduled dates electronically.

Communication

Students will be assigned a Montclair State University email account. It is this account through which all electronic communications will be transmitted. Students are expected to check this email a minimum of three (3) times per week for communications.

Course requirements will be communicated through Canvas and/or the student's Montclair State University email account.

Emergency Alert System

All students are strongly encouraged to sign up for Montclair State University's emergency alert system—Rave Mobile Safety. Information regarding campus emergencies and closings due to weather will be sent via text message to your mobile telephone and/or via email to an email account.

To sign up for Rave Mobile Safety, visit the [Emergency Information](#) website.

Inclement Weather Procedures

Practicum faculty will provide students with information on the first day of practicum regarding procedures in the event of severe inclement weather.

Academic Advisement

Each nursing student is assigned a School of Nursing faculty member for Academic Advisement. Students are responsible for meeting with their Academic Advisor to discuss their academic status and progression in the nursing program. Students are expected to contact their Academic Advisor at the beginning and end of each semester.

Students in the RN to MSN Bridge are expected to meet with their Academic Advisor prior to course registration to customize their program plan based on credits transferred and required courses for degree completion.

Grading Policies

As per Section V of The Graduate School Policy Manual, available grades are A, A-, B+, B, B-, C+, C, C-, F, IN (Incomplete), IP (In Progress), NC (No Credit), and AU (Audit). “D” grades are not available for graduate students. Courses in which a graduate student receives an “F” cannot be repeated absent a special case with extenuating circumstances (exceptions are decided by the Program Director). GPA is based on all the courses in the program of study; prerequisite courses and courses transferred from other institutions are not included in the GPA calculation.

Courses in the School of Nursing will be graded according to the following scale:

Letter Grade	Percent Grade
A	100-94%
A-	93-90%
B+	89-87%
B	86-84%
B-	83-80%
C+	79-77%
C	76-74%
C-	73-70%
F	69%

Grades of “D” are not available for any courses taken by a graduate student.

Available letter grades for graduate-level courses:

Letter Grade	Number Grade
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
F	0.0

Repeating a Course with an “F” Grade in a Master’s Program

Students who receive a grade of “F” in a course are not permitted to repeat that course. The Program Director, at their discretion, can make exceptions in special cases and under extenuating circumstances. Permission will be granted only with the written approval of the Program Director through a form located in the current students section of The Graduate School website. The decision will be forwarded to the College/School Dean and to the Graduate School. The original “F” grade can then be removed from the GPA calculation and replaced with the new grade.

Incomplete (IN) Grades

As per Section V of the Policy Manual, the grade of “Incomplete” (IN) is offered at a professor’s discretion following a student’s request for the IN grade by the last day of class. An IN grade indicates that a final grade is being withheld until the student completes the required work as set forth by the professor in the “Contract for an Incomplete Grade” form.

For the IN grade to be removed, students are responsible for completing their work by the following dates:

- February 15 for IN grades assigned for the previous fall and/or winter semesters.
- June 30 for IN grades assigned for the previous spring semester.
- October 15 for IN grades assigned for the previous summer semester.

If there is reason to extend the deadline for an IN grade removal, it is the student’s responsibility to initiate this extension by first speaking with the course instructor and appropriate Program Director. Subsequently, a Request of Extension of an Incomplete Grade will be submitted to the Office of the Registrar. The instructor and appropriate Program Director and Dean must sign this request.

Academic Progression

The School of Nursing’s **Student Progression Committee** will review the academic record of any student who may be placed on academic probation or receives an unsatisfactory grade in a given semester as follows:

- A grade lower than “B-” in one (1) or more nursing major courses.
 - Matters of personal concern to the student will be considered by the School of Nursing’s Student Progression Committee in their review.
 - Committee actions may include student probation, suspension, or dismissal from the nursing program and the University. The Committee will recommend a decision regarding probation, suspension, or dismissal.
 - Appeals may be initiated in accordance with the Appeals Policy (Section C.3 Formal Resolution Procedure) of the University Grievance Procedure.

Graduate nursing students must maintain a 3.0 overall cumulative GPA in order to progress in the nursing program. Students may be placed on academic probation if their cumulative GPA falls below 3.0. A student on academic probation is no longer in good academic standing and the student’s eligibility to continue studies in the nursing program is in question.

A student may remain on academic probation for no more than one (1) semester. Failure to raise the GPA to the minimum cumulative standard of 3.0 during a student’s semester on academic probation may result in dismissal from the nursing program.

A student on academic probation may not register for more than 6 credit hours in a fall or spring semester. If a student does not raise their GPA while on academic probation, they are placed on academic suspension. *

** Please refer to Pg. 36 for more information on academic probation and suspension.*

Evaluation and Remediation Procedures

Student performance and progress are evaluated by the program faculty every semester. Evaluation of each student considers a number of indicators, including course grades, performance in practicum, and level of professionalism exhibited in all program-related activities.

Students whose evaluations are satisfactory will be permitted to continue their matriculation in the program. Certain circumstances may result in an unsatisfactory evaluation and warrant a conference with the student's Academic Advisor and a remediation plan, including, but not limited to:

1. If a student's GPA has fallen below 3.0 (in line with Graduate School policies on academic probation and dismissal).
2. If a student has received an F or incomplete grade in a course
3. If the program faculty have concerns about a student's readiness for progression

If a remediation plan is needed, the student and Academic Advisor will meet to identify a course of action, which could include:

1. Making up missing coursework
2. Repeating a particular experience (e.g., course, practicum)
3. Increasing supervision or field work experience
4. Modifying the student's coursework program to take fewer courses per semester or add courses needed to strengthen competence
5. Seeking a leave of absence

The student and Academic Advisor will document the remediation plan, which will specify the date by which the remediation plan must be completed. The Academic Advisor will forward the remediation plan to the student's program director for approval. After the remediation plan deadline, the student's progress toward satisfying the conditions of the remediation plan will be re-evaluated by the Academic Advisor, in consultation with the Program Director, who will notify the student of their decision in writing.

Depending on the student's progress toward completing the remediation plan, there are four possible decisions:

1. Determine that concerns about the student's performance and professional competence no longer exist. The student is permitted to continue in the program.
2. Create an updated remediation plan and a new re-evaluation date
3. Counsel the student to voluntarily withdraw from the program
4. Dismiss the student from the program

Grade Grievance Procedures

Goals and Objectives

- To ensure for every student who feels aggrieved a formal procedure to guarantee due process.
- To ensure equitable treatment for all parties concerned and protect the rights of individuals.

- To ensure academic freedom as well as academic quality.
- To ensure remedy within a reasonable period of time.

Informal Resolution Procedure

It is the responsibility of any student wishing to pursue an academic grievance involving a faculty member to first discuss the matter privately with the professor involved. In the event that the student is unable to contact the professor within a two-week period, an appointment should be arranged through the departmental secretary for the first time available. The initiation of the student grade grievance must take place within three weeks from the beginning of the next regular (Fall or Spring) semester.

Should the meeting fail to accomplish a resolution between the student and the faculty member, the student should arrange a private conference with their Academic Advisor. The Advisor must notify in writing the faculty member involved that a meeting has been arranged between the Advisor and the student. Following the conference with the student, the Advisor must meet privately with the faculty member to discuss the problem and attempt to resolve the conflict.

Should the grievance still not be resolved, it must be reported to the appropriate Program Director. The Program Director should attempt to resolve the problem informally, meeting separately or jointly with the individuals involved. The Program Director should prepare a written evaluative statement concerning the student-faculty conflict. All concerned parties and the Dean must receive a copy of the Director's statement within four (4) weeks from the beginning of the regular (Fall or Spring) semester.

The Dean will meet separately or jointly with the individuals involved. The Dean will prepare a written evaluative statement concerning the student-faculty conflict. All concerned parties must receive a copy of the Dean's statement within eight (8) weeks from the beginning of the regular (Fall or Spring) semester.

If the conflict is still not resolved, the Dean must notify the Vice Provost for Academic Affairs in writing of the unresolved grievance and must forward all paperwork to the Associate VPAA within one (1) week of the issuance of the Dean's statement. Both parties to the grievance must be apprised of this action. The Associate Vice Provost shall decide whether the institution of a formal grievance is warranted. If a formal grievance is deemed warranted, a grievance committee must be convened.

Formal Resolution Procedure

The Grievance Committee shall be composed of one faculty member from each College/School, appointed by the Dean of that College/School. Each faculty member shall be a voting member of the Committee. A representative from the Office of the Vice President of Academic Affairs will convene the Committee, chair the meetings, but will have no vote. Additionally, a representative from each of the following bodies shall hold non-voting, observer status on the Committee: the Office of the Dean of Students, and a graduate and undergraduate student. The Student Government Association will select an undergraduate student to serve as the representative, and The Graduate School will aid in identifying a graduate student to serve as the student representative. The Grievance Committee must be convened within two weeks after receipt of the paperwork from the Dean of the College/School.

A new committee will be selected each year.

The faculty member involved may appoint one advisor to be present during committee hearings. The aggrieved student may also bring an advisor to the hearings.

If any committee member has a direct personal relationship with any individual(s) involved in a particular case, the committee member must disqualify him/herself from serving on the committee while the case is

being heard. If the impartiality of a committee member is questioned, the committee itself must reach a decision as to the continuance of the individual so questioned. If a member is disqualified, another individual from the same constituency shall be appointed to serve in his or her place.

Grievance Committee Procedure

The Grievance Committee will hold hearings in two (2) steps. In the first step, the complainant will present the relevant charges and the complainant and the individual charged will present relevant evidence in support of their respective positions and ask questions of the other party. In the second step, members of the Grievance Committee only will deliberate leading to a recommendation to be forwarded to the Vice President for Academic Affairs.

In advance of the hearing, the Chair of the Grade Grievance Committee shall notify the grievant, the individual charged with the unfair practice and the members of the committee of the time and place of the hearing, specification(s) of the complaint, composition of the committee and the right of the individual charged to be accompanied by an advisor. The advisors to the student and faculty member may be present when charges and evidence are presented to the committee.

At any hearing, all parties with the exception of advisors may question witnesses.

All committee hearings shall be confidential; witnesses shall be excluded except for the period of their questioning.

The report and recommendation of the committee shall be in writing, including the committee's rationale for its decision and any dissenting opinion(s). Only those committee members who have heard all testimony and evidence in a given case may vote on a committee's recommendation. Class schedules of students and faculty members must be accommodated when setting committee meetings.

If the committee finds in favor of the student, the committee's report and recommendation shall be forwarded to the Vice President for Academic Affairs of the University after completion of the hearing, and copies shall be provided to all parties of the complaint. If the committee finds in favor of the faculty member and no appeal to the committee's decision is filed within the specified time period, (see 3a below) the committee shall destroy all documents pertaining to that particular case.

Appeal Process

If any parties to the complaint are not satisfied with the recommendation of the Grievance Committee, they may submit an appeal in writing to the Vice President for Academic Affairs. Such an appeal must be filed within five (5) calendar days after receipt of the recommendation of the Grievance Committee.

Such an appeal to the Vice President for Academic Affairs shall be based upon: a contention that committee procedure may have had a prejudicial effect on the outcome of the report and recommendation; the discovery of new information after the committee hearing which may have an effect on the outcome of the hearing; and the belief that the committee recommendation was unsubstantiated by the evidence and documentation presented.

The Vice President for Academic Affairs of the University shall weigh all evidence and recommendations and render a final written recommendation of the matter after the expiration of the five-day waiting period. All parties to the grievance must receive copies of the Vice President's recommendation.

If the Vice President is in agreement with the committee's findings in favor of the faculty member, the Vice President must destroy all documents pertaining to that case. If, however, the Vice President for Academic Affairs finds in favor of the student, a recommendation for change of grade should be made by

the Vice President to the faculty member. A copy of this recommendation should go to the Chairperson of the Department, the Dean of the College/School, and the Dean of Students. All procedural actions must be completed within the semester they are initiated.

Department Chairs, Deans, Vice Presidents, etc. should not attempt to discuss or resolve any grade grievance unless the above procedure has been faithfully adhered to.

Note: No individual involved in the appeal process should hear, initiate, or attempt to resolve a grade grievance unless the Grade Grievance Procedure, obtainable at Department Chair's offices or at the Office of the Dean of Students, has been properly followed.

Academic Probation and Dismissal

As stated in Section V of the Policy Manual, nursing students must maintain a GPA of 3.0 or higher. Otherwise, they will be placed on academic probation.

A student placed on academic probation must raise their GPA to at least a 3.0 by the time an additional six (6) credits of coursework are completed. The student may take up to two semesters from the date of notification of probation. If the GPA is not raised to 3.0 in that period, the student may be dismissed from the program via a case-by-case review process led by The Graduate School in consultation with the appropriate Program Director.

A grade of "B-" or higher is required for all nursing courses (prefix NURS).

A student is permitted to repeat only one nursing course with a grade less than "B-". The course may only be repeated once. If the student receives a grade less than "B-" when the course is repeated, the student will not be permitted to progress in the program. The student will meet with their Academic Advisor and the Program Director to discuss other academic options.

If the student receives a grade of "B-" or higher when the nursing course is repeated, the student may progress in the program. If the student receives a course grade less than a "B-" in a subsequent nursing course the student will not be permitted to progress in the program. The student will meet with their Academic Advisor and the Program Director.

In the event of a decision to make an exception and withhold dismissal, students will be provided with special conditions for continuing in the program.

Leave of Absence

Students are eligible for one (1) leave of absence during the entirety of the program. The leave of absence will be excluded from the time limit for completion of the graduate program. Prior to contacting The Graduate School, the student will formally notify the appropriate Program Director and their Academic Advisor.

Requests for a leave of absence must be submitted online to The Graduate School by the end of the second week of the semester. The student will receive confirmation of the leave of absence from The Graduate School. Students are not required to disclose the reason for requesting a leave of absence. The leave of absence policy applies only to students who have matriculated and cannot be used in lieu of a request to postpone matriculation. The leave of absence will not be granted retroactively. It is the student's responsibility to officially withdraw from courses in which they are registered. Students will be

held responsible for all tuition and fees incurred for registered courses. An approved leave of absence will typically last up to a 15-week semester.

Please note: Montclair State University also has a medical leave policy administered by the Office of the Dean of Students. Prior to contacting the Dean of Students, the student should notify the appropriate Program Director and their Academic Advisor.

Withdrawal Policies

Voluntary Withdrawal

A student choosing to withdraw from the program should contact the appropriate Program Director and their Academic Advisor. The student will then submit the appropriate withdrawal form to The Graduate School. The Graduate School will then change the student's status, terminate the student's matriculation and send a letter to the student confirming the withdrawal. A copy of the confirmation will be sent to the Program Director. It is the student's responsibility to officially withdraw from any courses in which they are registered. Students will be held responsible for all tuition and fees incurred for registered courses.

Withdrawal after Failing to Register for Two Semesters

Failure to register and maintain continuous matriculation will not be considered as a leave of absence. Failure to register for either a credit-bearing course or the continuous-matriculation course for two consecutive semesters will be considered as a withdrawal from the graduate program. The Graduate School will change the student's status and send an official notification to the student confirming the withdrawal.

Readmission after Withdrawal

Students who have withdrawn voluntarily or who were withdrawn due to failure to register will have to apply for readmission and pay an application fee, with no guarantee that the student will be readmitted into the program. Students who are readmitted after withdrawal will be given readmit status. This means that all previous semesters, including the non-registration semester(s), will be counted toward the time for completing the graduate program and that any previously granted leave of absence will count toward the total of permissible leaves of absence. Upon readmission, The Graduate School, in consultation with the program faculty, will inform the student of the time requirement for completion of the program.

Separable vs. Inseparable Offenses

Separable offenses result in the nursing student being permanently dismissed from the program. These types of offenses include unprofessional, unsafe, and/or unethical behaviors and criminal acts in and outside of the clinical or school environment. Students who are found to have committed a separable offense may not return to the School of Nursing.

Inseparable offenses such as failure of a course or plagiarism will result in academic probation, and repetition of a failed course or clinical practicum.

Accommodations Due to Disability

At the start of each semester, students are responsible for requesting a memorandum from the [Office for Students with Disabilities](#) to notify faculty of their requested individual accommodations.

Clinical Practicum Participation

Students are required to successfully complete all clinical experiences. Clinical experiences are arranged by the Program Director and Clinical Placement Coordinator with clinical agencies with whom Montclair State University has a current contract or memorandum of understanding.

Students are expected to complete all agency orientation requirements prior to entry into the agency.

All required documentation will be provided to the student at the time the assignment is made.

Requirements in Preparation for the Clinical Practicum

A minimum of six (6) weeks prior to the start of the semester in which the student is enrolled in a course with clinical requirements, documentation is submitted to the School of Nursing, which includes:

Criminal Background Check

- Clinical agencies with which the School of Nursing maintains contracts for the provision of clinical learning experiences mandate that students who interact with their patients meet and adhere to the same standards that apply to clinical agency professional staff. Students are required to undergo a criminal background check prior to participating in clinical experiences. The criminal background check is conducted by a specific third-party external vendor. Criminal background checks from any other source will not be considered. The student is responsible for costs associated with completion of a criminal background check.
- A criminal background report containing a criminal history not acceptable to the clinical agency may result in a student not being accepted into or being dismissed from a clinical learning experience per clinical agency standards. It is solely the responsibility of the student to maintain qualification for entry into and continuance in the clinical learning experience.
- The results of the criminal background check report will be shared with the clinical agency prior to the beginning of each semester by the School of Nursing.
- The inability to participate in clinical learning from one (1) or more agencies due to clinical agency rejection or dismissal will result in the student's inability to complete program course requirements. Failure to complete course requirements will result in course failure and dismissal from the nursing program.
- If a student finds the criminal background check has errors, it is the student's responsibility to dispute and correct the error prior to the first day of the semester. The student is responsible for all costs associated with the dispute. In the event that a criminal history report is in dispute, the report remains on the student's record until the University is notified of a resolution of the dispute warranting removal of the notation.
- An eleven-panel drug screen as required by the clinical agency. This is administered through a third-party external vendor. The student is responsible for the cost of these services.

Professional Liability (Malpractice) Insurance

- Professional liability insurance in the amount of \$1 million/\$3 million is required for all students. The student is responsible for the costs associated with purchase of liability insurance.

American Heart Association CPR Certification

- The American Heart Association (AHA) Basic Life Support (BLS) for healthcare providers' curriculum is required. Students must maintain active CPR certification for the duration of the program. If CPR certification expires during the course of the program, the student will be barred from clinical experiences until the certification is renewed.
- The School of Nursing will assist students with CPR certification.
 - Pre-licensure MSN students will take the certification in the Fall of their first year.
 - All certifications will be completed the School of Nursing.

Health and Immunization Information

- Annual physical exam prior to the beginning of clinical.
- Proof of immunity to Measles, Mumps, and Rubella (titers).
- Proof of immunity to Varicella (titers).
- Proof of 2-step Tuberculin testing (PPD) or Quantiferon Gold with results within the past year.
- Proof of COVID-19 vaccination and booster.

OR

- Submission of a chest x-ray and TB Questionnaire for students known to be PPD positive.
- Proof of Hepatitis B vaccination if in progress, or proof of immunity (titers).
 - Students who are currently undergoing Hepatitis B immunization are required to sign a Waiver for Incomplete Hepatitis B Series and are required to complete the vaccination series as recommended by the CDC. Please note – New Jersey regulation requires Hepatitis B vaccination for all full-time college students.
- Td or Tdap (preferred) within the past ten (10) years.
- Proof of influenza vaccination in accordance with the due dates required by the individual agencies of each year unless medically contraindicated or declination signed. Please note – influenza vaccination may be required by the clinical agency. The clinical agency reserves the right to refuse a student access to the clinical agency or subject the student to additional requirements similar to those required of its employees.

“Equivocal” or “Not Immune” Results

- In the event that test results for immunity to Measles, Mumps, Rubella, Varicella, or Hepatitis B indicate a student is not immune, or immunity is equivocal, the student must undergo repeat vaccination as recommended by the CDC and obtain repeat titers four (4) to six (6) weeks after completing the vaccination. Students who fail to comply with these requirements will not be cleared for entry into the clinical setting. Students who have a medical contraindication to revaccination are required to provide documentation that a contraindication exists and the duration of the contraindication. This documentation must be provided by a physician, nurse practitioner or physician assistant. Students are responsible for all costs associated with meeting these requirements. Your personal health insurance may or may not cover expenses related to these requirements.

Personal Health Insurance

- Students are required to maintain personal health insurance throughout the program.

Submission of Requirements

- Documents are submitted a minimum of six (6) weeks prior to the beginning of the semester in which the student is enrolled in a clinical practicum. Students who fail to submit required documents in a timely manner will not be permitted to attend clinical experiences until the missing documents are submitted. If a student fails to submit missing documents at least six (6) weeks prior to the beginning of clinical experiences, the student will not be able to attend clinical experiences and be subject to dismissal from the program.

Approved Attire for Clinical Practicum

Students enrolled in the **RN to MSN Bridge** are responsible for proper attire during clinical sessions associated with NURS 432: Population and Global Health: Didactic and Practicum. The expected attire includes business casual attire, shoes with slip resistant soles, socks, and a Montclair State University nametag.

The expected attire of students in the **Pre-licensure MSN track** includes the Montclair State University branded scrubs, white (non-fabric) sneakers/shoes with slip resistant soles, white socks, and a Montclair State University nametag. When Pre-licensure MSN students are in the community, the expected attire includes a Montclair State University polo shirt, dark or khaki colored full-length pants or skirts below the knee, shoes with slip resistant soles, socks, and a Montclair State University nametag.

The expected attire of students in the **Post-licensure MSN track** is governed by clinical agency requirements. Students may be expected to wear scrubs or a laboratory coat.

Requirements for All MSN Students

Nail polish, artificial nails, and jewelry (except for a plain ring) are not permitted. Piercings need to be removed during clinical experiences as per the setting or clinical agency requirements. Some clinical agencies may require visible tattoos be covered, facial hair be groomed, and hair color to be within a natural spectrum of color and pulled back. Garments of specific cultural or religious beliefs are acceptable. Muted colors are requested. The student is expected to comply or risk course failure. Questions related to attire should be discussed with the clinical faculty at minimum two (2) weeks prior to the start of the practicum experience.

Appropriate attire and professionalism are included in the student's clinical evaluation. Students who arrive to the clinical setting improperly dressed will be dismissed for that day. Students will be required to make-up any clinical absence(s).

Compliance with HIPAA

Students are **personally accountable to maintain patient confidentiality at all times**. The Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy and Security Rules detail requirements of all health care personnel to protect patient confidentiality. Students are required to maintain patient confidentiality at the clinical agency, at the University, at work, and at home. Students have access to patient information on a "need to know" basis. Students may only access patient information (written, electronic, or oral) in the course of the clinical experience as permitted by the clinical instructor. Students may not share patient information with outside parties. Discussion of patient

care are appropriate for the learning environment, however, these discussions must occur in a private area to maintain patient confidentiality.

Students are not permitted to leave the clinical agency with any patient information. Students are not permitted to copy any part of the patient’s medical record by any means. HIPAA violations are subject to civil and criminal penalties as defined by federal law. More information may be found at the following [link](#). Students who violate HIPAA are subject to dismissal from the program.

Proper Use of Social Media in Compliance with HIPAA

Montclair State University firmly believes that social media is the communication tool of the 21st Century. When used correctly, it can expand communication and connectivity. However, when used improperly, it may lead to serious consequences, such as the loss of your nursing license. Therefore, it is each student’s responsibility to know what social media is and how to use it correctly in professional and personal environments. **ALWAYS REMEMBER: What you post personally impacts you professionally.**

Below is a list of online resources that will help you learn or review the proper use of social media while maintaining HIPAA compliance:

- [Health Insurance Portability and Accountability Act \(HIPAA\) Privacy Rule](#)
- [Navigating the World of Social Media](#)
- [Tips for Nurses Using Social Media](#)
- [New Principles Guide Nurses in Using Social Media](#)
- [Social Networking Explained](#)

Blood Borne Pathogen Exposure in the Clinical Setting

The definition of exposure to a blood borne pathogen: An exposure is an occurrence in which the individual is exposed to blood or body fluids through a needle stick, cut with a sharp object such as a scalpel, which are contaminated with a patient’s blood, or through contact of the eye, nose, mouth or skin with a patient’s blood (CDC, 2003).

In the event a student is exposed to a blood borne pathogen, the following policy is to be implemented:

1. Immediately wash the exposed area with soap and water for at least 20 seconds.
2. Report the exposure to your clinical instructor.
3. The student and clinical instructor will report the exposure to the clinical agency.
4. The student is expected to comply with clinical agency policy regarding exposure to blood borne pathogens.
 - a. The student and clinical instructor will complete the appropriate occurrence form utilized by the clinical agency.
 - b. The clinical agency will contact the source patient (if known), explain the clinical agency policy related to exposure of a blood borne pathogen, and notify the patient’s healthcare provider.
5. The student needs to be screened by a healthcare provider.
 - a. If clinical agency policy provides for initial screening of students, the student may be screened by Occupational Health Services or the Emergency Department of the clinical agency.

- b. If the clinical agency does not provide for initial screening, the student may elect to be screened by their own health provider, Emergency Department, or county health department.
6. The student may access additional information from the Centers for Disease Control (CDC) National Clinicians Post-Exposure hotline.
 - a. 1-888-HIV-4911 (Available 24hrs/day)
 - b. “The PEPLine provides around-the-clock expert guidance in managing healthcare worker exposures to HIV and hepatitis B and C. Callers receive immediate post exposure prophylaxis recommendations” (CDC, 2011).
 - c. Additional information is available on the [CDC website](#).
7. The exposure **must** be reported to the Pre-licensure or Post-licensure Program Director as soon as possible, but not more than 24hrs following the incident.
 - a. Pre-licensure MSN Students: Dr. Elizabeth Zweighaft is located in Room 387 of the School of Nursing and can be reached at 973-655-3718 or zweighafte@montclair.edu.
 - b. Post-licensure Students: Dr. Joan Valas is located in Room 373 of the School of Nursing and can be reached at 973-655-3605 or valasj@montclair.edu.
8. The Program Director will report the issue and provide the necessary documentation to the Dean of the School of Nursing, who will review and maintain the students’ file and in a log, in accordance with University policies.
9. All information related to the student’s screening and follow-up will be kept confidential in accordance with FERPA and HIPAA regulations.
10. All costs associated with screening and follow-up not provided by the clinical agency will be the student’s responsibility.

Professional Behavior at the Clinical Site/Setting

Nursing students are expected to respect the rights of others regardless of their race, religion, nationality, sex, age, sexual orientation, physical condition, or mental state. Montclair State University School of Nursing students:

- Adhere to established clinical deadlines.
- Will not have any unexplained absences in the clinical setting.
- Arrive at the clinical site at the appointed time.
- Remain at the site for the entire experience, unless excused.
- Adhere to the assigned clinical agency’s policies and procedures.
- Properly identify themselves and their role during clinical experiences.
- Adhere to the dress/attire policies.

Unprofessional Conduct and/or Professional Misconduct

Nursing students are expected to act in a manner consistent with Montclair State University and School of Nursing policies, as well as the American Nurses Association (ANA) Code of Ethics. Failure to comply may result in action by nursing administrators and/or faculty including course failure and dismissal from the School of Nursing program. Examples include, but are not limited to:

- Incivility – Defined as rude or disruptive behavior.
- Intimidation – Defined as to make timid; fill with fear; to coerce or deter with threats.
- Impeding the progress of another.

- Creation of an unsafe environment – Any action or inaction that has the potential to cause harm.
- Violations of policies of Montclair State University and/or affiliated institutions.
 - HIPAA violations.
- Academic dishonesty and violations of the University Honor Code.
- Lack of professional accountability – not taking responsibility for actions.
- Misrepresentation and/or lying.
- Falsification of patient records.
- Refusing to assume patient assignment.
- Negligence in patient care.
- Substantiated acts or acts of physical/verbal abuse.
- Neglect with actual or potential harm.
- Fraud
- Conduct that adversely affects the clinical or University environment.
- Initiating clinical experiences without a contract/letter of approval.
- Unprepared for clinical experiences.
- Violations of ethical codes.
- Violations of course requirements as outlined in the syllabus.
- Obstructing teaching, learning, or other academic activities.
- Pattern of missed exams as scheduled.
- Repeated missed and/or late assignments.
- Repeated absence and/or lateness.

Clinical Evaluation

Clinical performance is evaluated during each clinical nursing course by faculty and preceptors. Clinical evaluation tools are designed to address specific course expectations and objectives. Typical clinical expectations include, but are not limited to:

- Safe, ethical performance of nursing interventions.
- Professional communication with others.
- Application of knowledge.
- Demonstration of evidence-based problem-solving strategies.

The clinical component of a course will be graded as a “pass” or “fail”.

Failure of the clinical portion of the course will necessitate repeating both the clinical and the associated didactic course, regardless of the grade received in the didactic course.

Clinical Probation, Failure, and Dismissal

A student who demonstrates unprofessional conduct and/or professional misconduct in either the clinical or laboratory setting will be notified by the faculty member of such behavior. Other reasons for clinical probation include consistent difficulties applying theory to the clinical setting and inconsistent preparation for the clinical experience, pre and/or post conference, and clinical assignments.

The faculty member will counsel the student, document the occurrence of the behaviors in writing, and place the documentation in the student’s file. The student may respond in writing within 48 hours to the faculty member’s findings and/or submit written documentation relevant to the behavior. Depending on

the nature of the behavior, the faculty member, in consultation with the Program Director, may place the student on clinical probation.

Clinical Probation

Clinical probation is based on the performance of the student in relationship to the course objectives and expected behaviors and attitudes that are consistent with those of a professional nurse. The faculty member will notify the Program Director of any student behavior previously identified. In collaboration with clinical faculty, a Student Warning Form will be provided, and a copy placed in the student's file. The Student Warning Form will include a plan for remediation with expectations and consequences for failing to meet the plan.

The student is expected to complete the requirements of the probation by the end of the course. If the student demonstrates satisfactory progress in improving performance and meets the course objectives, the probationary status will be removed at the end of the course. Failure to meet the requirements of the probation will result in clinical failure.

Clinical Failure/Dismissal

Clinical failure is based on the unsatisfactory performance of the student in relationship to the course objectives and expected behaviors and attitudes consistent with those of a professional nurse. A student enrolled in a clinical nursing course may receive a clinical failure and/or dismissal from the nursing program for one (1) or more of the following:

- Failure to demonstrate satisfactory progress after being placed on clinical probation.
- Recurring absenteeism or tardiness in the clinical setting.
- Recurring failure to follow clinical course policies, policies of the clinical agency, or recommendations of the faculty member / supervisor.
- Acts of dishonesty.
- Repeated lack of preparation for the clinical setting.
- Demonstrating behaviors that, in the judgment of the faculty, constitute unsafe or potentially unsafe practice.
- Demonstrating practices that are inconsistent with professional standards or codes of ethics.
- Evidence of impairment that has the potential to jeopardize the safety of patients, clinical staff, classmates, or colleagues.
- Being absent for three (3) or more clinical experiences.
- Unsatisfactory final clinical evaluation.

Scheduling the Clinical Practicum

Clinical courses are only scheduled with agencies with which the University maintains a contract and an educational affiliation for the provision of clinical learning experiences. Clinical courses are scheduled during the day, evenings, or on weekends depending on faculty and clinical agency availability. A specific day or time for clinical experiences cannot be guaranteed. Students may not select clinical agencies or faculty of their choosing.

Students are expected to arrive at the clinical setting on time and dressed in the required uniform. Students are also expected to be prepared to provide care to a diverse group of persons and to participate actively in clinical conferences. Inadequately prepared students will not be allowed to participate and the day will be counted as a clinical absence.

Transportation to the Clinical Sites

Students are expected to arrange their own transportation to the clinical agencies that they are assigned. Montclair State University is not responsible for any damage that may occur to a student's car while the student is driving to, parked at, or leaving clinical locations.

Makeup of Missed Clinical Experiences

Students are expected to attend all clinical and laboratory experiences. All missed clinical days must be made up. Clinical time that must be made up will be scheduled by the course faculty. This time may occur during the week of finals or during a University-scheduled break. Makeup time may be scheduled on day, evening or weekend hours. Makeup dates are subject to the availability of the clinical instructor(s) and clinical agency and may take place in a clinical agency other than the one to which the student has been assigned. Agency orientation **DOES NOT** count toward clinical hours to be made up.

Students are not able to negotiate clinical sites, faculty, or scheduled dates for makeup. Makeup dates are not guaranteed before the end of the semester. Students are required to be available for the makeup time when scheduled. Students will be notified in writing when makeup dates are scheduled. Notification will occur with as much advance notice as possible; however, students may have as little as five (5) days' notice. If a student indicates that they cannot attend assigned clinical makeup time or fails to attend the entire scheduled time, the student will fail the course. Students who have clinical days to make up at the end of the semester will receive an incomplete grade for the course and cannot progress until clinical time has been completed and a final grade is issued. The student will not be permitted to proceed to the next semester's coursework until these requirements are met.

School of Nursing Student Complaint Procedure

The purpose of the School of Nursing Student Complaint Procedure is to resolve non-academic student complaints not addressed in other School or University policies within a reasonable period of time.

It is the responsibility of any student wishing to pursue a complaint involving a member of the faculty/staff to first discuss the matter privately with the faculty/staff member involved. A meeting should be arranged within one (1) week of the incident.

Should the meeting fail to accomplish a resolution between the student and faculty/staff member, the student should arrange a private conference with their Academic Advisor. This meeting should occur within one (1) week of the previous meeting. The Academic Advisor must notify in writing the faculty member or staff involved that a meeting has been arranged between the Academic Advisor and the student.

If the meeting with the Academic Advisor does not resolve the complaint, the student will arrange a meeting with the Program Director. Prior to the meeting, the student will submit a description of the complaint and attempts for resolution in writing to the appropriate Program Director. The faculty or staff and Academic Advisor will submit documentation regarding the issue to the Program Director. The Program Director will attempt to resolve the problem informally, meeting separately or jointly with the individuals involved. The Program Director will prepare a written evaluative statement concerning the student-faculty/staff conflict. If the issue is resolved, the Program Director will maintain a copy of all records for the School Complaint file. A copy of the resolution will be sent to the Dean for review.

If the issue is not resolved, a copy of all records will be sent to the Dean. The student will request a meeting with the Dean. The Dean will meet separately or jointly with the individuals involved within one

(1) week of notification. The Dean will prepare a written evaluative statement concerning the student-faculty/staff conflict. All concerned parties will receive a copy of the Dean's statement within one (1) week of the meeting.

If the conflict is still not resolved, the Dean will notify the Provost in writing of the unresolved complaint and will forward all paperwork to the Provost within one (1) week of the issuance of the Dean's statement. Both parties to the complaint will be apprised of this action. The Provost shall decide whether the initiation of a formal grievance is warranted. If a formal grievance is deemed warranted, a grievance committee will be convened.

Appendix A

National Student Nurses' Association, Inc. Code of Academic and Clinical Conduct

Preamble

Students of nursing have a responsibility to society in learning the academic theory and clinical skills needed to provide nursing care. The clinical setting presents unique challenges and responsibilities while caring for human beings in a variety of health care environments. The Code of Academic and Clinical Conduct is based on an understanding that to practice nursing as a student is an agreement to uphold the trust with which society has placed in us. The statements of the Code provide guidance for the nursing student in the personal development of an ethical foundation and need not be limited strictly to the academic or clinical environment but can assist in the holistic development of the person.

A Code for Nursing Students

As students are involved in the clinical and academic environments, we believe that ethical principles are a necessary guide to professional development. Therefore, within these environments we:

1. Advocate for the rights of all clients.
2. Maintain client confidentiality.
3. Take appropriate action to ensure the safety of clients, self, and others.
4. Provide care for the client in a timely, compassionate and professional manner.
5. Communicate client care in a truthful, timely and accurate manner.
6. Actively promote the highest level of moral and ethical principles and accept responsibility for our actions.
7. Promote excellence in nursing by encouraging lifelong learning and professional development.
8. Treat others with respect and promote an environment that respects human rights, values and choice of cultural and spiritual beliefs.
9. Collaborate in every reasonable manner with the academic faculty and clinical staff to ensure the highest quality of client care.
10. Use every opportunity to improve faculty and clinical staff understanding of the learning needs of nursing students.
11. Encourage faculty, clinical staff, and peers to mentor nursing students.
12. Refrain from performing any technique or procedure for which the student has not been adequately trained.
13. Refrain from any deliberate action or omission of care in the academic or clinical setting that creates unnecessary risk of injury to the client, self, or others.
14. Assist the staff nurse or preceptor in ensuring that there is full disclosure and that proper authorizations are obtained from clients regarding any form of treatment or research.
15. Abstain from the use of alcoholic beverages or any substances in the academic and clinical setting that impair judgment.
16. Strive to achieve and maintain an optimal level of personal health.
17. Support access to treatment and rehabilitation for students who are experiencing impairments related to substance abuse and mental or physical health issues.
18. Uphold school policies and regulations related to academic and clinical performance, reserving the right to challenge and critique rules and regulations as per school grievance policy.

Adopted by the NSNA House of Delegates, Nashville, TN, on April 6, 2001.

Appendix B

American Nurses Association (ANA) Code of Ethics

1. The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.
2. The nurse's primary commitment is to the patient, whether an individual, family, group, community or population.
3. The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.
4. The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimum patient care.
5. The nurse owes the same duties to self as others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.
6. The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.
7. The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and generation of both nursing and health policy.
8. The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.
9. The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain integrity of the profession, and integrate principles of social justice into nursing and health policy.

[ANA \(2015\). Code of Ethics for Nurses](#)

Appendix C

International Council of Nursing (ICN) Code of Ethics

The ICN Code of Ethics has four (4) principal elements that outline the standards of ethical conduct.

1. Nurses and People

The nurse's primary professional responsibility is to people requiring nursing care. In providing care, the nurse promotes an environment in which the human rights, values, customs and spiritual beliefs of the individual, family and community are respected. The nurse ensures that the individual receives accurate, sufficient and timely information in a culturally appropriate manner on which to base consent for care and related treatment. The nurse holds in confidence personal information and uses judgment in sharing this information. The nurse shares with society the responsibility for initiating and supporting action to meet the health and social needs of the public, in particular those of vulnerable populations. The nurse advocates for equity and social justice in resource allocation, access to health care and other social and economic services. The nurse demonstrates professional values such as respectfulness, responsiveness, compassion, trustworthiness and integrity.

2. Nurses and Practice

The nurse carries personal responsibility and accountability for nursing practice, and for maintaining competence by continual learning. The nurse maintains a standard of personal health such that the ability to provide care is not compromised. The nurse uses judgment regarding individual competence when accepting and delegating responsibility. The nurse at all times maintains standards of personal conduct which reflect well on the profession and enhance its image and public confidence. The nurse, in providing care, ensures that use of technology and scientific advances are compatible with the safety, dignity and rights of people. The nurse strives to foster and maintain a practice culture promoting ethical behavior and open dialogue.

3. Nurses and the Profession

The nurse assumes the major role in determining and implementing acceptable standards of clinical nursing practice, management, research and education. The nurse is active in developing a core of research-based professional knowledge that supports evidence-based practice. The nurse is active in developing and sustaining a core of professional values. The nurse, acting through the professional organization, participates in creating and maintaining safe, equitable social and economic working conditions in nursing.

4. Nurses and Co-workers

The nurse sustains a collaborative and respectful relationship with co-workers in nursing and other fields. The nurse takes appropriate action to safeguard individuals, families and communities when their health is endangered by a coworker or any other person. The nurse takes appropriate action to support and guide coworkers to advance ethical conduct.

Suggestions for Use of the ICN Code of Ethics for Nurses

The ICN Code of Ethics for Nurses is a guide for action based on social values and needs. It will have meaning only as a living document if applied to the realities of nursing and health care in a changing society. To achieve its purpose the Code must be understood, internalized and used by nurses in all aspects of their work. It must be available to students and nurses throughout their study and work lives.

Retrieved from <http://www.icn.ch/who-we-are/code-of-ethics-for-nurses/>

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3, place Jean-Marteau, 1201 Geneva (Switzerland)

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Appendix D

Montclair State University School of Nursing Handbook Attestation Form

The School of Nursing Graduate Student Handbook provides academic information, policies, and procedures for the Master of Science in Nursing (MSN) degree program. It serves as a guide to resources within the School of Nursing and across the University. All Graduate Nursing students are responsible for the policies within this handbook.

By signing below, I attest that I have read and understand the policies for the School of Nursing and Montclair State University, found in the student handbook and University Catalog. I understand that if I have questions regarding the contents of this handbook, I will contact the appropriate Program Director.

These are available to me online on the School of Nursing Website and the Montclair State University Website:

- [School of Nursing Student Resources](#)
- [Montclair State University Academic Catalog](#)

Name: _____

Net ID: _____

CWID: _____

Signature: _____

This form must be signed and returned to the School of Nursing at the start of the Academic Year.

Pre-licensure MSN Students: Please sign and return to the School of Nursing’s Administrative Assistant for Pre-licensure Nursing Programs, Carolina Sanchez, at sanchezca@montclair.edu.

Post-licensure MSN Students: Please sign and return to the School of Nursing’s Administrative Assistant for Post-licensure Nursing Programs, Evelyn Rogers, at rogersev@montclair.edu.

Disclaimer

The policies and procedures in this handbook are revised on an annual basis. The School of Nursing reserves the right to make changes affecting policies, fees, curriculum, and other matters in this publication. If you have questions regarding the contents of this handbook, please contact:

Pre-licensure MSN Students: Dr. Elizabeth Zweighaft at 973-655-3718 or zweighafte@montclair.edu.

Post-licensure MSN Students: Dr. Joan Valas at 973-655-3605 or valasj@montclair.edu.