College of Staten Island - Nursing AAS CR/NC Policy

Overview:

The Department of nursing stands in solidarity with the global profession of Nursing in protecting the lives of the nurses we graduate, the members of the health care team they will interact with, and the patients entrusted to their care. The Department has evidence-based criteria and mandated benchmarks congruent with National Standards for nursing education and the National League for Nursing - which creates and administers the NCLEX-RN licensing exam. The Accrediting bodies require that faculty certify graduates as safe competent novice nurses before recommending them to the respective State for licensure candidacy. Among the national standards are the Commission on Collegiate Nursing Education [CCNE] criteria to ensure “*expected program outcomes reflect the needs and expectations of the community of interest*.*”* We maintain that these communities of interest include the graduates, their future coworkers and the clients and families entrusted to their care and the public at large. <https://www.aacnnursing.org/Portals/42/CCNE/PDF/Standards-Final-2018.pdf>

Now, more than ever, we have an unprecedented crucible of circumstances that make it imperative that Academic programs uphold the current minimal standard for safe competent nursing care in order to protect the very lives of our graduates, the nurses and other members of the health care team they will interact with and most certainly, the patients and families entrusted to their care. This crisis is a nexus of several factors that will negatively impact patient survival: 1. Graduates of AAS programs are being hired and placed in critical care environments on educational permits in anticipation of an expected future pass on the NCLEX. 2. The number of patients requiring critical care level nursing has skyrocketed to undreamed of proportions. 3. Novice nurses function independently in the clinical setting without supervision caring for 6-7 critical patients without any training provided by the agency. As a result of these convergent factors, it is imperative that we uphold the academic standard ensuring that only the best prepared nurses can enter the workforce. Allowing nurses who have failed to demonstrate minimally safe competent nursing care in the supervised arena is irresponsible and will result in patient deaths. The faculty of the Department of nursing exercise our ethical and legal responsibilities seriously and cannot condone the lowering of academic standards in pre- licensure nursing courses. Accreditation criteria mandate these standards be maintained for progression in the program (Accreditation Commission for Education in Nursing [ACEN]).

Background:

The AAS Nursing degree is a 64-credit degree resulting in the certification of graduates to the states for licensure candidacy as a Registered professional Nurse. There are 36 credits of separate and distinct required nursing classes taken over 4 semesters. Student take 9 credits per semester of required nursing courses. Therefore, a CR/NCR mandate would translate to 20% of required pre-licensure courses per allowed semester. This is unsafe. The department has developed a sterling track record of graduating safe competent nurses as evidenced by our first-time pass rate of 97%. To maintain these standards the department has developed continuation criteria congruent with national standard and approved by our accrediting bodies. They are congruent with those of other academic programs across the nation. (see below)

Position statement

The Department of Nursing understands the need for the CR/NC option for CUNY students. The Department of nursing will uphold the CR/NC option for courses in the major except for required Nursing and Biology courses. Accreditation required criteria include a letter grade as necessary for benchmarking course and program learning outcomes.  “Establishing clear program outcomes is an essential first step in benchmarking and evaluating a nursing program’s success in achieving and sustaining a quality educational environment for faculty and students. Program outcomes can be defined as the results achieved in response to goals set by the program “[NLN] which is the licensing exam. In order for the Department to submit to NYS for student licensing, the Department must document that these outcomes were met. The documentation of course and program outcome data provides validation to our accrediting (ACEN) and licensing board (NYS) that the student has met the minimum safe outcomes of a novice safe practitioner. Three years of outcome data is required for accreditation. If approved outcome measures and benchmarks are abdicated, we cannot provide an attestation of safety and quality. Therefore, in order to ensure the standards for safe competent nursing care, Nursing must uphold a 75/C+ in required NRS and BIO courses as a minimum grade for continuation in the AAS prelicensure program.

Moreover, the faculty of the AAS program hold a unique responsibility in that each of the faculty are licensed Registered Professional Nurses (or above) with ethical and legal responsibilities to the State(s) in which they are licensed. Allowing a student to progress who has not mastered 40% of the required course content (CR grade) presents a clear and present danger to society and the public which we are ethically bound to protect and which our accreditation requires us to uphold. We cannot be party to this irresponsible behavior. One need only watch the news to see evidence that the danger to both nurses and patients is clear, and prevalent. These graduates will be placed in a clinical environment in which seasoned nurses are finding challenging to provide safety to themselves and their patients. Lowering the academic standards at this time would produce terrible events. The benchmark we have in place is a barometer of requisite clinical reasoning skills necessary for the health and well-being of the nurse and the patient she is providing care to. We vote to uphold it in the interest of public safety and the welfare of the clients entrusted to our graduates.

Program admission

Admission to the AAS nursing program is competitive and based on a rubric of several criteria including an earned GPA of 3.0 in 4 prerequisite courses [Eng 111, Psy 100, Bio150 and Phl 130] Admission for applicants will continue to be competitive.  We will consider admission of qualified candidates with earned prerequisite grades of CR in concert with their overall academic record.

Program Continuation

The AAS program of nursing has existing strict criteria for program progression and program retention which are periodically scrutinized and ultimately have been approved by our accrediting bodies. A change to an accredited program must be done formally. The approved accredited minimum grade for course progression is 75/C+.  Therefore, the grade of CR in a NRS or required Bio coursewill be recognized as a requirement to retake, for a letter grade, the required NRS or required Bio course (Bio 160, 350/351). Upon retake, the student must obtain the minimal benchmark letter grade of 75/C+ in a NRS course and C or higher in a required biology course. This will be permitted without prejudice.

The repeat policy for students achieving a NC grade in an NRS or (or Bio required within the major) with the exception of Nursing 110: The department will recognize the NC grade and allow the student to retake the course. Consistent with the existing policy readmission application is necessary for any student achieving less than a 75 in nursing 110.

Respectfully submitted,

Natalie Fischetti PhD, RN (Chairperson)

Susan Mee-Crimmins PhD, RN, NP (AAS Curriculum Coordinator)

**Criteria for Continuation in the Associate's Degree Nursing Curriculum**

1. The student must be admitted to and matriculated in the clinical phase of the Nursing curriculum in order to register for any required nursing course.
2. The student must achieve a minimum grade of C+ in each of the required Nursing courses and a minimum grade of C in the required biology courses. The student may repeat only one biology course with a minimum grade of C and only one nursing course with a minimum grade of B. Withdrawal (W) from any nursing and/or required biology course will be permitted only once.
3. Students with two withdrawals (W) in nursing courses must apply to the Departmental Advisory Committee to request permission to register for any further nursing courses.
4. The time limit for completion of the clinical phase of the Associate’s degree Nursing program is five years.
5. Students seeking readmission to the clinical phase after a break of three or more years in enrollment in clinical courses must apply to the Department Advisory Committee. In the event of readmission, the Committee may require additional work, including repeating a previously completed clinical course.
6. Students are expected to adhere to standards that reflect ethical and professional responsibility.
7. Failure of a student to meet any of the above standards will warrant review by the Department Advisory Committee.
8. The student must be admitted to and matriculated in the clinical phase of the Nursing curriculum in order to register for any required nursing course.
9. The student must achieve a minimum grade of C+ in each of the required Nursing courses and a minimum grade of C in the required biology courses. The student may repeat only one biology course with a minimum grade of C and only one nursing course with a minimum grade of B. Withdrawal (W) from any nursing and/or required biology course will be permitted only once.
10. Students with two withdrawals (W) in nursing courses must apply to the Departmental Advisory Committee to request permission to register for any further nursing courses.
11. The time limit for completion of the clinical phase of the Associate’s degree Nursing program is five years.
12. Students seeking readmission to the clinical phase after a break of three or more years in enrollment in clinical courses must apply to the Department Advisory Committee. In the event of readmission, the Committee may require additional work, including repeating a previously completed clinical course.
13. Students are expected to adhere to standards that reflect ethical and professional responsibility.
14. Failure of a student to meet any of the above standards will warrant review by the Department Advisory Committee.

<https://www.aacnnursing.org/CCNE-Accreditation/Resource-Documents/CCNE-Standards-Professional-Nursing-Guidelines>

<https://www.aacnnursing.org/Portals/42/CCNE/PDF/Crosswalk-2018-Standards-2016-NTF-Criteria.pdf>

<http://www.nln.org/docs/default-source/accreditation-services/cnea-standards-final-february-201613f2bf5c78366c709642ff00005f0421.pdf?sfvrsn=12>

<https://www.nursingworld.org/practice-policy/iom-future-of-nursing-report/>

<https://csicuny.smartcatalogiq.com/current/Undergraduate-Catalog/Divisions-Schools-Departments-and-Programs/School-of-Health-Sciences/Department-of-Nursing/Nursing/Nursing-AAS>

**College of Staten Island Department of Nursing**

**RN-to-BS NC/CR Policy**

Overview:

The Department of nursing stands in solidarity with the global profession of Nursing in protecting the lives of the nurses we graduate, the members of the health care team they will interact with, and the patients entrusted to their care. The Department has evidence-based criteria and mandated benchmarks congruent with National Standards for nursing education and the National League for Nursing - which creates and administers the NCLEX-RN licensing exam. The Accrediting bodies require that faculty certify graduates as safe competent novice nurses before recommending them to the respective State for licensure candidacy. Among the national standards are the Commission on Collegiate Nursing Education [CCNE] criteria to ensure “*expected program outcomes reflect the needs and expectations of the community of interest*.*”* We understand our accreditors, Accreditation Commission for Education in Nursing (ACEN), maintain that these communities of interest include the graduates, their future coworkers and the clients and families entrusted to their care and the public at large. <https://www.aacnnursing.org/Portals/42/CCNE/PDF/Standards-Final-2018.pdf>

Now, more than ever, we have an unprecedented set of circumstances that make it imperative that Academic programs uphold the current minimal standard for safe competent nursing care in order to protect the very lives of our graduates, the nurses and other members of the health care team they will interact with and most certainly, the patients and families entrusted to their care. This crisis is a compilation of several factors that will negatively impact patient survival: 1. Graduates of RN-BS programs are being hired and placed in leadership positions, community health positions, and critical care environments. 2. The number of patients requiring critical care level nursing has skyrocketed to undreamed of proportions. 3. Graduating nurses function independently in the clinical setting without supervision caring for up to 40 acute patients, 6-7 critical patients, or an entire long term care facility without adequate training provided by the agency. They are placed in leadership positions and are responsible for making critical decisions that impact the functioning of the work environment which, includes but is not limited to, epidemiologic management, staffing, scheduling, communication, budgeting, and supply management. This is being done without prior experience or sufficient orientation and training by the facility. As a result of these convergent factors, we understand that our accreditors (ACEN) require us to uphold the academic standards ensuring that only prepared nurses can enter the workforce. Allowing nurses who have failed to demonstrate minimally safe competent nursing care in the supervised arena is irresponsible and will result in patient deaths, and is not permitted by the guidelines of our accreditation. The Department of Nursing, CSI, and CUNY are required to exercise our ethical and legal responsibilities and must maintain the minimum academic standards expected by our accreditors in our nursing courses.

Background:

The RN to BS program builds upon prior learning and provides essential courses for managing patients with complex health needs and prepares them for career advancement. Courses focused on health promotion, leadership, management, research, community health, and professional issues, as well as electives prepare BS graduates for expanded roles and new professional opportunities. Most of the CSI AAS graduates continue to the RN-BS program to build their knowledge so they are better prepared to lead and manage patient care in the hospital and in home settings; to evaluate and adapt appropriate evidence based standards that contribute to best practices; and to foster health promotion and develop physical assessment skills.

The RN-BS Nursing degree is a 61 credit degree with 33 credits of separate and distinct required nursing classes. Students can take up to 18 credits of required nursing courses per semester. Therefore, a one semester CR/NC mandate could translate to over 50% of required nursing courses. This is unsafe, and counters what our accreditors have approved and continue to require. The department has developed a sterling track record of graduating safe competent nurses as evidenced by our AAS program first-time pass rate of 97%. To maintain these standards the department has developed continuation criteria congruent with national standards and approved by our accrediting bodies (ACEN). They are also congruent with those of other academic programs across the nation.

Position statement

The Department of Nursing understands the need for the CR/NC option for CUNY students. The Department of nursing will uphold the CR/NC option for courses in the major except for required Nursing and Biology courses. Accreditation required criteria include a letter grade as necessary for benchmarking course and program learning outcomes. Establishing clear program outcomes is an essential first step in benchmarking and evaluating a nursing program’s success in achieving and sustaining a quality educational environment for faculty and students. The documentation of course and program outcome data provides validation to our accrediting body (ACEN) and licensing board (NYS) that the student has met the minimum safe outcomes of a novice safe practitioner. Three years of outcome data is required for accreditation. If approved outcome measures and benchmarks are abdicated, we cannot provide an attestation of safety and quality in our self-study report which is due in 2022. Therefore, in order to ensure the standards for safe competent nursing care, Nursing must uphold a C+ in required NRS and C in required BIO courses as a minimum grade for continuation in the RN-BS program.

Moreover, the faculty of the RN-BS program hold a unique responsibility in that each of the faculty are licensed Registered Professional Nurses (or above) with ethical and legal responsibilities to the State(s) in which they are licensed. The current COVID-19 CUNY CR mandate allows a student to receive credit for the course if passing with a 60% instead of the CSI Nursing department standard of 75%. Allowing a student to progress who has not mastered 40% of the required course content (CR grade) presents a clear and present danger to society and the public which we are ethically bound to protect. These graduates will be placed in a clinical environment in which seasoned nurses are finding challenging to provide safety to themselves and their patients. Studies (including Aiken, et al. JAMA, 2003) have shown that in hospitals with a higher proportion of nurses educated at the baccalaureate level or higher, surgical patients experienced lower mortality and failure-to-rescue rates. The benchmark we have in place is a barometer of requisite clinical reasoning skills necessary for the health and well-being of the nurses and the patients they are providing care to. The faculty have reviewed the Accreditation and State criteria and unanimously determined it to be in the interest of public safety and the welfare of the clients entrusted to our graduates. In addition to the legal and ethical responsibilities regarding patient welfare, we expose CSI and CUNY to legal liability if we waive our graded standards, and thus with the CR mechanism permit students who may lack necessary competencies to effectively practice safe nursing care.

The Department has considered the consequence of the student with a CR at the AAS level being unable to obtain permission to take NCLEX, or be repeatedly unsuccessful. Students in the RN-BS program are required to obtain a current New York state RN license and registration before moving from 300 level courses to 400 level courses. Inability to take or pass NCLEX would significantly affect progression in the program.

The Department has considered the consequence of students going forward to the next nursing course with the CR. This will place the student at a disadvantage for progression and retention in the program. The level of critical thinking and clinical decision making is scaffolded into each course. If a student does not meet the course objectives in the previous course their success in the next course is significantly compromised.

The Department has considered the short-term consequences of the CR/NC policy for student success as it relates to professional development. Sigma Theta Tau, the Nursing Honor Society, is a prestigious membership that is offered to the top 35% of the class in the last third of the student’s RN-BS degree. It is competitive and based on GPA. A student with a CR or NC would not be eligible for consideration, and that may have significant long-term negative effects on their career trajectory, as well as admission to other educational programs.

The Department has considered the long-range consequences of the CR/NC policy for student success as it relates to professional development. Students enter our RN-BS nursing program with the reasonable expectation of using the RN-BS as a springboard to future academic and career paths, trusting that a CUNY degree will serve them well in future professional endeavors. There are significant and necessary academic attainments along the professional advancement spectrum. Graduate nursing programs are highly and increasingly competitive; the CR/ NC grade will place our students at an academic disadvantage when considered among a larger pool. Of significance is that many of these programs are distance learning based, forcing our graduates to compete on the national stage. Specifically, in 2025, NY will join the majority of the nation in requiring entry to practice Doctorate level education for Nurse Practitioners. Many of our RN-BS students do continue along the career trajectory toward this goal and a significant number of economically, socially, and academically disadvantaged students enter our RN-BS with this aspiration. CSI has a responsibility to their students to set them up for success; the CR/NC option will be of detriment to their professional and academic advancement.

The requirements for licensure in NYS and beyond include a review of the candidates’ academic record. Nurses receive their first RN license in one state and then apply for reciprocity from the respective state regulatory body of another in the event of residential or employment transitions. This is extremely common in the tristate area among employed nurses. New York has passed a “BSN in 10” bill that requires a BS in Nursing within 10 years of initial licensure. New Jersey is one of the states also working on a “BSN in 10” bill. The effect of the CR/NCR option on the licensure and reciprocity application process are unknown; for certain, in the best of circumstances, it is a necessary, arduous and often lengthy bureaucratic process. The CR/NC is unheard of in Nursing academic standards. This will be a significant impediment to their employability and licensure when they apply for initial or reciprocal recognition in the future. Current RN-BS students may not anticipate this difficulty and frankly, in the post-COVID19 milieu, may just be considering how to get through the current day. It is incumbent upon the Department of Nursing at CSI and CUNY to be proactive in putting polices in place that will not jeopardize their future career advancement and professional licensure and attendant employment.

Program admission

Admission to the BS nursing program is competitive and based on a rubric of several criteria including an earned GPA of 2.5 overall, and an earned GPA of 2.5 in all previous Nursing courses. Admission for applicants will continue to be competitive.  We will consider admission of qualified candidates with earned prerequisite grades of CR in concert with their overall academic record.

Program Continuation

The RN-BS program of nursing has existing strict criteria for program progression and program retention which are periodically scrutinized and ultimately have been approved by our accrediting bodies. A change to an accredited program must be done formally. The approved accredited minimum grade for course progression is 75/C+ for NRS courses.  Therefore, a student exercising their right to take a CR in one or more NRS or required Bio courses will be required to retake all CR courses for a grade, and meet the existing program policy of a C+ or higher in each nursing course or a C in biology before continuing in the nursing program. This will be permitted without prejudice.

The repeat policy for students achieving a NC grade in an NRS or Bio required within the major: The department will recognize the NC grade and allow the student to retake the course.

Respectfully submitted,

Marie Giordano, PhD, RN

Deputy Chairperson/ Department of Nursing

Susan J. Brillhart PhD, RN, PNP

RN-BS Program Coordinator

**Criteria for Admission and Progression in the RN-BS Degree Nursing Curriculum**

1. Applicants to the RN to BS completion program in Nursing must be graduates of a nursing program from a degree-granting associate degree program, or an accredited diploma-granting nursing school, or an associate degree program affiliated with an accredited diploma-granting nursing school that prepares students for licensure as registered nurses.
2. Applicants should have at least a 2.5 cumulative grade point average and at least a 2.5 grade point average in all pre-licensure nursing courses taken prior to application
3. The student must be admitted to and matriculated in RN-BS in order to register for any required nursing course unless currently in their final semester of CSIAAS Nursing program. Current AAS final semester students may take one entry-level RN-BS course concurrently with NRS 220 &/or NRS 221
4. The student must achieve a minimum grade of C+ in each of the required Nursing courses and a minimum grade of C in the required biology courses. The student may repeat only one biology course with a minimum grade of C and only one nursing course with a minimum grade of C+. Withdrawal (W) from any nursing and/or required biology course will be permitted only once in the program.
5. The student must have a current New York RN license and registration to progress to 400 level courses.
6. Students with two withdrawals (W) in nursing courses must apply to the Departmental Advisory Committee to request permission to register for any further nursing courses.
7. The time limit for completion of coursework of the RN-BS degree Nursing program is six years.
8. Students seeking readmission to the RN-BS program, after a break of six or more years in enrollment, must apply to the Department Advisory Committee. In the event of readmission, the Committee may require additional work, including repeating a previously completed course.
9. Students are expected to adhere to standards that reflect ethical and professional responsibility.
10. Failure of a student to meet any of the above standards will warrant review by the Department Advisory Committee.

**Graduate Programs (MS, DNP) in Nursing CR/NC Policy**

Overview

The Department of Nursing stands in solidarity with the global profession of Nursing in protecting the lives of the nurses we graduate, the members of the health care team they interact with, and the patients entrusted to their care. Our graduate programs prepare nurses in advanced practice where they assume the role of Adult Gerontology Primary Care Nurse Practitioner or Clinical Nurse Specialist. The Department has evidence-based criteria and mandated benchmarks congruent with National Standards for advanced practice nursing education as set forth by the American Association Colleges of Nursing (AACN) and National Organization of Nurse Practitioner Faculties (NONPF) and the Accreditation Commission for Education in Nursing (ACEN), our accrediting body. The Accrediting bodies require that faculty certify graduates as safe competent advanced practice nurses before recommending them to the respective State for national certification/registration. Among the national standards are the Commission on Collegiate Nursing Education [CCNE] criteria to ensure “*expected program outcomes reflect the needs and expectations of the community of interest”* <https://www.aacnnursing.org/Portals/42/CCNE/PDF/Standards-Final-2018.pdf>

Now, we face unprecedented circumstances that make it imperative for Academic programs to uphold the current minimal standard for safe competent advanced practice nursing to protect the very lives of our graduates, the nurses and other members of the health care team they will interact with and most certainly, the patients and families entrusted to their care. Our accreditors (ACEN) require us to uphold the academic standards ensuring that only completely prepared graduates enter the workforce in the advanced practice realm. Allowing advanced practice nurses who have failed to demonstrate minimally safe competent nursing care in the supervised arena is irresponsible and will result in patient deaths and is not permitted by the guidelines of our accreditation. The Department of Nursing, CSI, CUNY are required to exercise our ethical and legal responsibilities and must maintain the minimum academic standards expected by our accreditors in our advanced practice nursing courses.

Background

The Graduate Nursing degree is a 42-credit degree and the Doctor of Nursing Practice is a 75-credit degree resulting in the certification of graduates to the states for national certification/registration candidacy as either an Adult Gerontology Nurse Practitioner or Clinical Nurse Specialist. The graduate programs have created an exceptional history of graduating advanced practice registered nurses in both programs including AGNP, CSN, and DNP students. Certification/registration success rates have been documented at 100%. We must be able to maintain these standards by upholding our students to the requirement of a minimum of an 80 or B in all courses, a standard congruent with national standard and approved by our accrediting bodies (ACEN). They are congruent with those of other academic programs across the nation.

Position Statement

With regard to the CR/NC policy, Advanced Practice Nursing Education should receive parity with the College of Medicine, since the role that Advanced Practice Nurses play is parallel to responsibilities of primary care physicians.

The Department of Nursing understands the need for the CR/NC option for CUNY students. National accreditation required criteria include a letter grade as necessary for benchmarking course and program learning outcomes.  “Establishing clear program outcomes is an essential first step in benchmarking and evaluating a nursing program’s success in achieving and sustaining a quality educational environment for faculty and students. Program outcomes can be defined as the results achieved in response to goals set by the program. The documentation of course and program outcome data provides validation to our accrediting (ACEN) that the student has met the minimum safe outcomes of an advanced practitioner. Three years of outcome data is required for accreditation, and it is unknown how the CR/NC will affect the three year record of data. If approved outcome measures and benchmarks are abdicated, we cannot provide an attestation of safety and quality.

Moreover, the faculty of the graduate program hold a unique responsibility in that each of the faculty are licensed Registered Professional Nurses (or above), with advanced degrees, and with ethical and legal responsibilities to the State(s) in which they are licensed and practice. Allowing a student to progress who has not mastered 40% of the required course content (CR grade) presents a clear and present danger to society and the public which we are ethically bound to protect. One need only watch the news to see evidence that the danger to both nurses and patients is clear and prevalent. Lowering the academic standards at this time would produce graduates unable to uphold the advanced practice standards in which we all are responsible for. The benchmark we have in place is a barometer of requisite clinical reasoning skills necessary for the health and well-being of fellow nurses, patients, families, and communities they are providing care to.  The faculty have reviewed the Accreditation and State criteria and unanimously determined it to be in the interest of public safety and the welfare of the clients entrusted to our graduates. In addition, to the legal and ethical responsibilities regarding patient welfare, we expose CSI and CUNY to legal liability if we waive our graded standards, and thus, with the CR mechanism this will permit students who may lack necessary competencies to effectively provide safe nursing care. Our accreditation (ACEN) requires this.

The Department has considered the consequence to students going forward to the next nursing course with the CR/NC. This will place the student at a disadvantage for progression and retention in the program. The level of critical thinking and clinical decision making is scaffolded into each course. If a student does not meet the course objectives in the previous course their success in the next course is significantly compromised.

The Department has considered the long-range consequences of the CR/NC policy for student success as it relates to professional development. There are significant and necessary academic attainments along the professional advancement spectrum. Graduate nursing programs are highly and increasingly competitive; the CR/NC grade will place our students at an academic and professional disadvantage when being considered among a larger pool of applicants when applying to other graduate or doctoral programs.

The effect of the CR/NC option on the professional national certification/registration and reciprocity application process are unknown; for certain, in the best of circumstances, it is a necessary, arduous and often lengthy bureaucratic process. The CR/NC is unheard of in Nursing academic standards. This will be a significant impediment to their employability and professional national certification/registration when they apply for initial or reciprocal recognition in the future, and if students apply for future doctoral studies. Current graduate students cannot be expected to anticipate this difficulty and frankly, in the post-COVID19 milieu, may just be considering how to get through the current day. It is incumbent upon the Department of Nursing at CSI and CUNY to be proactive in putting polices in place that will not jeopardize their future career advancement and professional national certification/registration and attendant employment. Therefore, in order to ensure the standards for safe competent nursing care, and maintain our accreditation (ACEN), Nursing must uphold an 80 or B grade in all graduate courses

Program Admission

1. Official baccalaureate transcript(s) documenting a cumulative grade point average of 3.0 on a 4.0-point scale.
2. Evidence of successful completion of baccalaureate undergraduate courses (or comparable learning experiences approved by the Admissions Committee) in nursing research; statistics; health assessment/physical examination and pharmaco-therapeutics.
3. Two recommendation letters supporting the applicant’s potential for completing graduate studies; one must be from a current nursing supervisor or recent professor who can address the applicant’s clinical performance.
4. Recent Curriculum Vitae.
5. One year of relevant clinical nursing practice experience as determined by the admissions committee.

Program Continuation

The graduate program has strict criteria for program progression retention approved by our accrediting bodies. Changes to an accredited program must be formal and approved by the accreditors. Should students exercise the CR grade in one or more course, they will be required to retake those courses to receive a grade of B, as required for progression and continuation. Our process for program continuation is:

Students must have a minimum grade point average (GPA) of 3.0 (B) to be retained and to progress.

Progression: Students must achieve a grade of B in all graduate courses. Students must provide verification of three years full-time appropriate clinical experience as a registered nurse in order to progress to the clinical courses.

Grades: For a grade lower than a B, the course must be repeated within one year. Students who do not obtain a passing grade in one course may repeat the course only once. Progression in the program cannot occur until the course is repeated successfully. Courses cannot be repeated more than once. Only one course can be repeated throughout the curriculum.

Withdrawals: No more than two (2) withdrawals are permitted throughout the curriculum. When a second withdrawal is requested, permission must be obtained from the Department Chair by requesting permission for the second withdrawal in writing. Permission may be granted based upon previous academic performance, circumstances, and adequacy of the individual’s plan for success.

Dismissal: If the student fails any courses in the core ([BIO 670](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/BIO-Biology/600/BIO-670), Advanced Pathophysiology; BIO/[NRS 682](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/600/NRS-682), Advanced Pharmacology; and/or [NRS 702](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-702), Advanced Health Assessment and Diagnostic Reasoning) or role specialization courses (i.e. [NRS 720](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-720), [NRS 721](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-721), [NRS 722](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-722), [NRS 723](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-723), [NRS 725](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-725), [NRS 726](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-726), [NRS 727](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-727), and/ or [NRS 728](http://csicuny.smartcatalogiq.com/current/Graduate-Catalog/Courses/NRS-Nursing/700/NRS-728)), the student will be dismissed from the program.

In conclusion, this policy is unsound for the students enrolled in the graduate programs and for the patients and families entrusted to their care. We respectfully request consideration for the same exemption afforded the Medical School.

Respectfully submitted,

Catherine Paradiso DNP, ANP-B, PMHNP-B; Graduate Program Coordinator

Danna L. Curcio PhD, RNC, FNP; Assistant Graduate Program Coordinator

Dated April 27, 2020