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I, ________________________________, understand that a current Nursing Program Student Handbook of College of Menominee Nation Nursing Program is available in electronic format on the program website. I accept the responsibility of understanding and complying with all policies and procedures of the program as described in the Nursing Program Student Handbook.

I further understand that changes may be made in the Nursing Program Student Handbook and that I will be asked to submit a signed verification accepting the responsibility of understanding and complying with current policies.

________________________ __     ___________
Signature                      Date

Our Commitment

The College of Menominee Nation Nursing Program (CMNNP) is committed to cultural diversity and the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, creed, religion, color, gender, sexual preference, national origin, age, or disability. In adhering to this policy, the Nursing Program abides by the requirements with Title IX, Education Amendments of 1972, with Title VI and VII of the 1964 Civil Rights Act, with section 503 and 504 of the Rehabilitation Act of 1973, and with the Age Discrimination Act of 1975. The College Board, administration and faculty affirm that all students in the Nursing Program must possess intellectual, physical, ethical, emotional and interpersonal capabilities necessary to complete the degree and to achieve levels of competency required for safe professional nursing practice.
A Welcome to New Nursing Students

On behalf of the faculty and staff at the College of Menominee Nation, I would like to congratulate each of you on your acceptance into the Nursing Program. This is a great achievement, one of many yet to come. You are about to start on an educational path that will lead you to a remarkable and rewarding profession. After completion of this nursing program I hope to celebrate with you at the CMN pinning ceremony and welcome you into the nursing profession.

Once you enter your nursing courses you will begin to appreciate the true challenges and rewards that are inherent in the health professions. We have based our nursing program on the Menominee Nation Clan system to help everyone understand the dynamics of nursing.

Please remember to contact your faculty advisor should you have questions or need any type of help during your program of studies. Not only will you enjoy learning in the classroom but CMN has an exciting and innovative nursing skills lab where you can practice skills necessary for the clinical area. Clinical experiences are carefully selected to allow you opportunities to practice on real clients and patients. Classroom, laboratory, and clinical are all important aspects of learning designed to help you achieve competencies and program outcomes.

We are all here to help you succeed and want to celebrate your successes with you. Remember, the primary responsibility for success lies with you, committing to regular attendance, study, and seeking out help when you need it. We want you understand that we care so please, ask questions and ask for help or services if you need them. This handbook is a resource for you but remember to check the college handbook and catalogue for additional information and services available.

Welcome and best wishes in your studies!

Linda D. Taylor
Dean of Nursing – CMN
OVERVIEW OF THE COLLEGE OF MENOMINEE NATION
NURSING PROGRAM

Expenses
Expenses for enrollment in the nursing program are higher than the expenses of the general college student. In addition to CMN tuition and fees, nursing students can expect higher nursing laboratory and textbook costs. Lab fees will include laboratory supplies, copied materials, computer and AV equipment, uniforms, liability insurance, background checks and standardized testing. Textbooks, clinical travel, health exams, and health insurance are NOT included in the fee schedule and are the responsibility of the student. Other related costs include computer equipment, education supplies and equipment, and graduation.

Scholarships
Scholarships to help you financially may be available at the college. Please ask at the nursing office if any scholarships will be available during your coursework.

Program Delivery
The nursing courses will be offered as hybrid/online classes and classes may be alternating between the Oneida and Keshena campuses. Hybrid classes require online activities and campus sessions. CMN utilizes Webstudy and you will be oriented on the courseware.

Clinical Practicum
The four core nursing courses each semester include clinical practicum in institutional or community-based agencies. The clinical experiences are arranged according to program and course objectives as well as clinical availability. The Nursing Program follows the College of Menominee Nation’s policy on credit hours.
Curriculum
The College of Menominee Nation Nursing Programs are approved by the Wisconsin State Board of Nursing. We are also accredited by the Accreditation Commission for Education in Nursing (ACEN), 3343 Peachtree Road NE, Suite 850 Atlanta, Georgia 30326; 1404-975-5000 (formerly National League for Nursing Accrediting Commission, INC). The College of Menominee Nation’s AD-Nursing and Practical Nursing Programs curricula are modeled after the Wisconsin Technical College System’s curricula with a focus on native culture and diversity.

Acceptance into the Nursing Program is the responsibility of the Nursing Admission and Progression Committee. Students may be accepted at the following semester levels into the Nursing Program

<table>
<thead>
<tr>
<th>Entry into College of Menominee Nation Nursing Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester 1</td>
</tr>
<tr>
<td>Apply and be accepted into practical or Associate degree nursing program.</td>
</tr>
<tr>
<td>Semester 2</td>
</tr>
<tr>
<td>Proficiency testing out of semester 1 nursing courses. May transfer in Nursing Pharmacology credits if awarded within 5 years. General education requirements must be concurrent with coursework.</td>
</tr>
<tr>
<td>Semester 3</td>
</tr>
<tr>
<td>LPN bridge course and program</td>
</tr>
</tbody>
</table>

EXPECTATIONS OF A STUDENT IN THE NURSING PROGRAM

Becoming a competent entry-level nurse requires a great deal of time and dedication. The nursing program consists of classroom, lab and clinical rotations. Altogether the class, lab, clinical, and study time easily equates to a full time job, and adjustments of time in other parts of your life may be necessary in order to succeed.

Attendance
The Nursing Program follows CMN guidelines for attendance. However, the rigors of the nursing program are such that additional policies have been developed for clinical
attendance and make-up. Even though the program follows the college’s general guidelines, faculty have the option and the expectation to set attendance policies within their own classes. These policies are documented within each syllabus and students will be held to the syllabi.

**Employment**

Students are encouraged to consider the time commitment for classes, study, family, travel, and other life responsibilities prior to scheduling outside employment while attending the Nursing program. **It is recommended that students not work more than 20 hours per week.** If employment is necessary, **students are NOT to work during the 8 hours before a clinical or practicum.**

If you are employed in a health care setting, your scope of practice may not include the skills you use while administering care as a student nurse. Your practice is covered by the Wisconsin Nurse Practice Act **ONLY** under the supervision of an approved faculty instructor.

**Study Time**

Generally, for any college course students should expect to spend 2 hours of study per week for each credit hour. This means for a 3 credit hour course, you can expect to spend at least 6 hours per week outside of class doing homework. Clinical practicum courses in nursing also require additional outside study hours to adequately prepare for assuming the care of clients in the clinical area. In the nursing program, students enrolled in 10 or more nursing credits will spend more than 30 hours per week in class and in preparation for laboratory/clinical. This estimate does not include general education courses. **AT CMN each credit hour represents one 50-minute class period, 2 hours of laboratory, or 3 hours of clinical per semester.** The Practical nursing program follows CMN technical credits. Each technical credit hour represents **TWO** 50-minute class periods, 2 hours of laboratory, or 3 hours of clinical per semester.
Nursing Learning Resource Center
The Nursing Learning Resource Center (NLRC) provides a setting for students to develop competence in skills and procedures which are performed in the clinical setting. Additionally, students develop skills in clinical decision making in the Simulation Lab through the use of simulated clinical experiences using manikins and the patient simulators.

Students are expected to care for equipment and supplies in a professional, responsible manner. Damaged equipment should be reported immediately to the Skills Coordinator or any nursing faculty. Students are responsible for equipment checked out for practice. It is the responsibility of all persons in the NLRC to leave the center in an organized, tidy condition after use.

Library
The library at CMN provides many resources for students. Please see CMN documentation of library resources and databases available for the Nursing Program.

Study Groups
One proven strategy for enhancing learning is study groups. Working with others can challenge you to examine problems from a variety of perspectives. The faculty endorse student study groups to facilitate learning and encourage the use of open Nursing Learning Resource Center times.

Suggested guidelines in forming study groups:
1. Look for classmates who are alert and motivated, who take notes, who ask questions, who respond to instructor questions.
2. Limit the group to six people or less.
3. Work at neutral places such as the library or NLRC. Avoid homes where there can be many distractions.
4. Develop ground rules, for example: must leave the group if unprepared or does not show.
Guidelines for Student Conduct
Nurses are health care professionals who follow a code of ethics established by the American Nurses Association (ANA). The ANA has also developed Standards of Nursing practice to help nurses follow appropriate conduct and practice. As a student, you will be functioning under the Wisconsin Nurse Practice Act. This statute regulates the practice of nursing and defines the rules governing the professional conduct of nursing in the State of Wisconsin. CMN Nursing Program also follows the College of Menominee Nation conduct criteria as outlined in the Academic Catalog. Nursing students are expected to uphold all national, state, and college conduct and practice.

Confidentiality Agreement
Information necessary for students to conduct safe practice in the clinical area related to clients, agency personnel, and community/clinical facilities is strictly confidential. This information may only be discussed in nursing class, campus nursing laboratory settings, and conference time for the purpose of learning. Discussion of this information outside of class violates client confidentiality and the Health Insurance Portability, Privacy and Accountability Act of 1996 (HIPPA) regulations. Any student enrolled in the Nursing Program who reveals contents of a medical record or information related to a client’s private or personal status is subject to reprimand and immediate dismissal from the nursing program. Any written papers of tapes related to clinical activities shall not identify any client by name or initials. A confidentiality Contract must be signed by all nursing students.

Grievance/Complaints
The philosophy of CMN Nursing Program values the respect for cultural and biological diversity of lived experiences, cultural practices and life ways of each individual. To maintain balance as individuals and groups, it is our responsibility to understand and respect diverse views of the world. Communication and problems solving is a hallmark of the profession of nursing. The Nursing Program follows the grievance and complaint policies as outlined in the College of Menominee Nation Academic Catalog.
## Academic Responsibilities

The following indicators outline the types of responsibilities and behaviors expected from a student in the Nursing Program. Additional responsibilities can be found in the CMN Academic Catalog and Nursing Student Policies.

<table>
<thead>
<tr>
<th>OUTCOMES</th>
<th>INDICTORS</th>
</tr>
</thead>
</table>
| **TRANS-CULTURAL NURSING** | Learner respects cultural diversity and pluralism.  
Learner demonstrates the ability to work cooperatively and collaboratively in diverse groups.  
Learner demonstrates respectful interpersonal skills when working with others.  
Learner realizes how cultural events affect the learner’s life.  
Learner understands impact of global economics in his/her profession. |
| **CLINICAL NURSING PRACTICE** | Learner demonstrates reliability and accuracy in the application of the nursing process across individuals and groups.  
Learner evaluates application of the nursing process critically and reflectively.  
Learner demonstrates ethical/professional behavior.  
Learner recognizes potential ethical dilemmas for self and in others and takes appropriate action. |
| **LIFELONG LEARNING** | Learner takes responsibility for learning and actions.  
Learner reads, retains, restates, and applies logical reasoning in solving problems or dealing with information.  
Learner recognizes conflict and uses conflict resolution skills when appropriate.  
Learner provides and accepts constructive feedback.  
Learner adheres to college and program policies and procedures. |
| **RESEARCH UTILIZATION** | Learner analyzes, synthesize, and evaluates information, ideas and problems to make decisions. |
| **LEADER** | Learner speaks and writes clearly, concisely, and accurately in a variety of contexts and formats.  
Learner expresses thoughts and ideas using appropriate verbal and nonverbal language.  
Learner’s communication is free from bias and stereotypes. |
FOUNDATION OF THE COLLEGE OF MENOMINEE NATION

NURSING PROGRAM

MISSION
The mission of the Nursing Program supports the mission of CMN. The mission of the Nursing Program is to prepare an entry-level nurse in an environment of academic excellence. The entry-level nurse will be prepared to meet the health care needs of patients/clients in the health care setting.

<table>
<thead>
<tr>
<th>COLLEGE OF MENOMINEE NATION MISSION</th>
<th>NURSING PROGRAM MISSION STATEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>The College Of Menominee Nation’s mission is to provide opportunities in higher education to its students.</td>
<td>The mission of the CMN nursing program is to provide quality nursing education that prepares students with the competencies necessary for nursing practice in diverse communities and health care environments.</td>
</tr>
<tr>
<td>As an institution of higher education chartered by the Menominee people, the college infuses this education with American Indian culture, preparing students for careers and advanced studies in a multi-cultural world.</td>
<td>The nursing program strives for academic excellence in the preparation of graduates to provide holistic, culturally competent nursing care to enhance the health and well being of individuals, tribal members, families and communities.</td>
</tr>
<tr>
<td>As a land grant institution, the College is committed to research, promoting, perpetuating and nurturing American Indian Culture, and providing outreach workshops and community service.</td>
<td>The program is committed to nurturing American Indian culture through scholarship and the application of culture, traditional healing, and complimentary medicine across the nursing curriculum.</td>
</tr>
</tbody>
</table>

ORGANIZING FRAMEWORK
The Nursing Program was developed utilizing the Menominee Clan System as the basis for the organizing framework. Since ancient times the clan system has assisted Native peoples to find their place in the tribe. Each clan was responsible for tasks necessary to sustain the tribe. Together, all clans contributed to the success of the Tribe. No clan
was more important than another and no clan could be successful without tasks assigned to other clans. In this way the clan system represented all the parts of the whole of the tribe in a circle of knowledge.

This organizing framework is a cultural affirmation model for nursing education. The immersion of the student in the biomedical model in nursing will be tempered by this framework to assist the student to remember the importance of their own culture. The organizing framework is reflected in each course as a guide for student assessment across the curriculum. Critical attributes of each clan within the Menominee Nation were reviewed for consistency with contemporary nursing practice. For example, since ancient times the Eagle Clan had the responsibility to contribute freedom and justice to the Menominee Nation. Critical attributes essential to nursing practice included self-examination and reflection, cultural diversity, and value-laden ethical practice. These critical attributes were then further developed into the PN-Nursing Program Outcomes and the AD-Nursing Program Outcomes. The essential qualities or core characteristics of the program outcomes were reviewed to reflect the qualities that express the phenomenon of a professional nurse. These graduate outcomes are believed to be essential to the CMN nurse graduate.

This organizing framework was presented as a poster for professional nursing review at the Wisconsin League for Nursing Fall Conference in September, 2007 and for Native American review at the National Alaskan Native American Indian Nurses Association in October, 2007. The framework was also reviewed by the Menominee Tribal Legislature Labor and Education Committee in March, 2007.
College of Menominee Nation
Nursing Program Organizing Framework

Eagle Clan
Freedom and Justice
- Self-examination
- Reflection
- Cultural Diversity
- Value-laden Ethical Practice

Transcultural Nursing Care
- The graduate will be prepared with a Native American cultural focus and prepared to administer culturally competent care at ethical nursing practice.

Bear Clan
Speakers of the Law
- Autonomy
- Critical Thinking
- Speaking and Writing in Nursing
- Leadership Skills
- Legislative Voice

Moose Clan
Knowledge, Security, Resource Management
- Development of a nurse
- Foundation for Practice
- Nursing Process
- Nursing Practice

Clinical Nursing Practice
- The College of the Menominee Nation graduates a nurse generalist that is prepared to deliver quality nursing care in an ever changing and dynamic health care system.

Wolf Clan
Hunting and Gathering
- Facilitate Problem Solving
- Examine Research Methodologies
- Evidence-based Practice

Research Utilization
- The graduate will be prepared to integrate research and resource utilization in evidence-based nursing practice.

Crane Clan
Construction
- Learning Together
- Instructional Strategies
- Teaching-Learning Principles

Lifelong Learning
- The graduate will be prepared as a lifelong learner, evaluating nursing practice with a commitment to continuing education.

2007 College of Menominee Nation
<table>
<thead>
<tr>
<th>Clan</th>
<th>Tribal Responsibilities</th>
<th>Critical Attributes Associated with Nursing</th>
<th>PN Nursing Program Outcomes</th>
<th>AD Nursing Program Outcomes</th>
<th>Graduate Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eagle Clan</td>
<td>Freedom Justice</td>
<td>Self-examination Reflection, Cultural diversity, Value-laden ethical practice</td>
<td>The PN will be prepared with a Native American cultural focus and prepared to administer culturally safe care</td>
<td>The graduate will be prepared with a Native American cultural focus and prepared to administer culturally competent care in ethical nursing practice.</td>
<td>Transcultural Nursing Care</td>
</tr>
<tr>
<td>Moose Clan</td>
<td>Security Knowledge Resource Management</td>
<td>Development of a Nurse Foundation for Practice Nursing Process Nursing Practice</td>
<td>The PN will adhere to standards of practice within the framework of the Licensed Practical Nurse identifying basic needs of patients, observing and reporting relevant data, and utilizing common nursing measures in the care of individuals, families and groups across health care systems.</td>
<td>The AD graduate will be prepared as an entry-level nurse generalist prepared to deliver quality nursing care in an ever changing and dynamic health care system. *</td>
<td>Clinical Nursing Practice</td>
</tr>
<tr>
<td>Crane Clan</td>
<td>Construction</td>
<td>Learning Together Instructional Strategies, Teaching Learning Principles</td>
<td>The PN will use principles of teaching and learning processes to reinforce teaching and care plans.</td>
<td>The graduate will be prepared as a lifelong learner, evaluating nursing practice with a commitment to continuing education.</td>
<td>Lifelong Learning</td>
</tr>
<tr>
<td>Wolf Clan</td>
<td>Hunting and Gathering</td>
<td>Facilitate Problem Solving Examine Research Methodologies Evidence-based Practice</td>
<td>The PN will communicate and participate in clinical decision-making within the LPN scope of practice.</td>
<td>The graduate will be prepared to integrate research and resource utilization in evidence-based nursing practice.</td>
<td>Research Utilization</td>
</tr>
<tr>
<td>Bear Clan</td>
<td>Speakers of the Law</td>
<td>Autonomy Critical Thinking, Speaking and Writing in Nursing, Leadership Styles Legislative voice.</td>
<td>The PN will work cooperatively with others to provide holistic care.</td>
<td>The graduate will be a beginning leader in nursing practice.</td>
<td>Leader</td>
</tr>
</tbody>
</table>

*Revised 2009*

**PROGRAM OUTCOMES**
<table>
<thead>
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<th>AD Nursing Program Outcomes</th>
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**PHILOSOPHY**

The philosophy of the Nursing Program was developed based on the outcomes of the organizing framework. The philosophy of the Nursing Program at CMN was developed to reflect Menominee and Native American philosophy and values. The President of the College, Dr. Verna Fowler, was interviewed for the Menominee perspective on nursing and health care. A Nursing Summit “Honoring Native Nurses” was held onsite at the College of Menominee Nation on November 15, 2007. Native nurses from the northern Wisconsin area were invited to share their individual stories on nursing and Native nursing. This process was approved by the College of Menominee Nation Institutional Review Board and appropriate informed consent procedures were followed. Fifteen nurses, who attended, representing four different tribes, contributed their stories. The data was reviewed by the educational administrator and hand written notes were taken. The philosophy of the Nursing program was developed based on a review of the literature, interview with the chief Administrator of the College of Menominee Nation, and qualitative data analysis of the stories of 15 practicing and retired Native American Nurses.
Program Philosophy

Transcultural nursing care

We believe that transcultural nursing care requires the nurse to recognize and honor the culture and cultural influences of their patients/clients just as they need to recognize and incorporate their own culture into the therapeutic relationship and care delivery. Foundational to the therapeutic relationship is the respect for cultural and biological diversity of lived experiences, cultural practices and life ways. Native nurses bring the lived experience of American Indian nursing and history in the transcultural care of clients, each with their own worldview and experience. The study and reflection of the nurse’s culture is necessary as is the study and reflection on the culture of others (patient/clients). This study and reflection leads to understanding and acceptance. As the nurse challenges bias and predispositions they will develop a lifelong consideration of culture in the practice of nursing.

The goal of nursing from a native cultural perspective is to promote balance and connectedness with family, community, and the physical world. Native nurses bring the lived experience of American Indian nursing and history in the care of clients. Nursing from a native cultural perspective requires the nurse, when appropriate, to incorporate traditional and herbal healing within their nursing care. Wisdom, respect for others, respect for nature, generosity, timeliness, bravery and fortitude are examples of American Indian values that reflect congruence with the practice of nursing and set the value base from which the nurse will make decisions.

Ethical nursing practice is influenced by complex social worldviews, decision frameworks, professional standards, and global issues. Nurses are personally and professionally accountable for their professional practice with in this constantly changing environment and their role in providing service to their tribe and community.

Nursing

We believe that nurses personally live and breathe nursing, it is their way of being, a part of their meaning in relationship with the worlds around them. Nursing is the
autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing is the promotion of health, wellness, and prevention of illness of individuals, families, groups and communities regardless of their resources. Nursing provides holistic care integrating the physical, psychosocial, and spiritual aspects of the patient/client. Nursing, with its unique body of knowledge, requires the integration of the biophysical sciences, social sciences, and humanities as the basis of practice. Nursing care is the understanding of human needs and responses in varying states of health. Through the nursing process, the nurse applies critical thinking and decision making as they prioritize, delegate, and evaluate nursing care in the protection, promotion, and prevention of altered states of health. Nurses utilize advocacy to become the voice of those who trust them and act in their support.

*Lifelong Learning*
We believe that individuals are continuously engaged in the art of making meaning and creating our world through the unique process called human learning. Traditional American Indian education has historically occurred in a holistic social context that developed and prepared the individual as a contributing member of their social group. The nursing program at CMN honors the social structure of the Menominee Clan System as the organizing framework for the program. True learning occurs through participation and honoring relationship with the human and natural communities. Learning occurs through our bodies and spirit as well as through our minds. Learning and thinking are expressed through doing; therefore, learning through doing earning takes place in a variety of collegiate experiences on campus, in the community, and with interactive technology that includes simulation. Clinical experiences builds on the application of classroom and laboratory learning.

The learning community at CMN supports mutual respect between faculty and students. Faculty function as a model of what the student may become and assume the role of guide and facilitator. The faculty role of expert is downplayed as faculty foster a humanistic learning environment of inclusiveness and support the student’s internal
desire to learn. Learning as inquiry moves toward unity of thought and action. Learning as experience leads to problem solving. The integration of inquiry and experience provide the basis for professional nursing practice. The faculty at CMN honor each student’s way of being, doing, and understanding and explores teaching methods designed to meet the individual student’s needs concurrently recognizing the student’s responsibility for their own learning.

Students are expected to expand their minds by inquiry, discovery, synthesis and application of knowledge to practice. Students must have involvement in social and community activities. Students are expected to identify learning needs and utilize appropriate learning resources to develop the required knowledge and skills of a professional nurse. Education is a life-long commitment to personal and professional growth and development involving self-evaluation and reflection. The learning process lays the foundation for lifelong learning and continuing professional development.

Research utilization
We believe it is imperative for nurses to know how to seek, find, and use health resources and information. The attention to new information facilitates the nurse in the development and expansion of their nursing practice. Using technological, written and human sources of information is necessary as the knowledge base in nursing is ever evolving and rapidly expanding. Competent use of research and information assists the nurse in the development of problem solving skills and in the development of evidence-based practice. The nurse also uses technological information systems to integrate data and document care.

Leadership
We believe that nursing provides a leadership role within the collaborative health care team and the larger community. Leadership requires personal attributes and abilities that successfully promote the growth of the individual nurse, the recipients of their care, the nursing profession, and the larger community. Personal attributes and abilities of the leader include confidence in theoretical and practical knowledge, effective
communication, and skill in critical thinking, decision making, and problem solving. The Associate Degree nurse acts as a beginning leader and their continued growth provides further opportunities within the profession and community.
STUDENT POLICIES

Student rights and responsibilities are outlined in the College of Menominee Nation Academic Catalog. All academic policies are followed in the Nursing Program and are outlined in the College of Menominee Nation Academic Catalog. Nursing as a profession has additional requirements based on needs of clinical facilities and the nature of the profession itself. Additional policies include:

Nursing Student Health Policy

All CMN nursing students must provide evidence of compliance with health requirements. **Failure to meet health requirements will prevent the student from participating in clinical learning experiences.**

Immunizations

***Immunization requirements are currently under review by all health care agencies in Green Bay. They may change their requirements in the near future. If this occurs, you will be notified of any non-compliance.***

All CMN nursing students are required to provide proof of immunization against a variety of diseases. Students not meeting immunization requirements are not allowed to remain in their clinical nursing courses. Dates of vaccination or titers need to be on file in the Nursing Office. In anticipation of admission, records of previous vaccinations should be reviewed and the student should obtain immunizations not yet received. The required immunizations are listed in the Nursing Student Health Policy procedure.

CPR certification

Students are required to hold a current CPR certification at the health care provider level from the American Heart Association on file in the Nursing Office. If the documentation of the certification expires during the year, the Nursing Office will notify the student to re-certify. Students who fail to recertify will not be allowed to attend nursing courses.

Blood Borne Pathogens

Annual training in OSHA standards is required. The training will be scheduled in designated courses prior to clinical.

Reporting Illness

For safety students should immediately report all illnesses to the faculty.

Students on clinical assignment have an obligation to avoid transmission of illness to their patients. Conditions require evaluation by the clinical faculty member are listed in the Nursing Student Health policy.
Health Records  
Each student must maintain a confidential health record in the Nursing Office.

**Health insurance coverage is compulsory for all students.** The College of Menominee Nation assumes no responsibility for medical expenses incurred by any student. Cost of health care beyond that covered by insurance is the responsibility of the student.

Caregiver Background Check  
Part of the requirement for admission into the Nursing Program includes submitting a criminal background check. This background check is completed to remain in compliance with the Wisconsin Caregiver Background Check and Investigation Legislation. It is your responsibility as a student to notify the Nursing Office of ANY NEW convictions or charges within 5 business days. Failure to do so may result in dismissal from the program.

Minimum Technical Criteria  
The skills listed below are essential requirements for the nursing program. Students in the program and those who complete the program will be expected to demonstrate the ability to satisfy these criteria with or without the help of compensatory techniques, assistive devices or other reasonable accommodations.

Any potential student is invited to meet with the Assistant Dean of Nursing and Health Careers to discuss any potential issues with meeting these requirements.

<table>
<thead>
<tr>
<th>Ability to make decision based upon:</th>
<th>Ability to Monitor:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depth perception (3 dimensional)</td>
<td>Body sounds</td>
</tr>
<tr>
<td>Visual acuity</td>
<td>Mechanical devices</td>
</tr>
<tr>
<td>Color perception</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Manual Dexterity (wrists, hands, fingers, arms):</th>
<th>Motor Abilities:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grasping</td>
<td>To position another person</td>
</tr>
<tr>
<td>Pulling</td>
<td>To support another person</td>
</tr>
<tr>
<td>Pushing</td>
<td>To provide motion exercise</td>
</tr>
<tr>
<td>Carrying</td>
<td>To transfer to/ambulate with walker, cane, crutches, bed, chair</td>
</tr>
<tr>
<td>Twisting (rotating)</td>
<td>To perform CPR; resuscitation</td>
</tr>
<tr>
<td>Pinching</td>
<td></td>
</tr>
<tr>
<td>Cutting</td>
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</tbody>
</table>

| Communication Abilities:                      | Sensation:                                      |
| Assertiveness                                 | Hearing                                         |
| Sensitiveness                                 | Touch, palpation                                |
| Effectively consulting and negotiating as par of a team | Temperature                                  |
| Delegating                                    |                                                 |
| Attending                                     |                                                 |


**Nursing Student Documentation of Professional Liability Insurance**
Students enrolled in the College of Menominee Nation Nursing Program must purchase and document, in the Nursing Office, liability insurance coverage. Liability insurance must be current during the entire nursing program. Failure to document liability insurance will result in the student’s withdrawal from the laboratory/simulation/clinical experience. Current nursing students will be covered under a policy extended through the Menominee Tribe that covers clinical practice.

**Clinical Absence Policy**
The faculty at College of Menominee Nation Nursing program is committed to nursing education excellence. All nursing students will be required to meet all clinical requirements regardless of program track. Any absence in a clinical course will require a make-up day/assignment as determined by the instructor. This make-up day may incur charges above and beyond the course tuition charge except as provided for in the procedure. The fee is payable to CMN.

**Student Progression Criteria for the Nursing Program**
1. A minimum cumulative college grade point average (GPA) of 2.0 is required to continue in any nursing course sequence. Students dismissed from the nursing program are not eligible to continue in the nursing program.

2. A grade of C or better is required in all nursing and core courses.

3. Nursing courses are sequential. If a student receives below a ‘C’ in a nursing course, that course must be successfully completed before the student can progress in the sequence. To successfully complete a laboratory or clinical course, a student must meet the passing criteria for all components of evaluation to receive a PASS. If criteria are not met, the student will receive an overall FAIL for the course. If a student receives a PASS on the clinical and/or laboratory evaluation, grade for the course will be based on cumulative assignment grades. All nursing course and clinical requirements must be met in order to earn a grade of C or better.

4. Successful completion of approved standardized testing is required to progress in the nursing program.

5. A student who has failed one nursing course in any nursing program may petition the Nursing Admissions and Progression Committee for readmission to the program. Returning students must meet current admission requirements.

6. A student who has received a grade below a ‘C’ in any two nursing courses will be reviewed by the Nursing Admission and Progression Committee. The Nursing Admission and Progression Committee reserves the option to remove the student from the Nursing program.
7. The nursing program must be completed within 5 years.

8. Each nursing course which has a clinical component requires successful completion of a Dosage and Solutions Qualifying Examination. Rewrites/re-attempts are allowed, if necessary. Unsuccessful completion of Dosage and Solutions Qualifying Examination will necessitate withdrawal from the nursing course.

9. **Content Mastery Standardized Testing:** Satisfactory completion of secured required comprehensive and content mastery exams administered by CMN is an expectation in all associated nursing courses. Administration of content mastery examinations, remediation and re-examination will be done according to nursing program guidelines and defined procedures.

**Out-of-Sequence Progression Criteria for the AD-Nursing Program**

Students who become out-of-sequence in the curriculum as a result of course failure or withdrawal will need to complete the Nursing Petition Form and the Petition Form to petition or submit a written request to the Nursing Admission and Progression Committee to be reviewed for possible continued progression in the Nursing Program. A letter of recommendation from the faculty advisor is required. Students may not continue in any coursework for which they do not have the necessary prerequisites without approval of such a petition. Students will be allowed to continue out-of-sequence only as space permits.

**Withdrawal**

1. Any termination of a student’s enrollment other than graduation will be considered a withdrawal from the Nursing program in keeping with federal Title IV guidelines. Short-term leaves of absence granted by school officials that do not prevent the student from completing the academic term are not considered withdrawals.

2. Types of withdrawals:
   
   a) Voluntary withdrawal from the institution by a student will be considered a student initiated withdrawal.

   b) Any withdrawal initiated by the Nursing Department or CMN will be considered an administrative nursing dismissal.

3. A student may initiate their own withdrawal by providing official notice to the Nursing Office Dean/Associate Dean. Withdrawal forms and procedures required by Student Services MUST be followed. While students may be encouraged to discuss their withdrawal with faculty and others, the only step a student must take to initiate a withdrawal is to provide written notice.

4. The authority to withdraw a student for disciplinary, academic, or other appropriate reasons rests with the Dean/Associate Dean. The Dean may delegate this authority to one or more individuals. Any dismissal initiated by the Dean or her or his designee shall
be considered an administrative dismissal. Students who are withdrawn as the result of disciplinary, academic, or other reasons may appeal the withdrawal as outlined in the college catalog petition process. During the appeal process, students may or may not be allowed to attend courses at the discretion of the Dean or his or her designee. In the case of an appeal, the student’s withdrawal date will be the last date of participation.

When a student is recommended for dismissal from the Nursing program, the Dean or her or his designee will provide written notification of dismissal to the student and to Student Services. Students will be recommended for dismissal from the undergraduate nursing program under the following conditions:

1. Earning a grade lower than "C" in two nursing courses or in one repeated nursing course.
2. Failure to provide accurate information on the admission application and/or during the application procedures.
3. CMN reserves the right to dismiss any student from the Nursing program when the student’s health, performance, and/or behavior compromise the safety of patients, students or college personnel.
4. Failure to meet the requirements for progression.
5. Earning a grade of "W" (withdrawal) or an "AU" (audit) in three nursing courses.
6. Exhibiting conduct that is unprofessional, incompetent, unethical, or illegal in the clinical/practicum settings as outlined by the American Nurses’ Association Code for Nurses, DON Academic Honesty and Dishonesty document, and clinical agency policy.
7. Committing an act of academic dishonesty such as cheating on examinations, plagiarism, or improper documentation or falsification of clinical activities as outlined in the CMN Nursing Student Handbook.
8. Performance in an unsafe manner while providing care to a client. In addition, the student will be immediately removed from the clinical area.
9. Any lapse in health and liability insurance or CPR certification
10. If any student arrives at the clinical area chemically impaired by drugs or alcohol. In addition, the student will be immediately removed from the clinical area.

5. When any faculty or staff member determines that a student has withdrawn without giving official notice, they should notify the Nursing Office and Student Services within two business days

6. With the approval of the faculty advisor, students may drop/withdraw individual courses. Students may not, however, drop/withdraw all of their courses. Any student who wishes to drop/withdraw all of his or her courses must withdraw from the Nursing program. To drop/withdraw individual courses, students must meet with their faculty advisor and complete the nursing course registration form indicating course to drop/withdraw. Students are encouraged to consult with Student Services prior to
drop/withdrawal. Faculty will forward original copy to Student Services office. Student Services will then adjust student enrollment status.

**Grading Scale**
The following grading system is used in evaluating students in the CMN Nursing Program courses:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>A</td>
<td>96 – 100%</td>
</tr>
<tr>
<td>AB</td>
<td>92 – 95%</td>
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<tr>
<td>B</td>
<td>87 – 91%</td>
</tr>
<tr>
<td>BC</td>
<td>82 – 86%</td>
</tr>
<tr>
<td>C</td>
<td>78 – 81%</td>
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<tr>
<td>CD</td>
<td>74 – 77%</td>
</tr>
<tr>
<td>D</td>
<td>70 – 73%</td>
</tr>
<tr>
<td>F</td>
<td>below 70%</td>
</tr>
</tbody>
</table>

Any grade below 78% is considered failure of a nursing course.

A grade of C or above is required in all courses taken to meet CMN Nursing Program requirements.

Ninety percent of a theory course grade will be determined by test scores and 10% by other criteria identified by the instructor. It is recommended that a majority of the testing be in the NCLEX multiple-choice format in nursing courses. A 78% average for all examinations/tests is required for the examination portion of the course. Less than a 78% average will result in failure of the course.

Any student that receives a grade below 78% in a nursing course will be automatically reviewed by the Nursing Admission and Progression committee. If the student wishes to appeal the grade, documentation must be submitted to the committee prior to the next meeting. The committee will review documentation provided by the student if applicable, the faculty member, and the student’s academic record. Decisions made by the Nursing Admission and Progression committee are final and no further grade appeals will be entertained.

**Criteria to Pass a Laboratory/Simulation Course:**
Laboratory/Simulation grades are based on formative and summative demonstrations and successful completion of assignments. To successfully complete the course, a student must meet the passing criteria for all components of evaluation to receive a PASS. If criteria are not met, the student will receive an overall FAIL for the course. All required laboratory assignments must be successfully completed to receive the laboratory/simulation grade.

Guidelines for Skill Performance Evaluations:
Skill performance check-offs will be scheduled. There are various skills that require a performance check off in the nursing laboratory. Students will be required to exhibit competence on all skills listed by the stated date. This is expected to be an independent process. Procedure check-offs will be scheduled, usually with the student
demonstrating on another student or a manikin. All skills will be documented by the
instructor on the nursing skills checklist. The procedure must be successfully checked
off in lab before the student can perform the skill on a patient in the clinical unit.

All skills on the nursing skills check list must be completed as satisfactory. If any skill is
evaluated as unsatisfactory, the student must schedule a time to retest until all skills are
performed satisfactorily.

Laboratory absences will require that a make-up assignment be completed. The
student will independently complete any make-up assignments for lab and must arrange
to make up all missed skills before attempting the skill in the clinical area.

Students must demonstrate proficiency in the simulation setting for all objectives of the
simulation experience.

**Criteria to Pass a Clinical Course:**
To successfully complete a clinical course, a student must meet the passing criteria for
all components of evaluation to receive a PASS. If criteria are not met, the student will
receive an overall FAIL for the course. Students must demonstrate critical behaviors
as described on the clinical evaluation tool in order to pass the clinical component. All
required clinical assignments must be successfully completed to receive the clinical
grade.

**Academic Probation**
A student will be placed on academic probation when the cumulative grade point
average falls below 2.0 or when the semester point average is below 2.0. Academic
probation will be removed when the cumulative grade point average and the semester
grade point average are 2.0 or higher. Students on academic probation may not enroll
in more than 12 credit hours per semester unless special permission is obtained from
the Nursing Admission and Progression Committee. Students on academic probation
may be required to complete remedial course work.

**Nursing Student Dress Code**
The College of Menominee Nation Nursing program has established a dress code for
the purpose of promoting a professional image in the clinical area and for the safety of
the student. Faculty may enforce additional guidelines if a cooperating agency so
requests. Although dress codes may vary from site to site, students are expected to
dress professionally, regardless of how employees at those sites may dress. Faculty
may send a student home from class or clinical if that student is dressed inappropriately
for the experience they are attending.
Procedure:

1. Classroom:
   a. Nursing classes on the CMN campus may be attended in appropriate street clothes or uniforms.
   
   b. Students are not allowed to wear hats during exams.

2. Clinical Sites on Non-Clinical Time:
   a. Each student is issued an identification badge during orientation that must be visible whenever a student is in the clinical area.
   
   b. A white lab coat with a CMN AD-Nursing program patch with the identification badge must be worn over professional street clothes. ***NO JEANS!*** The street clothes should be clean and neat. Socks or hose must be worn at all times. Footwear must be worn at all times and be closed-toed, clean, and in good repair. Necklines should be modest and professional.
   
   c. Unacceptable attire includes:
      
      Midriff tops
      Low-cut shirts
      T-shirts with inappropriate words or pictures
      Denim, spandex, metallic, leather, suede, sheer or clinging fabrics
      Sweatshirts or sweat pants
      Shorts
      Capri pants
      Open-toed footwear
      High heels
      Pajama tops or bottoms

3. Clinical Sites on Clinical Time:
   A professional appearance is expected. The goal of the nursing uniform is to maintain this professional appearance. The CMN uniform must be clean and wrinkle free at all times. The identification badge must be worn at all times and may not be altered under any circumstances. Faculty members are responsible for evaluating student appearance; if deemed unacceptable, a student will be dismissed from clinical until acceptable dress code is met. Uniform substitutions are not acceptable. It is the student's responsibility to order and purchase their uniform pieces in a timely manner.

Guidelines:
Pieces of the nursing uniform are to be worn only when functioning in the student role.
Hair:
Length and style should not interfere with performance of nursing activities. Hair should be neatly styled, clean and drawn back from the face. Hair color should be professional and not extreme. Shoulder length hair must be appropriately pulled back and secured off of face in a manner that will not fall forward. No hair ornaments. Beards, sideburns, and mustaches must be neatly trimmed. Hair should not be extreme in color or style.

Hose/socks:
White or light beige, non-textured nylon hose without runs, or white socks are to be worn. Hose or ankle socks may be worn with pants. Solid neutral undergarments are required. Undergarments should not be visible through or outside of the uniform.

Shoes:
White, clean shoes/shoelaces are required. Athletic shoes that are all white with no color are acceptable. No clogs, open-toe or open-heel shoes. Students should have a pair of shoes that are for client care only.

Jewelry:
Only the following jewelry may be worn:

- Smooth wedding band (no stones)
- Conservative wristwatch with a second hand
- Small (less than ½ inch size) post earring in earlobe only one earring in each ear is allowed.
- Unacceptable jewelry includes: multiple earrings; dangling or hoop earrings; earrings placed in site other than earlobe.
- No visible or reachable necklaces.
- No bracelets.
- No body jewelry.

Fingernails:
Natural fingernails only, no artificial fingernails, acrylic overlays, or other nail coverings. Fingernails should be well maintained, clean, and short; not to exceed 1/4 inch past the fingertip. Clear or light fresh, non-chipped nail polish is allowed.

Cleanliness:
Students are expected to practice good hygiene which includes regular bathing, the use of deodorants and good oral hygiene. Students should not smell of excessive odors like tobacco, or perfumes.

Gum chewing is prohibited during any clinical experiences.

Tattoos/body art must be covered while on the clinical site.

Dress code compliance:
Students are responsible for complying with the dress code. The uniform, or any part of the uniform, is not to be worn outside of CMN classes or clinical experiences.
Faculty members are responsible to ensure that students comply with the policy. Consequences may include an unexcused dismissal from clinical with mandatory makeup for the day; disciplinary probation; an unsatisfactory clinical evaluation related to professional performance category which would result in failure to progress in the program.

**Academic Advising of Nursing Students**

Academic advising is provided by the College of Menominee Nation Student Services and the Nursing Department to help students succeed in the nursing program of studies.

All nursing students will have a faculty advisor assigned by the Dean/Associate Dean to provide consistent academic advising for the duration of the AD Nursing Program. All students are responsible for maintaining contact with their advisors.

Three general types of advising are available to students within the Nursing program:

- **Academic Advising**
  
  Academic advisors offer general information regarding registration and academic progress prior to each semester.

- **Incidental Advising**
  
  Students may also seek guidance regarding issues such as financial aid, professional goals, personal or academic problems at any time.

- **Course Advising**
  
  Advising on progress in specific courses is provided by the course instructor as a part of the evaluation process.
Practical Nursing

Curriculum Overview

The Practical Nursing program can be completed in two semesters after admission to the program. However, it is strongly suggested that students enroll in the three semester option for success. Successful completion of the Practical Nursing program results in a technical diploma, and eligibility to sit for the NCLEX-PN exam for licensure as a Licensed Practical Nurse (LPN).

Students must meet all criteria for entry into the Practical Nursing program including application, transcripts, written essay as well as health documentation and additional requirements. The Practical Nursing program utilizes the Associate degree nursing curricula but classes focus on the role and practice of the Practical Nurse.

The Practical Nurse program is delivered primarily at the Green Bay campus of CMN. Some content may be delivered on both campuses based on faculty and clinical availability.

The Practical Nursing curriculum is built on a foundation of the biologic and physical sciences as well as knowledge from the social and behavioral sciences. In keeping with the stated mission of the College of Menominee Nation, service learning experiences are sought out with a focus on meeting the health needs of indigenous peoples. Clinical experiences focus on the role and practice of the Practical Nurse.
# PRACTICAL NURSING
## TECHNICAL DIPLOMA
### Curriculum Sequence Option 1

<table>
<thead>
<tr>
<th>Semester 1</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BIO 110 (Introduction to Human Biology)</td>
<td>3</td>
</tr>
<tr>
<td>HUD 210 (Introduction to Human Development)</td>
<td>3</td>
</tr>
<tr>
<td>TPN 110 (Nursing Fundamentals)</td>
<td>2</td>
</tr>
<tr>
<td>TPN 111 (Fundamental Nursing Skills)</td>
<td>3</td>
</tr>
<tr>
<td>TPN 120 (Nursing Pharmacology)</td>
<td>2</td>
</tr>
<tr>
<td>TPN 130 (Introduction to Clinical Practice)</td>
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<tr>
<th>Semester 2</th>
<th>Credits</th>
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<tbody>
<tr>
<td>COM 100 (Introduction to Oral Communication)</td>
<td>3</td>
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<tr>
<td>ENG 101 (Introduction to College English)</td>
<td>3</td>
</tr>
<tr>
<td>TPN 150 (Nursing Health Promotion)</td>
<td>3</td>
</tr>
<tr>
<td>TPN 151 (Clinical Care Across the Lifespan)</td>
<td>2</td>
</tr>
<tr>
<td>TPN 160 (Nursing Health Alterations)</td>
<td>3</td>
</tr>
<tr>
<td>TPN 161 (Introduction to Clinical Care Management)</td>
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**TOTAL CREDITS** 31

### Curriculum Sequence Option 2

<table>
<thead>
<tr>
<th>Semester 1</th>
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<tbody>
<tr>
<td>BIO 110 (Introduction to Human Biology)</td>
<td>3</td>
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<tr>
<td>HUD 210 (Introduction to Human Development)</td>
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<tr>
<th>Semester 2</th>
<th>Credits</th>
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<tbody>
<tr>
<td>ENG 101 (Introduction to College English)</td>
<td>3</td>
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<tr>
<td>TPN 110 (Nursing Fundamentals)</td>
<td>2</td>
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<tr>
<td>TPN 111 (Fundamental Nursing Skills)</td>
<td>3</td>
</tr>
<tr>
<td>TPN 120 (Nursing Pharmacology)</td>
<td>2</td>
</tr>
<tr>
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<tr>
<th>Semester 3</th>
<th>Credits</th>
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<tbody>
<tr>
<td>COM 100 (Introduction to Oral Communication)</td>
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<tr>
<td>TPN 150 (Nursing Health Promotion)</td>
<td>2</td>
</tr>
<tr>
<td>TPN 151 (Clinical Care Across the Lifespan)</td>
<td>3</td>
</tr>
<tr>
<td>TPN 160 (Nursing Health Alterations)</td>
<td>2</td>
</tr>
<tr>
<td>TPN 161 (Introduction to Clinical Care Management)</td>
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</table>

**TOTAL CREDITS** 31
Practical Nursing Course Descriptions

TPN 110 Nursing Fundamentals 2 credits
This course focuses on basic nursing concepts that the beginning nurse will need to provide care to diverse patient populations. Current and historical issues impacting nursing will be explored with the scope of nursing practice. The nursing process will be introduced as a framework for organizing the care of patients with alterations in cognition, elimination, comfort, grief/loss, mobility, integument and fluid/electrolyte balance.

Pre-req: Accepted into Practical Nursing or permission of the Dean of Nursing

TPN 111 Fundamentals Nursing Skills 3 credits
This course focuses on development of clinical skills and physical assessment across the lifespan. Content includes mathematic calculations and conversions related to clinical skills, blood pressure, assessment, aseptic technique, wound care, oxygen administration tracheotomy care, suctioning, management of enteral tubes, basic medication administration, glucose testing, enemas, ostomy care, and catheterizations. In addition the course includes techniques related to obtaining a health history and basic physical assessment skills using a body assessment approach. The impact of race and ethnicity on the findings of the health history and physical assessment will be incorporated.

Pre-req: Accepted into Practical Nursing or permission of the Dean of Nursing

TPN 120 Nursing Pharmacology 2 credits
This course introduces the principles of pharmacology, including drug classifications and their effects on the body. Emphasis is on the use of the components of the nursing process when administering medications. Additionally, this course includes cultural influences on drug therapy, herbal and traditional medicines and ethnopharmacology.

Pre-req: Accepted into Practical Nursing or permission of the Dean of Nursing

TPN 130 Introduction to Clinical Practice 2 credits
This introductory clinical course emphasizes basic nursing skills and application of the nursing process in meeting the needs of diverse clients. Emphasis is placed on performing basic nursing skills, the formation of nurse-client relationships, communication, data collection, documentation, medication administration and the beginning application of the nursing process.

Pre-req, Co-req: TPN 110, TPN 111, TPN 120, BIO, 110
TPN 150 Nursing Health Promotion 3 credits
This course elaborates on the basic concepts of health promotion in the context of family.
We will cover nursing care of the developing family which includes reproductive issues, pregnancy, labor and delivery, post-partum, the newborn and the child. Recognizing the spectrum of healthy families we will discern patterns associated with adaptive and maladaptive behaviors applying mental health principles. An emphasis is placed on teaching and supporting healthy lifestyle choices. Nutrition, exercise, stress management, empowerment and risk reduction practices are highlighted. Study of the family will cover dynamics, functions, discipline styles and stages of development.
Pre-req: TPN 130, HUD 210, BIO 110,

TPN 151 Clinical Care across the Lifespan 2 credits
The clinical experience applies nursing concepts and therapeutic interventions to clients across the lifespan. It also provides an introduction to concepts of teaching and learning. The extension of care to the family is also emphasized.
Pre-req: TPN 130, BIO 110, HUD 210  Co-req: TPN 150

TPN 160 Nursing Health Alterations 3 credits
This course provides elaboration on the basic concepts introduced in Nursing Fundamentals. It applies theories of nursing in the care of clients through the lifespan, utilizing problem solving, and critical thinking. This course will provide an opportunity to study conditions affecting different body systems and apply therapeutic interventions. It also introduces concepts of leadership, team building, and scope of practice.
Pre-req: TPN 130, BIO 110, HUD 210

TPN 161 Introduction to Clinical Care Management 2 credits
The clinical experience applies nursing concepts and therapeutic nursing interventions to groups of clients. It also provides an introduction to leadership, management and team building.
Pre-req: TPN 130, BIO 110, HUD 210  Co-req: TPN 160
LPN-RN Bridge Course and Program

Curriculum Overview

The LPN-RN Bridge course and program is designed for Licensed Practical Nurse with work experience who has graduated from an accredited program within the last five years. The LPN-RN Bridge course and program allows a student to enter the College of Menominee Nation Associate degree nursing program at third semester. Students must meet all criteria for entry into the nursing program including application, transcripts, written essay as well as health documentation and additional requirements.

General Education Requirements

LPN-RN Bridge program students are required to update their general education requirements for the Associate degree. It is recommended that students complete as many general education requirements as possible before beginning the core nursing courses.

Nursing Transitions Course

The Nursing Transitions LPN-RN course must be successfully completed before entering into the third semester of the AD-Nursing program. The Nursing Transitions LPN-RN course has been designed with lecture, nursing skills laboratory experiences and clinical to update student LPN practice and prepare them to re-enter the academic setting.

LPN Bridge Course Description

NUR 199 Nursing Transitions LPN-RN 2 credits
This course prepares transferring or returning students for transition into the nursing program. The course reviews the nursing process, with an emphasis on adult physical assessment, the development of individualized client care plans, acquisition of critical thinking skills, and proficiency in dosage calculation including application of mathematical concepts. The course includes a required evaluation of the student’s current clinical skills.
Pre-req: Accepted into AD-Nursing or permission of the Dean of Nursing
Pre-reg, Co-req: HUD 210, BIO 204, ENG 101, COM 100
ASSOCIATE DEGREE NURSING PROGRAM
CURRICULUM OVERVIEW

The AD-Nursing program can be completed in four semesters after admission to the program. Successful completion of the first year of the nursing program results in the student being eligible to opt-out, petition for a technical diploma, and sit for the NCLEX-PN exam for licensure as a Licensed Practical Nurse (LPN). After re-entry into the program and successful completion of the second year, graduates will be eligible for the NCLEX-RN exam for licensure as a Registered Nurse (RN). While students have the option to opt-out and take the NCLEX-PN at the end of the first year, the CMN AD-Nursing Program is an Associate Degree Program and students are considered to be interested in functioning at the Registered Nurse level upon completion of the program.

The CMN AD-Nursing Program is taught at the associate degree level throughout the program. After the successful completion of all program requirements, the College of Menominee Nation will award the Associate of Applied Science Degree. Graduates will then be eligible to take the national RN licensure exam (NCLEX-RN).
# AD-NURSING CURRICULUM SEQUENCE OPTION 1

<table>
<thead>
<tr>
<th>Semester 1</th>
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<tbody>
<tr>
<td>BIO 202</td>
<td>Principles of Biology</td>
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<tr>
<td>HUD 210</td>
<td>Introduction to Human Development</td>
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<td>ENG 101</td>
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<td>Fundamental Nursing Skills*</td>
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<td>COM 100</td>
<td>Introduction to Oral Communication</td>
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<td>NUR 150</td>
<td>Nursing Health Promotion</td>
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<tr>
<td>NUR 151</td>
<td>Clinical Care Across the Lifespan*</td>
</tr>
<tr>
<td>NUR 160</td>
<td>Nursing Health Alterations</td>
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<tr>
<td>NUR 161</td>
<td>Introduction to Clinical Care Management**</td>
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<tbody>
<tr>
<td>BIO 207</td>
<td>Principles of Microbiology</td>
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<td>MAT 106</td>
<td>College Algebra</td>
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<td>PSY 100</td>
<td>Introduction to Psychology</td>
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<td>NUR 201</td>
<td>Complex Health Alterations</td>
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<td>NUR 202</td>
<td>Intermediate Clinical Practice</td>
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<td>NUR 210</td>
<td>Mental Health and Community Concepts</td>
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<tbody>
<tr>
<td>ANT 200</td>
<td>Introduction to Native American Cultures</td>
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<tr>
<td>SDE 100</td>
<td>Introduction to Sustainable Development</td>
</tr>
<tr>
<td>NUR 250</td>
<td>Complex Health Alterations II</td>
</tr>
<tr>
<td>NUR 251</td>
<td>Nursing Advanced Clinical Practice*</td>
</tr>
<tr>
<td>NUR 260</td>
<td>Nursing Management and Professional Concepts</td>
</tr>
<tr>
<td>NUR 261</td>
<td>Nursing Clinical Transition**</td>
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|  | TOTAL | 72 |

* First eight week class  
** Second eight week class  
***CMN Policy for semester > 18 credits will apply
### AD-NURSING CURRICULUM PART-TIME OPTION 2

<table>
<thead>
<tr>
<th>Semester 1</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BIO 202 Principles of Biology</td>
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<tr>
<td>ENG 101 Introduction to College English</td>
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<tr>
<td>MAT 106 College Algebra</td>
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<thead>
<tr>
<th>Semester 2</th>
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<tbody>
<tr>
<td>BIO 204 Anatomy and Physiology</td>
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<tr>
<td>PSY 100 Introduction to Psychology</td>
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<tr>
<td>HUD 210 Introduction to Human Development</td>
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<th>Semester 3</th>
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<tbody>
<tr>
<td>SDE 100 Introduction to Sustainable Development</td>
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<tr>
<td>NUR 110 Nursing Fundamentals</td>
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<tr>
<td>NUR 111 Fundamental Nursing Skills*</td>
<td>3</td>
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<tr>
<td>NUR 120 Nursing Pharmacology</td>
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<tr>
<td>NUR 130 Introduction to Clinical Practice **</td>
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<th>Semester 4</th>
<th>Credits</th>
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<tbody>
<tr>
<td>COM 100 Introduction to Oral Communication</td>
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<tr>
<td>NUR 150 Nursing Health Promotion</td>
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<tr>
<td>NUR 151 Clinical Care Across the Lifespan*</td>
<td>3</td>
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<tr>
<td>NUR 160 Nursing Health Alterations</td>
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<tr>
<td>NUR 161 Introduction to Clinical Care Management**</td>
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<th>Semester 5</th>
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<tbody>
<tr>
<td>BIO 207 Principles of Microbiology</td>
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<tr>
<td>NUR 201 Complex Health Alterations</td>
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<tr>
<td>NUR 202 Intermediate Clinical Practice</td>
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<tr>
<td>NUR 210 Mental Health and Community Concepts</td>
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<tr>
<td>NUR 211 Advanced Nursing Skills</td>
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<tr>
<th>Semester 6</th>
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<tbody>
<tr>
<td>ANT 200 Introduction to Native American Cultures</td>
<td>3</td>
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<tr>
<td>NUR 250 Complex Health Alterations II</td>
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<tr>
<td>NUR 251 Nursing Advanced Clinical Practice*</td>
<td>3</td>
</tr>
<tr>
<td>NUR 260 Nursing Management and Professional Concepts</td>
<td>2</td>
</tr>
<tr>
<td>NUR 261 Nursing Clinical Transition**</td>
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</tbody>
</table>

| TOTAL                              | 72      |
Associate Degree Nursing Course Descriptions

**NUR 110 Nursing Fundamentals**  
2 credits  
This course focuses on basic nursing concepts that the beginning nurse will need to provide care to diverse patient populations. Current and historical issues impacting nursing will be explored with the scope of nursing practice. The nursing process will be introduced as a framework for organizing the care of patients with alterations in cognition, elimination, comfort, grief/loss, mobility, integument and fluid/electrolyte balance.  
*Pre-req: Accepted into AD-Nursing or permission of the Dean of Nursing*

**NUR 111 Fundamentals Nursing Skills**  
3 credits  
This course focuses on development of clinical skills and physical assessment across the lifespan. Content includes mathematic calculations and conversions related to clinical skills, blood pressure, assessment, aseptic technique, wound care, oxygen administration tracheotomy care, suctioning, management of enteral tubes, basic medication administration, glucose testing, enemas, ostomy care, and catheterizations. In addition the course includes techniques related to obtaining a health history and basic physical assessment skills using a body assessment approach. The impact of race and ethnicity on the findings of the health history and physical assessment will be incorporated.  
*Pre-req: Accepted into AD-Nursing or permission of the Dean of Nursing*

**NUR 120 Nursing Pharmacology**  
2 credits  
This course introduces the principles of pharmacology, including drug classifications and their effects on the body. Emphasis is on the use of the components of the nursing process when administering medications. Additionally, this course includes cultural influences on drug therapy, herbal and traditional medicines and ethnopharmacology.  
*Pre-req: Accepted into AD-Nursing or permission of the Dean of Nursing*

**NUR 130 Introduction to Clinical Practice**  
2 credits  
This introductory clinical course emphasizes basic nursing skills and application of the nursing process in meeting the needs of diverse clients. Emphasis is placed on performing basic nursing skills, the formation of nurse-client relationships, communication, data collection, documentation, medication administration and the beginning application of the nursing process.  
*Pre-req, Co-req: NUR 110, NUR 111, NUR 120, BIO, 202*

**NUR 150 Nursing Health Promotion**  
3 credits  
This course elaborates on the basic concepts of health promotion in the context of family. We will cover nursing care of the developing family which includes reproductive issues, pregnancy, labor and delivery, post-partum, the newborn and the child. Recognizing the spectrum of healthy families we will discern patterns associated with adaptive and maladaptive behaviors applying mental health principles. An emphasis is placed on teaching and supporting healthy lifestyle choices. Nutrition, exercise, stress
management, empowerment and risk reduction practices are highlighted. Study of the family will cover dynamics, functions, discipline styles and stages of development.

Pre-req: NUR 130, HUD 210, BIO 202, ENG 101

NUR 151 Clinical Care across the Lifespan 2 credits
The clinical experience applies nursing concepts and therapeutic interventions to clients across the lifespan. It also provides an introduction to concepts of teaching and learning. The extension of care to the family is also emphasized.
Pre-req: NUR 130, HUD 210, BIO 202, ENG 101
Pre-req, Co-req: NUR 150, BIO 204

NUR 160 Nursing Health Alterations 3 credits
This course provides elaboration on the basic concepts introduced in Nursing Fundamentals. It applies theories of nursing in the care of clients through the lifespan, utilizing problem solving, and critical thinking. This course will provide an opportunity to study conditions affecting different body systems and apply therapeutic interventions. It also introduces concepts of leadership, team building, and scope of practice.
Pre-req: NUR 130, HUD 210, BIO 202, ENG 101

NUR 161 Introduction to Clinical Care Management 2 credits
The clinical experience applies nursing concepts and therapeutic nursing interventions to groups of clients. It also provides an introduction to leadership, management and team building.
Pre-req: NUR 130, HUD 210, BIO 202, ENG 101
Pre-req, Co-req: NUR 160, BIO 204

NUR 201 Complex Health Alterations 2 credits
This course facilitates the expansion of the student’s knowledge from previous courses in caring for clients with alterations in musculoskeletal, cardiovascular, respiratory, endocrine, and hematological systems as well as clients with fluid/electrolyte and acid/base imbalances and alterations in comfort.
Pre-req: NUR 151, NUR 161, BIO 204, COM 100

NUR 202 Intermediate Clinical Practice 3 credits
This clinical course facilitates the development of the registered nurses role when working with clients with complex health care needs. A focus of the course is developing skills needed for managing multiple clients and priorities. Using the nursing process, students will gain experience in adapting nursing practice to meet the needs of clients with diverse needs and backgrounds.
Pre-req, NUR 151 NUR 161 Co-req: NUR 201, NUR 210, BIO 207

NUR 210 Mental Health and Community Concepts 2 credits
This course will cover topics related to the delivery of community and mental health care. Specific health needs of individuals, families, and groups will be addressed. Attention will be given to diverse and at-risk populations. Mental health concepts will concentrate on adaptive/maladaptive behaviors and specific mental health disorders.
Community resources will be examined in relation to specific types of support offered to racial, ethnic, economically diverse individuals and groups.

Pre-req: NUR 151, NUR 161
Pre-req, Co-req: HUD 210, PSY 100

**NUR 211 Advanced Nursing Skills**  
1 credit  
This course focuses on the development of advanced clinical skills. Content includes advanced IV skills, blood product administration, chest tube systems, basic EKG interpretation and nasogastric/feeding tube insertion.

Pre-req, Co-req: NUR 201, BIO 207

**NUR 250 Complex Health Alterations II**  
3 credits  
This course prepares the student to expand knowledge and skills from previous courses in caring for clients with alterations in the immune, neuro-sensory, musculoskeletal, gastrointestinal, hepatobiliary, renal/urinary and reproductive systems. The student will focus on management of care of clients with high-risk perinatal conditions, high-risk newborns and the ill child. Synthesis and application of previously learned concepts will be evident in the management of clients with critical/life-threatening situations.

Pre-req: NUR 202, NUR 211, Pre-req, Co-req: ANT 200, SDE 100

**NUR 251 Nursing Advanced Clinical Practice**  
3 credits  
This advanced clinical course requires the student to integrate concepts from all previous courses in the management of groups of clients facing complex health alterations. Students will have the opportunity to further develop critical thinking skills using the nursing process in making clinical decisions. Interdisciplinary collaboration is emphasized as an integral component in the continuity of care.

Pre-req: NUR 202, NUR 211, Pre-req, Co-req: NUR 250, ANT 200, SDE 100

**NUR 260 Nursing Management and Professional Concepts**  
2 credits  
The focus of this course is on the roles of the nurse as a manager and as a member of the discipline embedded within current issues and trends in nursing practice. Additionally this course guides graduating students through the process of completing a nursing portfolio to use when transferring to another institution or when seeking employment as a nurse. Students will complete a self assessment through the review of their current and previous clinical and theoretical coursework. The nursing portfolio is then presented to CMN faculty for critique and evaluation.

Pre-req: NUR 202, NUR 211 Pre-req, Co-req: NUR 250, ANT 200, SDE 100

**NUR 261 Nursing Clinical Transition**  
2 credits  
This course will assist the student in the transition from student nurse to graduate nurse. This course promotes the integration of all knowledge learned in previous courses, relatively independent clinical decisions, delegation, and working collaboratively with others to achieve client/patient and organizational outcomes.

Pre-req, NUR 251 Pre-req, Co-req: NUR 250, NUR 260