

# Nursing

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To find faculty & staff phone numbers and email addresses, please consult the University Directory (<http://www.dixie.edu/directory/directory.php>).

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## Program Description

The mission of the Dixie State University Nursing Program is the education of nurses at the associate and baccalaureate levels who are dedicated to excellence in health care. Our goals are to:

- Provide an innovative and collaborative learning environment.
- Prepare generalist nurses who can practice in various health care settings.
- Apply evidence-based practice in educational and clinical settings.
- Enhance the quality of life of diverse individuals, families, groups, communities, and society.
- Promote responsibility and commitment to lifelong learning.

## Philosophy

As an integral part of Dixie State University, the nursing faculty collectively assumes responsibility for supporting and maintaining the mission and goals of the University. The nursing program contributes to the functioning of Dixie State University as a comprehensive state university by offering nursing education at the Associate of Applied Science Degree and Baccalaureate Degree in nursing levels. Students in the ADN program are eligible to test for state licensure as registered nurses.

The Nursing faculty has defined the following terms as part of their philosophical beliefs regarding nursing and nursing education:

**Clients** are recipients of nursing care and include individuals, families, groups, communities, and society.

**Health** is a subjective perception of what makes life meaningful and manageable and is a result of adaptation to life's immediate experiences to maintain physical, psychological, social, spiritual, and cultural harmony.

**Environment** is every factor, internal and external, that provides the context for human life. People and their environments are inseparable. The combined influences of the external and internal environments determine state of health.

**Nursing** is the autonomous and collaborative care of clients using unique knowledge to promote health and adaptation to illness, wellness, disability, and dying. Nursing care is guided by morals, ethics, and advocacy.

**Healthcare** is a system for the delivery of resources to promote wellness as well as prevent and manage illness.

**Associate Degree Nurses (ADN)** practice in the roles of care provider, care manager, and member within the discipline of nursing. ADN graduates are registered nurses who provide direct care to clients with complex health needs; adjust care as client situations change; collect and analyze data from clients, families, and other health care resources; formulate appropriate nursing diagnoses; develop and revise plans of care based on client decisions; and collaborate and communicate with clients, families, and other health professionals. ADNs also are accountable for care of their clients, and of those whose care has been delegated to others, including licensed and unlicensed health care workers.

**Bachelor of Science Degree Nurses (BSN)** are professional nurses who have more extensive opportunities for practice than Associate Degree Nurses. The BSN practices in the role of provider, manager, and coordinator of care as well as functioning as a leader of care teams. BSN graduates use research, information technology, ethical frameworks, political advocacy, and policy making in the provision of care with individuals, families, groups and communities across the lifespan and across the continuum of healthcare environments. The BSN graduate is accountable for his or her own practice and care delegated to others. The BSN is generally a prerequisite for graduate nursing education.

**Nursing education** is a lifelong process which includes reflection, intellectual challenge, and practice. It encompasses the development of knowledge, skills, and personal and professional values. Nursing education facilitates the learning process through the assimilation of knowledge and the acquisition of eight competencies which include critical thinking, technical skills, therapeutic communication, leadership/management, time management/organization, professional behavior, caring, and the nursing process. A supportive environment for nursing education is one of caring in which all persons are respected, trusted, and nurtured. Through education, the faculty endeavors to develop and enhance learners' individual growth, professional practice and social responsibility, and leadership in increasingly complex health care environments. Education is the progressive discovery of knowledge and possibility. Our aim is for students to recognize what they do and do not know, and how to acquire what they need to know.

**Teaching/learning** is a collaborative process in which the nursing instructor, informed by the curriculum, evidence-based nursing practice, and teaching and learning theories facilitates the nursing student preparedness to meet the goals and outcomes of the nursing program and the NLCEX® exam.

## Learning Outcomes

The competencies that the student develops across the curriculum are related to the learning outcomes and include:

- **LEADERSHIP** requires the personal traits necessary to establish vision & goals; the ability to plan, organize, motivate, manage, execute, delegate, evaluate, use conflict resolution strategies, & collaborate with other members of the interdisciplinary health care team.
- **CRITICAL THINKING** is a process of insightful thinking that utilizes multiple dimensions of one's own cognition & collaborates with the interdisciplinary health care team to develop conclusions, solutions, & alternatives to ensure safe nursing practice & quality care.
- **COMMUNICATION** is the ability to apply concepts of communication & therapeutic interaction in building & maintaining relationships with clients, families, groups, communities & other members of the health care team.
- **CARING** is the essence of nursing. Caring is an altruistic philosophy of moral & ethical commitment toward the protection, promotion & preservation of human dignity & diversity including the recognition & acknowledgment of the value of individuals, families, groups, communities, & other members of the health care team.
- **PROFESSIONAL BEHAVIOR**- is characterized by a commitment to the profession of nursing. Professional behavior involves adherence to standards of nursing practice; accountability for actions & behaviors; & nursing practice within legal, ethical, & regulatory frameworks.

## Location

The Department of Nursing is located in the Russell Taylor Health Science Center near Dixie Regional Medical Center. The Taylor Health Science Center, 78,000 square feet on three floors, houses all of Dixie State University's Allied Health programs. The Nursing program, located on the third floor, utilizes state-of-the-art classrooms, nursing laboratories, and simulation rooms.

## Scholarships

A limited number of Nursing department scholarships are available for students who have been accepted into the nursing program. Recipients must be full-time, undergraduate nursing students in good academic standing. Contact the Financial Aid Office at [www.dixie.edu/financial](http://www.dixie.edu/financial) for further information.

## Accreditation

The Associate Degree Nursing program has been approved by the Utah Board of Nursing and has been accredited by the Accreditation Commission for Education in Nursing, Inc. (ACEN) since 2002. The RN-to-BSN program has been accredited by ACEN since 2010.

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## Course Prefixes

- NURS

## Degrees

- Bachelor of Science in Nursing (RN-to-BSN completion program)\* ([catalog.dixie.edu/programs/nursing/bachelor\\_of\\_science\\_in\\_nursing\\_bsn](http://catalog.dixie.edu/programs/nursing/bachelor_of_science_in_nursing_bsn))
- Bachelor of Science in Nursing ([catalog.dixie.edu/programs/nursing/bachelor\\_of\\_science\\_in\\_nursing\\_four\\_year](http://catalog.dixie.edu/programs/nursing/bachelor_of_science_in_nursing_four_year))
- Associate of Applied Science in Nursing (ADN) ([catalog.dixie.edu/programs/nursing/associate\\_of\\_applied\\_science\\_in\\_nursing\\_adn](http://catalog.dixie.edu/programs/nursing/associate_of_applied_science_in_nursing_adn))

- Nurse Assistant Certificate ([catalog.dixie.edu/programs/healthcare\\_diagnostics\\_therapeutics/nurse\\_assistant\\_certificate](http://catalog.dixie.edu/programs/healthcare_diagnostics_therapeutics/nurse_assistant_certificate))

## Program Admission

- Bachelor of Science in Nursing (RN-to-BSN completion program) ([catalog.dixie.edu/programs/nursing/bachelor\\_of\\_science\\_in\\_nursing\\_bsn/#programadmissiontext](http://catalog.dixie.edu/programs/nursing/bachelor_of_science_in_nursing_bsn/#programadmissiontext))
- Bachelor of Science in Nursing - coming soon
- Associate of Applied Science in Nursing (ADN) ([catalog.dixie.edu/programs/nursing/associate\\_of\\_applied\\_science\\_in\\_nursing\\_adn/#programadmission](http://catalog.dixie.edu/programs/nursing/associate_of_applied_science_in_nursing_adn/#programadmission))

## Student Learning Outcomes/Competencies for the ADN Program

### 1. Leadership

- Identifies individual strengths & areas of needed improvement & utilizes criticism & suggestions to improve nursing practice.
- identifies and facilitates interdisciplinary interventions to achieve outcomes.
- Delegates care appropriately to other health care workers appropriate to their competence, education & training.
- Promotes goals of workplace as to costs, safety & quality client care.
- Ensures continuity of care for each assigned client.
- Promotes excellence & mentors others, assisting them to increase their knowledge & skills.
- Serves as a role model & evaluates colleagues & classmates in their professional actions, abilities, & limitations.
- Participates effectively in course & clinical group discussions & post-conferences.

### 2. Critical Thinking

- Assumes responsibility for own learning, understanding & application of education.
- Demonstrates independent & creative application of concepts in the clinical setting & course work & is able to consider alternatives.
- Uses creative/critical thinking in applying course material to solve problems & make clinical decisions.
- Shows initiative by seeking educational & research opportunities (other than what is required) to expand knowledge.
- Utilizes knowledge gained from research, journals, valid Internet sources, & nursing workshops to promote quality improvement & client safety.
- Promotes the use of evidence-based practice & current research in nursing care.
- Utilizes all steps of the nursing process in the safe administration of medications within scope of practice.
- Performs ongoing complete physical, emotional, spiritual & socio-cultural assessment of clients across the lifespan.
- Recognizes client problems, & independently determines actual & potential nursing diagnoses.
- Develops a comprehensive plan of nursing care with the client to promote positive outcomes.
- Establishes priorities for nursing care interventions appropriately & independently.
- Independently solicits client input & determines effectiveness of nursing interventions.
- Actively & creatively adapts/modifies care to the unique needs of each client.

### 3. Communication

- Uses appropriate basic communication skills & therapeutic communication techniques.
- receives feedback/criticism from evaluations in an assertive, positive manner & makes necessary improvements to succeed.
- communicates assertively & effectively with distressed, anxious, angry or aggressive clients & their family members.
- records/documents client information, care & evaluation of care in a clear, concise manner.
- Assesses the client's health literacy level & understanding of education provided.
- Gives/receives nursing change of shift report in an effective manner.
- Manages colleagues & team conflict in assertive & responsible ways.
- Independently & assertively reports breach of nursing care standards using the appropriate chain of command.

- i. Utilizes plan of care to overcome barriers to communication: physical, developmental, psychological, emotional, cultural, & language.

#### 4. **Caring**

- a. Demonstrates care for clients by giving individualized quality, nursing care.
- b. establishes & maintains relationships of trust with clients & colleagues.
- c. Respects human dignity & cultural diversity.
- d. Promotes & respects values & choices of the client.
- e. Advocates for the client needs & preferences.

#### 5. **Professional Behavior**

- a. Follows ANA code of ethical behavior, setting aside personal ethical standards to support the client in their choices & values.
- b. Understands & functions within the scope of practice of the licensed registered nurse in all health care settings.
- c. Independently identifies potential liabilities in individual practice & uses legal safeguards in clinical practice.
- d. Understands the purpose of HIPAA and maintains client confidentiality.
- e. Demonstrates support of professional organization & activities.
- f. Identifies & follows established patient care standards & cautiously performs all skills with accuracy.
- g. Observes all OSHA standards, rules & regulations.

## Student Learning Outcomes for the BSN Program

The BSN graduate will:

1. Apply leadership concepts, skills, and decision making in order to provide oversight and accountability for the delivery of safe, quality care in a variety of healthcare settings.
2. Integrate reliable evidence from multiple perspectives to inform practice and make reasonable clinical judgments.
3. Demonstrate skills in using patient care technologies, information systems, and communication devices that support safe nursing practice in a variety of healthcare settings.
4. Demonstrate a basic knowledge of healthcare policy, finance, and regulatory environments including local, state, national, and global healthcare trends.
5. Communicate, collaborate, and negotiate as a member and leader within interdisciplinary healthcare teams to improve patient health outcomes.
6. Manage the direct and indirect care of individuals, families, groups, communities, and populations to promote, maintain and restore health.
7. Integrate professional standards of moral, ethical, and legal conduct in the care of persons, families, groups, communities, and populations.

The Department of Nursing offers two levels of nursing education. The Associate Degree Nursing program prepares students to assume the role of registered nurse. Graduates of this program will receive an Associate of Applied Science degree and are eligible for Registered Nurse licensure upon successful completion of the NCLEX-RN® licensure examination.

The RN-to-Baccalaureate Degree Nursing program is designed to provide Registered Nurses with further education necessary for progression in their careers, entrance into management positions, and admission into graduate nursing programs leading to advanced practice nursing, nursing education, and nursing administration. Graduates will receive a Bachelor of Science in Nursing (BSN) degree.

## Career Opportunities

### Registered Nurse

#### Career Opportunities\*

Over the 2014-2024 decade, employment of registered nurses is expected to increase by 16%, above the average for all occupations. This growth is for a number of reasons, including the fact that the older generation will need more care as it ages, and that more people than ever have access to health insurance, and more registered nurses will be needed to accommodate them.

#### Salary Range\*

In May 2015, the median annual wage for registered nurses was \$67,490. The lowest 10 percent earned less than \$46,360, and the highest 10 percent earned more than \$101,630. When employed by the government, registered nurses earned \$72,100; in hospitals (state, local, and private), RN's earned \$69,510; in home healthcare services they earned \$63,840; in physicians' offices they earned \$60,820; and in nursing and residential care facilities, they earned \$60,370.

### Nurse Assistant

#### Career Opportunities \*

More than half of the 1.5 million nursing aides, orderlies, and attendants in the U.S. work in residential care facilities / nursing homes. Almost 20% work in hospitals, and the remainder are employed either in home health or hiring / training other nurse assistant. The job of a nurse assistant can be both physically and emotionally demanding but can offer personal fulfillment. Working as a nurse assistant is an excellent introduction to the field of health care for individuals considering pursuing an

education to become a registered nurse or other health care provider. In Utah, nurse assistants must be certified by the Utah State CNA Registry, a process that includes passing both a skills test and a written exam.

### **Job Outlook**\*

Employment of nursing aides, orderlies, and attendants is expected to grow 18% between 2014 and 2024, which is faster than the average for all occupations, but increases are linked to government funding for Medicare and other agencies upon which long-term care facilities depend. The growth is due to the increasing number of elderly Americans.

### **Salary Range**\*

The median annual wage for full time nursing aides, orderlies, and attendants was \$25,710 in May 2015, and many part-time employment opportunities exist.

\* Derived from the Occupational Outlook Handbook, 2015