

# **Eastern New Mexico University**

MSN Program Student Handbook 2024-2025





The ENMU MSN Program has received continuing accreditation from the Accreditation Commission for Education in Nursing (ACEN) since the initial accreditation visit in 2016.

The next accreditation visit is planned for spring 2029.

#### Dear Students:

The Nursing program faculty, staff and I are excited to welcome you to the MSN Program! We extend an offer of assistance and mentorship to you, and the best wishes on this new educational journey. We hope it proves to be motivational, educational and foundational for future professional successes in nursing education.

Kristin Kuhlmann, PhD, RN **Nursing Program Director** 

Associate Professor/Graduate Coordinator



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#### Policies and Procedures

The MSN nursing program policies and procedures are consistent with those for Eastern New Mexico University. Students are accountable for reading and understanding materials pertaining to all students in ENMU's current Graduate Catalog and are expected to acknowledge all policies therein on the Pre-Advisement form provided by the ENMU nursing department.

#### **ENMU Mission Statement**

Eastern New Mexico University combines an engaging learning environment with current technology to provide a rich educational experience. ENMU focuses on:

- · Preparing students for careers and advanced study.
- · Promoting citizenship and leadership skills and values.
- Supporting excellence in teaching and research.
- Empowering students to respond to a rapidly changing world.

#### **ENMU Vision Statement**

Eastern New Mexico University emphasizes liberal arts education, freedom of inquiry, cultural diversity and whole student life. Excellent teaching and active learning define campus relationships. Scholarship, both primary and applied, cultural enrichment, and professional service are also important contributions of the University community. The Eastern community envisions a university where every faculty and staff member instill in one another, and in students, a sense of social and cultural awareness and responsibility. The University accomplishes this by embracing and fostering diversity and inclusion among students, faculty and staff.

#### **Graduate School Mission**

The Graduate School exists to provide a quality higher education in selected programs. These diverse programs are offered to help develop the knowledge and competency of the student in her or his field of study; to foster a spirit of inquiry by encouraging independent, original thought; to acquaint the student with the techniques of research and to promote intellectual growth. In seeking to serve all qualified students, the Graduate School begins with the belief that education is a lifelong process that demonstrates the importance of independent inquiry, objectivity and judgment. The programs offered through the Graduate School strive to provide the student with experiences which will help prepare her or him for life and livelihood in a changing world.

# **MSN Program Mission**

The Master of Science in Nursing (MSN) program is part of the ENMU College of Liberal Arts and Sciences, Department of Health and Human Services. The program has a Nursing Education emphasis. The mission of the ENMU MSN program is the preparation of graduate students to meet NLN novice nurse educator competencies and be ready to provide quality education for professional nurses and nursing students. The ENMU Nursing Graduate Program faculty values the empowerment of all nurses to meet the evolving and diverse health care needs of all people through an inclusive educational experience, and with a strong foundation for life-long learning.

# **Philosophy**

Nursing

The M.S.N. program at Eastern New Mexico University is based on the belief that nursing is both an art and science. It is a human profession built on the foundations of caring and integrity, embracing diversity, inclusion and nursing excellence. The philosophy of nursing emphasizes the life¬long evolutionary process of the nurse, one which promotes the development of a student's knowledge, skills, and personal and professional values. The faculty is dedicated to cultivating a sense of professional empowerment, a desire for perpetual learning and a passion for health equity and social justice. The MSN curriculum is innovative and contemporary, using 21st century informatics and healthcare technologies that are based on the changing healthcare needs of society and the health care delivery system. Central to the nursing program's philosophy are the professional concepts which form the core of the humanistic, intellectual and ethical values associated with a master's education.

Caring is the central concept of the practice of professional nursing which includes empathy, human connections and the ability to translate these characteristics into compassionate, sensitive and appropriate care. The nursing faculty also values the metaparadigm of nursing through the four domains that are the theoretical concepts, which identify the parameters of our professional practice: person, health, environment and nursing. As nursing program faculty, we define the four domains of nursing as:

**Person** An individual human being of intrinsic worth, who is part of a family, a community and the world who becomes the focus of nursing whenever a potential or actual health care need exists.

**Health** Unity of the whole person-body, mind and spirit; a holistic harmony that includes physical, psychological, social, spiritual and moral realms.

**Environment** The totality of an environment (physical, geographical and sociocultural), situation, or event with related experiences that give interpretive meanings to guide human expressions and decisions.

As an art and a science, nursing molds the attitude, intellectual competencies and technical skills of the nurse into the desire and ability to help people cope with their health care needs, whether they are ill or well. The program considers the unique function of the nurse to

be knowledgeable caring: using the scientific approach to improve nursing practice, thereby contributing to the health and independence of people through their lifespan.

The nursing program faculty hold themselves accountable for the quality of the educational program. They perform these actions through active teaching/learning strategies, student mentorship, service, evolving scholarship of nursing education policies and practices, and by collaborating with health care professionals and consumers of healthcare. Graduate students, through the successful completion of nurse educator specialty role competencies, will become equipped to teach the next generation of nurses to meet the dynamic needs of patient care within an ever-evolving healthcare system.

# **Program Outcomes and Competencies**

By the end of the program, ENMU MSN graduates will:

- 1. Evaluate contemporary nursing curricula in both academic nursing education and professional staff development programs.
- 2. Incorporate leadership principles and interprofessional networking, in response to the growing complexity of nursing education practices and the Nurse Educator role at all levels.
- 3. Assess nursing philosophy and qualitative and quantitative research, through intellectual curiosity and informational literacy, to support evidence-based nursing practice decisions as an educator.
- 4. Integrate role specific nursing educator professional competencies, appropriate identity formation, ethics, and health equity considerations in policy decisions, plans, and actions to achieve delivery of quality health care.
- 5. Design and continue to improve contextual nursing program curricula, incorporating contemporary concepts to ensure health equity and inclusivity for a variety of populations and settings.
- 6. Construct culturally sensitive and evidence-based multimodal teaching strategies, addressing the needs of diverse learners.

# Competencies for Graduates/Novice Nurse Educators—National League for Nursing (2024)

These competencies have been chosen by the faculty because they represent the knowledge, skills and attitudes required of nurse educators graduating from the ENMU MSN program. They are derived from competencies for nurse educators from the National League for Nursing (2018).

#### **Competency I: Facilitate Learning**

Nurse educators create an environment in all academic activities that facilitate student learning and facilitate student learning and desired cognitive, affective, and psychomotor student outcomes.

#### Competency II: Facilitate Learner Development & Socialization

Nurse educators assist students to develop within the nursing role, integrating the values and behaviors expected of those who fulfill this professional role.

#### **Competency III: Use Assessment and Evaluation Strategies**

Nurse educators use a variety of strategies to assess and evaluate student learning in classroom, skill lab, simulation, and clinical settings. Students are also assessed in all domains of learning throughout the nursing program.

#### Competency IV: Participate in Curriculum Design and Evaluation of Program Outcomes

Nurse educators participate in formulating program outcomes and designing curricula that reflect contemporary health care practices and prepare graduates to function effectively in the health care environment.

#### Competency V: Function as a Change Agent and Leader

Nurse educators function as change agents, leaders, and mentors for nursing education and nursing practice. The nurse educator role is multidimensional, and nurse educators must exhibit an ongoing commitment to develop and maintain competence in the nursing educator role.

#### Competency VI: Pursue Continuous Quality Improvements in the Nurse Educator Role

Scholarship is an integral component of the faculty role; engagement in research and attention to current and effective evidence-based knowledge and nursing practice strategies must be incorporated into the nursing curriculum.

#### Competency VII: Engage in Scholarship

Nurse educators are knowledgeable about the educational environment within which they practice and teach.

#### **Competency VIII: Function Within the Educational Environment**

Nurse educators must recognize how political, institutional, social, and economic forces impact their role as educators, for curriculum and nursing students within their purview.

# **Academic Integrity**

All students are expected to obey the laws of the state and nation and to pursue their academic careers with honesty and integrity. The ENMU Student Code of Conduct covers all expectations for student conduct, sanctions, adjudication processes and the student rights and responsibilities. Students will be held responsible for abiding by the Student Code of Conduct while at ENMU. The Student Code of Conduct can be found in the Student Handbook, available at enmu.edu/StudentHandbook. The University community regards academic dishonesty, especially cheating and plagiarism, as unacceptable conduct at any time and has established severe penalties for those found quilty of such acts.

# **Disability Statement**

If you have, or believe you have a disability, you may contact the Accessibility Resources and Testing Center to coordinate reasonable classroom accommodations, access to technology or other academic assistance. The Accessibility Resources and Testing Center serves students with a wide range of disabilities including but not limited to medical or health impairment, vision or hearing disability, physical disability, learning disabilities, attention deficit disorder, or mental health impairment. All information will be treated confidentially.

Accommodations are not retroactive. They begin only after:

- · Appropriate documentation has been received and accepted by the Coordinator of Disability Services
- Letters of Accommodation (LOA) have been prepared
- You have delivered your Letters of Accommodation to your instructors

Appropriate academic accommodations may then be provided for you. You may contact Accessibility Resources and Testing Center in room 186 Student Academic Services building, phone 575.562.2280.

# **FERPA and Privacy**

As a student, your educational records are considered confidential. Under FERPA (Family Educational Rights and Privacy Act), your records are confidential and protected. Under most circumstances your records will not be released without your written and signed consent. However, some directory information may be released to third parties without your prior consent unless a written request to restrict this is on file. You can learn more about student rights to privacy at enmu.edu/FERPA.

#### Title IX

ENMU is committed to fostering a safe, productive learning environment and we comply with all aspects related to Title IX of the Educational Amendments of 1972 and 34 C.F.R. Part 106. Title IX prohibits sex discrimination to include sexual misconduct defined as harassment, domestic and dating violence, sexual assault, and stalking.

Incidents of harassment or assault can be reported to the Title IX Coordinator at 575.562.2991 or titleix.coordinator@enmu.edu . Reports can also go to the ENMU Police Department by calling 575.562.2392. If you wish to receive fully confidential support and victim's advocacy you can contact Arise Sexual Assault Services at 575.226.7263.

# **Confidentiality and Mandatory Reporting**

As instructors, one of our responsibilities is to help create a safe learning environment on our campus. We also have a mandatory reporting responsibility. We are required to share information regarding sexual misconduct or information about a crime that may have occurred on ENMU's campus with the Title IX Coordinator and/or the ENMU Police. Students may speak to someone confidentially by contacting Arise at 575.226.7263.

## Admission to the MSN Program

Registered nurses who apply must fulfill all requirements for admission to ENMU and to the MSN program as outlined below:

- Have the college(s) you attended (other than ENMU- Portales) send official copies of your transcripts for all of your previous college work to: Graduate School, ENMU Station 24, 1500 S Ave K, Portales, NM 88130. If you are using a third party transcript service that provides eTranscripts, you can enter the recipient as graduate.school@enmu.edu.
- 2. If ENMU already has transcripts on file from your previous enrollment at our University, you will be notified if additional transcripts are required of you. For further information, go to **enmu.edu/Transcripts**.
- 3. Follow this link to fill out an online application for acceptance into ENMU: enmu.edu/Admission/How-To-Apply
- 4. You will be required to submit all the proper documentation in the application process. The following items are needed to process the application:
  - Resume with three professional references listed (two preferably RNs, one professional)
  - · Letter of intent, to include the reasons you would like to enter the MSN completion program
  - · RN license verification (pdf)
- 5. Contact information for questions concerning the application process:

Nursing Program Holly Coglianese

ENMU Station 12 Nursing Program Administrative Assistant

1500 S Ave K 575.562.2403

Portales, NM 88130 holly.coglianese@enmu.edu

# **General Academic Regulations of Graduate School**

Students are responsible for complying with all regulations of the University, the Graduate School and the MSN program. All graduate students at ENMU are to comply with the Student Code of Conduct as posted in the student's handbook at **enmu.edu/StudentHandbook**:

# **Nursing Scholarships**

#### **ENMU Foundation Scholarships**

Please visit **enmu.edu/Admission/Scholarships** to view the comprehensive list of available scholarships to determine your eligibility. If you qualify, please apply for as many as possible, as many of these scholarships go without award each year. The deadline to submit scholarship applications is Feb. 15 each year. Basic criteria include the following:

- · Admission to the MSN program
- Current enrollment in courses required for the MSN degree
- Successful completion of all courses (minimum grade of "B") in the fall semester preceding the application, if applicable
- Projected enrollment for the semester following application

The ENMU scholarships available to the nursing program students include the following and the award amounts vary:

- Dabbs-Merit Endowed Scholarship
- · Mason Ridenour Nursing Endowment
- · Medical Manpower Endowed Scholarship
- · Sharon Farris-Stern Scholarship

Refer to the ENMU website at **enmu.edu/FoundationScholarships** for the criteria on the above Scholarships and explore other Scholarships that may be available. Please be aware that Scholarship availability is subject to change.

#### **Nursing Program Scholarships**

Additionally, the nursing program offers scholarships to MSN program students who meet criteria based on New Mexico Residency, GPA and financial need. The program director and the nursing faculty will review applications and recommend recipients. Please reach out to the Nursing Program Administrative Assistant, Holly Goglianese, for more information.

## MSN Degree Program-36 Credit Hours

#### MSN Core Requirements (12 hours):

NURS 502 Research Methods in Nursing

NURS 506 Ethical and Legal Views of the Changing Health Care System NURS 508 The Nurse Leader: New Perspectives on the Profession

NURS 510 Nursing Concepts and Theories

#### MSN Education Emphasis Courses (24 hours):

NURS 512 Teaching Strategies for Nurse Educators

NURS 514 Curricula Development, Assessment, and Evaluation

NURS 516 Roles, Responsibilities, and Relationships of the Nurse Educator

NURS 517 Integrated Concepts of Disease Management

NURS 540 Research Applications in Nursing

NURS 544 Clinical Capstone

EDF 503 Educational Psychology
EDF 538 Instructional Design

#### MSN Course Rotation by Semester

Fall (16-weeks)	Spring (16-weeks)	Summer
NURS 502	NURS 502	NURS 506*
NURS 508	NURS 508	NURS 516*
NURS 510	NURS 510	NURS 517*
NURS 514	NURS 512*	
NURS 540	NURS 514	
NURS 544	NURS 540	
	NURS 544	
EDF 503		
EDF 538	EDF 538	EDF 538

Course schedule may be subject to change based on enrollment.

<sup>\*</sup>All courses are 3 credits

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<sup>\*</sup>Courses in bold type are offered once a year.

#### **General Information**

#### **Evaluation of Students**

As adult learners, students admitted to the MSN program are responsible for meeting the University's and the nursing program's requirements for successful matriculation and graduation. Consequently, students are responsible for initiating and following through on communications with course faculty in course-related matters. Nursing program policies pertaining to evaluation are consistent with ENMU policies. Students are advised to consult the Graduate Catalog for clarification.

MSN students must receive a grade of B or higher in required courses for the MSN degree

Students are responsible for meeting all requirements mandated in the syllabus for each course. Please be aware of, and follow the etiquette and rules outlined, for each class.

#### **Letter Grade Equivalents**

Nursing program faculty follow this scale in assigning course grades:

A 90-100B 80-89

**C** 70-79 **D** 60-69

F 59 and below

#### Attendance

Nursing program faculty, like all ENMU faculty, expect students to participate in all class sessions for which he/she enrolls. As members of a professional discipline, MSN program students are also expected to participate appropriately in class sessions as active learners. Participation is essential and mandatory. Each nursing course syllabus addresses attendance and other policies. Attendance for the purposes of online nursing classes means that students must login to their classes at least twice weekly, or as required, in the syllabus for each class.

#### **Castle Branch**

All nursing students need to submit immunizations, CPR certification, RN licensure, and student handbook acknowledgement to Castle Branch. This allows the program to stay in compliance with ACEN and HIPPA standards. This is also a great tool for all nurses as a reminder when immunizations are due and can be utilized for any employment position with all records in one place. Students are required to open and maintain a Castle Branch account and include the following information:

- · Current RN license
- Current CPR certification
- Immunizations required include rubella, pertussis (Tdap), measles, mumps, hepatitis B, varicella and a current tuberculosis test or equivalent
- Professional RN liability insurance at time of practicum (NURS 544).

Update the Castle Branch documentation throughout the program to keep it current.

# **Student and Faculty Communication and Course Conflict Resolution**

Students are encouraged to communicate openly, clearly and regularly with course faculty about course requirements and concerns. If a course-related conflict occurs between the faculty member and the student, it will be addressed through the following process:

**Step 1:** The course faculty member and student will confer to resolve the issue to their mutual satisfaction. If they are unable to achieve mutual satisfaction in this matter, they will proceed to the next step

**Step 2**: Either the faculty member or the student will ask the director of the nursing program to convene a meeting with the student and faculty member for the purpose of resolving the conflict.

**Step 3:** The director will notify the student and faculty member of the request and schedule a meeting at the earliest time agreeable to all parties. This may be face-to-face, through telephone or by video conference.

Step 4: The director, student and faculty member will meet to resolve the issue. If they are unsuccessful, the

appeal process for the nursing program and University will be followed.

# Drop and Withdrawal from Course and/or the Program

It is the student's responsibility to drop or withdrawal from a course as the instructors are not able to do this for students. Students who withdraw from individual courses must complete the necessary ENMU protocol. When withdrawing from a course, it is the student's responsibility to follow necessary steps to complete withdrawal. For nursing courses, students are advised to consult with course faculty when choosing to withdraw from a course. Students who withdraw from the program in good standing may be readmitted to the program. For readmission, students must contact the Graduate School and must consult with the director of the nursing program. Please see the Graduate Catalog for more information.

Dr. Kristin Kuhlmann Nursing Program Director 575.562.2672 kristin.kuhlmann@enmu.edu

# **Incomplete Grade Status**

Students with a valid reason for not completing required coursework within a semester may elect to take an "incomplete" ("I") as a course grade. The student must contact the faculty member as soon as possible if an "Incomplete" is considered. It is the faculty member's decision if an "I" will be granted.

# **Distance Education Library Services**

The Golden Student Success Center (GSSC) provides full library services to distance education students to support their research needs in a manner as equivalent as possible to those of Portales campus students. Visit **my.enmu.edu/Web/Golden-Library** to access the library database and resources. Feel free to contact the Distance Education Librarian for help using library resources and services from off campus.

#### Karen Nelson

Public Services Librarian/Distance Learning/ILL 575.562.2644 karen.nelson@enmu.edu

# **Online Writing Lab (OWL)**

For Distance Education students, students who are completing online courses and are not on campus, we offer an Online Writing Lab (OWL). The OWL site offers tutoring suggestions pertaining to grammar, organization and formatting assistance. We are not an editing service and do not edit or rewrite papers for students. This is basically an online tutoring session to help students with identifying and correcting mistakes autonomously.

OWL services are available at: enmu.edu/OWL

#### **Writing Center Hours**

Monday-Thursday 10:00-5:00 Friday 10:00-3:00

#### **GSSC**

Monday/Wednesday/Sunday 6:00-9:00 p.m.

#### **Get Help Now**

If you want to make an appointment, call 575.562.2793. Short questions and requests for an appointment can also be handled through the Writing Center's email address: writing.center@enmu.edu.

## **Campus Bookstore Services**

The ENMU Campus Bookstore is managed by Barnes and Noble and is partnered with ENMU to provide you with a variety of goods and services at competitive prices.

The bookstore offers price match of textbooks from amazon.com and barnesandnoble.com. You may purchase or rent your textbooks online (enmu.bncollege.com). In order to rent textbooks, you'll need to provide a credit or debit card as security against the rental, and your card will only be charged if you do not return your rented books. Rentals are due for return the day after the last day of finals. To explore information regarding digital textbooks please visit customercare.yuzu.com/hc/en-us. The bookstore phone number is 575.562.2715.

### Graduation

The graduate dean will approve students for graduation provided:

- 1. The student has fulfilled all degree requirements set forth in the Graduate Catalog.
- 2. The student has successfully completed the courses listed on the approved degree plan.
- 3. The student has successfully completed all degree requirements as specified by the program.
- 4. The MSN degree is conferred within six years from the semester of enrollment from the first course appearing on the degree plan.
- 5. The student's curricular requirements are governed by one catalog.
- 6. The student has a minimum cumulative graduate Grade Point Average (GPA) of 3.00.
- 7. The student has a grade of "B" or higher in all MSN required courses.

The student has met residency requirements applicable to their graduate program.

# **Pinning Ceremony**

The MSN Graduate Pinning Ceremony is the MSN program's gift to graduates. It is a pride-filled, momentous occasion for graduates and their families. The date and location for each spring and fall pinning ceremony and for ENMU graduation will be announced via ENMU email and in the program newsletter. The two events will be scheduled to occur back-to-back on two consecutive days, or back-to-back on the same day to enable our out-of-state students to participate in both events with only one trip. The ENMU nursing pin is available for all ENMU MSN program graduates for an additional cost. Ordering information will be sent to students the semester of proposed graduation. For more information please contact the Nursing Program administrative assistant.



Holly Coglianese 575.562.2403 holly.coglianese@enmu.edu

# **Nursing Program Faculty and Staff**



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Holly Coglianese
Nursing Program
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575.562.2403

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# **Student Handbook Receipt and Acknowledgement Form**

BSN Completion and MSN Program Station 12 | 1500 S Ave K | Portales, NM 88130

Phone: 575.562.2403 | Fax: 575.562.2293 | enmu.edu/Nursing

Please sign, print your name and date, and attach this acknowledgement of receiving a copy of this handbook to your Castle Branch account.

Name:	ENMU ID:
I have received a copy of the BSN/MSN Student Handbook. I ur and understand all policies therein.	nderstand it is my responsibility to read
Signature:	Date: