



NURSING

WESTERN COLORADO UNIVERSITY

Bachelor of Science in Nursing (BSN) Program Handbook

All BSN students must follow the [Western Colorado University Student Handbook](#). In addition, BSN students are expected to meet the standards outlined in this **BSN Program Handbook**.

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Important Accreditation Disclosure: The Bachelor of Science in Nursing (BSN) program at Western Colorado University is not yet accredited by a national nursing accrediting body. The lack of national nursing accreditation may limit future educational and career options for the students.

1. Welcome Message

Welcome to Western Colorado University (WCU) Bachelor of Science in Nursing (BSN) Program! It is a true honor to welcome you as part of our inaugural nursing cohort. You are joining a growing community of students, faculty, staff, and partners who are dedicated to preparing the next generation of nurses to serve rural and mountain communities across Colorado and beyond.

The WCU BSN Program has been intentionally designed to meet the highest professional standards while also honoring the unique healthcare needs of our region. The curriculum is grounded in *The Essentials: Core Competencies for Professional Nursing Education* (AACN, 2021) and fully aligned with Colorado State Board of Nursing regulations. Our program emphasizes professional nursing standards, evidence-based practice, leadership, advocacy, cultural humility, and rural healthcare delivery, ensuring that you graduate as a practice-ready nurse generalist prepared to meet the diverse needs of individuals, families, and communities.

As a student, you will progress through three carefully designed phases: the Pre-Nursing focus, the Nursing focus, and the Capstone Clinical experience. Each phase builds your knowledge, skills, and professional identity, culminating in immersive, high-impact clinical experiences in rural and mountain settings. Our simulation center, skills labs, and strong clinical partnerships with local and regional healthcare organizations provide rich opportunities for hands-on learning, critical thinking, and collaboration.

Our faculty and staff are deeply committed to your success. You will find them to be experienced nurse educators, clinical experts, and passionate mentors. Nursing education is rigorous by design—reflecting the responsibility and privilege of caring for others—but you will not walk this path alone. Together, we will foster a learning environment that is supportive, high-expectation, and deeply connected to community impact.

The WCU BSN program is designed to address nursing workforce needs in rural Colorado and to support improved health outcomes in underserved communities. The program emphasizes leadership, service, and clinical excellence.

Thank you for entrusting us with your education and your professional development. I look forward to witnessing your growth, resilience, and accomplishments as you become the nurses who will shape the future of healthcare in our communities.

Congratulations, and welcome to Western Nursing!

Elizabeth Roten, MSN, RN

Director of Nursing Education

Western Colorado University

2. Accreditation and Memberships

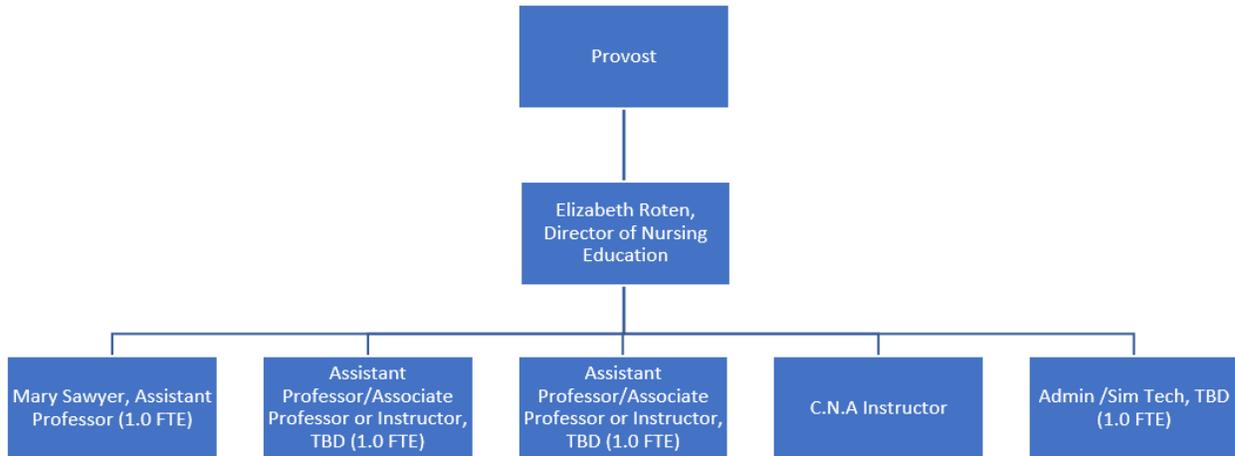
Important Accreditation Disclosure: The Bachelor of Science in Nursing (BSN) program at Western Colorado University is not yet accredited by a national nursing accrediting body. The lack of national nursing accreditation may limit future educational and career options for the students.

The BSN program and WCU has accreditation through the Higher Learning Commission (HLC) and gained Phase II approval by the Colorado State Board of Nursing. Upon graduation, WCU BSN students will be fully prepared to successfully pass the National Council Licensure Examination for Registered Nurses (NCLEX-RN) and enter the profession as competent, compassionate, and practice-ready nurses.

The baccalaureate degree in nursing at Western Colorado University is pursuing initial national accreditation by the Commission on Collegiate Nursing Education (www.cneaccreditation.org). Applying for accreditation does not guarantee that accreditation will be granted.

3. Faculty & Staff	Role	Location	Phone	Email
Elizabeth Roten, MSN, RN	Director of Nursing	Paul Wright Gym 229	TBD	eroten@western.edu
Mary Sawyer, DNP, MSN, AGACNP-BC, FNP-C, RN	Assistant Professor, Nursing Program	Hurst 214	970.943.3051	msawyer@western.edu
Emily McMahill, PharmD	Director, Center for Rural Mountain Allied Health; Advisor	Hurst 216	970.943.2311	emcmahill@western.edu
TBD	Assistant Professor	—	—	—
TBD	Lecturer of Nursing	—	—	—
Arial Tidwell	C.N.A. Instructor	—	—	—
Neethu Victor	Simulation Center Technician / Administrative Assistant	Paul Wright Gym 231	970.943.2043	—

Organizational Chart



* WCU Employees a Clinical Scholar Model for Clinical Training and/or will hire adjunct clinical faculty for clinical education. This model will report to the DONE. *

4. Program Overview

The Bachelor of Science in Nursing (BSN) Program is designed to prepare a diverse student population for professional nursing careers across healthcare settings. This program prepares graduates to achieve state licensure requirements and excellence in practice as a professional nurse. This educational program prepares students to meet the health care needs of individuals, families, groups, and communities with a special emphasis on rural and population health.

5. Mission and Philosophy

Mission:

The Western Colorado University (WCU) Nursing Program prepares future nurse generalists for professional roles with a special focus on meeting the unique healthcare needs of rural communities. The program ensures a strong foundation in nursing theory and practice with an emphasis on critical thinking, wellness, advocacy, patient-centered care, leadership, and evidence-based practice.

Philosophy:

The BSN Program embraces holistic, patient-centered care, lifelong learning, and professional integrity. The curricula are focused on population health with a high emphasis on community and rural care integrating the art and science of Nursing. This program is focused on the student's success and preparation for a career as a nurse generalist.

Nursing Values: WCU CARES

Value	In Practice
Commitment	Reliability, preparation, follow-through
Accountability	Ethical conduct, safe practice, continuous improvement
Respect	Inclusive communication, cultural humility, teamwork
Excellence in Education & Practice	Evidence-based care, lifelong learning, reflective practice
Service to Our Community	Outreach, advocacy, and partnerships that improve local health

Aligned with Western Colorado University: Vision, Values & Community

6. Program Objectives

Program Goals

Students learn to integrate the art and science of nursing to provide safe, evidence-based, and compassionate care; to develop the competence and skills needed in today's rapidly changing, transdisciplinary healthcare environment; and to prepare for professional practice, graduate study, and leadership.

Degree Overview

The BSN is designed for students seeking a professional nursing career, future graduate education, or leadership opportunities. The program includes two tracks—Traditional and Accelerated—with the Traditional Track starting with comprehensive pre-nursing coursework.

7. BSN Curriculum Overview

Course	Title	Credit
BIOL 380	Pathophysiology	3
NURS 311	Foundations of Nursing & Introduction of Professional Practice	3
NURS 312	Foundations of Nursing Practice Laboratory and Clinical	3
NURS 313	Professional Development: Nursing Theory, Roles and Ethics	2
NURS 314	Nursing Care of Adults I	3
NURS 315	Nursing Care of Adults I (Clinical)	3
NURS 319	Patient-Centered Health Assessment	2
NURS 320	Patient-Centered Health Assessment Laboratory	2
NURS 321	Pharmacology for Nurses I	2
NURS 329	Research Methods in Nursing	3
NURS 380	Mental Health Nursing across the Lifespan	3
NURS 381	Mental Health Nursing (Clinical)	2
NURS 390	Rural Health Perspectives	2
NURS 391	Health Promotion and Disease Prevention across the Lifespan	1
NURS 400	Nursing Care of Children and Families	2
NURS 401	Nursing Care of Childbearing Families	2
NURS 403	Obstetrical and Pediatric Nursing Clinical and Laboratory	4
NURS 404	Nursing Care of Adults II	3
NURS 405	Introduction to Health Informatics	2
NURS 406	Nursing Care of Adults II (Clinical)	3
NURS 407	Nursing Care of the Older Adult	1
NURS 430	Community and Population Nursing- Rural Emphasis	2
NURS 431	Community and Population Nursing- Rural Emphasis Clinical	2
NURS 470	Nursing Leadership and Management Lecture with Clinical	3
NURS 480	Pharmacology for Nurses II	2
NURS 482	Professional Development II: Professional Nurse	2
NURS 490	Senior Capstone Clinical	4

Total Credits: 66

8. Admission to the Nursing Program: Traditional Track & Accelerated Track

A. Formal Admission to the Nursing Program: Traditional Track

Students must be formally admitted into the Nursing program. The Nursing Comprehensive Major: Nursing Emphasis – Traditional Track is gated, and admission to the program is a multi-step process.

Pre-Nursing & University Admission

Students with an interest in nursing should declare nursing as their major upon application to the University in their first year. One must be formally admitted to the University, with a separate admission process to the nursing program typically in the spring semester of the sophomore year. Students apply for formal admission into the BSN program as they complete Pre-Nursing requirements. **Students are required to complete general education requirements by the time of graduation. Given the number of credits a student must take as they advance through the traditional track nursing program, it is recommended for all General Education requirements to be completed prior to entrance into the program. The number of completed General Education courses will be taken into consideration when reviewing applicants for admission to the Nursing program.** Admission to the University **does not** guarantee acceptance into the nursing program.

Admissions Requirements — Traditional Track

To be formally admitted to the traditional BSN Program, a student must:

- **Submit** a complete application for admission and become selected for admission.
- **Achieve** a minimum overall cumulative GPA of **2.0**; preference for GPA of **3.0 or higher**.
- **Present** related professional or volunteer experience, if completed (**preferred**).
- **Complete** the prerequisite **Pre-Nursing** courses with at least a **C** (see list).
- **Complete** admission interview and selection procedures.

Special Considerations

Students applying to the traditional track who have a previous **bachelor's degree** from an accredited college or university (**not** a BSN) are held to the same admissions requirements as students applying for the accelerated track.

If Not Admitted

WCU students who apply and do not gain acceptance shall receive feedback on the application and schedule an advising appointment aimed at planning for either re-application or declaring a non-BSN major.

Pre-Requisites for Traditional Nursing Track

Course Number	Course Title	Credits
BIOL 150	Biology Principles with Lab (GT-SC1)	4
BIOL 201	Introduction to Microbiology (with laboratory)	4
BIOL 372	Human Anatomy & Physiology I (with laboratory)	4
BIOL 373	Human Anatomy & Physiology II (with laboratory)	4
BIOL 300	Basic Nutrition	3
CHEM 111	General Chemistry I (GT-SC2)	3
CHEM 112	General Chemistry Laboratory I (GT-SC1)	1
ENG 102	Writing and Rhetoric I (GT-CO1)	3
ENG 103	Writing and Rhetoric II (GT-CO2)	3
MATH 140	College Algebra (GT-MA1)	3
PSY 100	General Psychology (GT-SS3)	3
PSY 270	Developmental Psychology	3
SOC 110	The Sociological Imagination (GT-SS3)	3

One of the following (3 credits): 3

- **MATH 113 -or-**
- **MATH 213 -or-**
- **Higher-level statistics course**

Total Credits: 44

Suggested BSN Major Map – 4 year program

Program Name: Nursing- Bachelor of Science in Nursing

Year One- Pre-Nursing Fall		
Course	Course Title	Credits
ENG 102	Writing and Rhetoric I (GT-CO1)	3
MATH 140	College Algebra (GT-MA1)	3
HWTR 101	Headwaters	2
BIOL 150 (Scientific Inquiry – GE)	Biology Principles with Lab (GT-SC1)	4
CHEM 111 (Scientific Inquiry – GE)	General Chemistry I (GT-SC2)	3
CHEM 112	General Chemistry Laboratory I (GT-SC1)	1
		Total Credits: 16

Year One Spring		
Course	Course Title	Credits
Math 113	Statistical Thinking (GT-MA1)	3
Biol 201	Introduction to Microbiology (with Laboratory)	4
Further Inquiry - GE	Any Further Inquiry Course	3
Life Skills - GE	Any life skills or Wellbeing, Whole Health & Health Promotion	3
Eng 103	Writing and Rhetoric II (GT-CO2)	3
		Total Credits:16

Year One Summer		
Course	Course Title	Credits
Potential coursework to be moved into summer per clinical placement abilities.		
		Total Credits:

Year Two Fall		
Course	Course Title	Credits
PSY 100	General Psychology (GT SS3)	3
BIOL 372	Human Anatomy and Physiology I (with laboratory)	4

BSN Major Map – 4 year program

SOC 110 (Social Inquiry – GE)	The Sociological Imagination (GT-SS3)	3
Humanistic Inquiry (Or another GE)	Any GT-AH2 or GT-AH3 course, or with any GT-AH1 course	3
Creative Expression (Or another GE)	Any GT-AH1 course that focuses on creative expression	3
		Total Credits:16

Year Two Spring		
Course	Course Title	Credits
BIOL 373	Human Anatomy and Physiology II (with laboratory)	4
BIOL 300	Basic Nutrition	3
Historical Inquiry (Or another GE)	Any history Inquiry GT-H1 100 series or 200 series course (3 credits)	3
Psych 270	Development Psychology	3
Delta	Delta	1
		Total Credits:14

Year Two Summer		
Course	Course Title	Credits
Potential coursework to be moved into summer per clinical placement abilities.		
		Total Credits:

Year Three Fall		
Course	Course Title	Credits
NURS 313	Professional Development: Nursing Theory, Roles and Ethics	2
NURS 312	Foundations of Nursing Practice Laboratory and Clinical	3
NURS 311	Foundations of Nursing & Introduction of Professional Practice	3
NURS 319	Patient- Centered Health Assessment	2

BSN Major Map – 4 year program

NURS 320	Patient-Centered Health Assessment Laboratory	2
NURS 321	Pharmacology for Nurses I	2
BIOL 380	Pathophysiology	3
		Total Credits: 17

Year Three Spring		
Course	Course Title	Credits
NURS 314	Nursing Care of Adults I	3
NURS 315	Nursing Care of Adults I (Clinical)	3
NURS 329	Research Methods in Nursing	3
NURS 380	Mental Health Nursing across the Lifespan	3
NURS 381	Mental Health Nursing Clinical	2
NURS 390	Rural Health Perspectives	2
NURS 391	Health Promotion and Disease Prevention across the Lifespan	1
		Total Credits: 17

Year Three Summer		
Course	Course Title	Credits
Potential coursework to be moved into summer per clinical placement abilities.		
		Total Credits:

Year Four Fall		
Course	Course Title	Credits
NURS 400	Nursing Care of Children and Families	2
NURS 401	Nursing Care of Childbearing Families	2

BSN Major Map – 4 year program

NURS 403	Obstetrical and Pediatric Nursing Clinical and Laboratory	4
NURS 404	Nursing Care of Adults II	3
NURS 405	Introduction to Health Informatics	2
NURS 406	Nursing Care of Adults II (Clinical)	3
Total Credits: 16		

Year Four Spring		
Course	Course Title	Credits
NURS 482	Professional Development II: Professional Nurse	2
NURS 430	Community and Population Nursing- Rural Emphasis	2
NURS 431	Community and Population Nursing- Rural Emphasis Clinical	2
NURS 480	Pharmacology for Nurses II	2
NURS 407	Nursing Care of the Older Adult	1
NURS 470	Nursing Leadership and Management Lecture with Clinical	3
NURS 490	Senior Capstone Clinical	4
Total Credits: 16		
Nursing Program Credits: 44 Pre-Nursing + 18 General Education + 66 Nursing credits Total Credits: 128		

B. Formal Admission Requirements to the Nursing Program: Accelerated Track

One must first be formally admitted to the University, followed by a **separate admission process** to the nursing program.

Admission Requirements — Accelerated Track

Acceptance to the BSN Accelerated Track requires:

- **Submission** of a formal application, including the **Nursing Accelerated Track Prerequisite Form**.
- **Completion** of a previous **bachelor's degree** from an accredited college or university (**not** a BSN).
- **Achieve** a minimum overall cumulative GPA of **2.0**; preference for GPA of **3.0 or higher**.
- **Healthcare or related professional experience**.
- **Maintain** a minimum of at least a **C** in prerequisite coursework, including: **Human Anatomy/A&P I, Human Physiology/A&P II, Microbiology, Chemistry, and Statistics. Anatomy coursework must include laboratory. All other laboratory coursework is preferred. These courses must have been completed within 10 years of application.**
- **Successful completion** of admission interview and selection procedures.

Required Certification Prior to Core Coursework

Upon formal admission to the Nursing Program, all nursing students must complete an American Heart Association or American Red Cross BLS Health Care Provider training prior to beginning any Nursing Core coursework.

Special Consideration Waiver

Students that meet all requirements for the Accelerated Track may request to decrease speed of program submitting a request to the Director of Nursing Education. This request must be approved by the Director of Nursing Education and align with nursing course offerings.

9. Code of Ethics

ANA Code of Ethics – Handbook Summary

1. Provision 1 – *The nurse practices compassion and respect for the inherent dignity, worth, and unique attributes of every person.*

1.1 Respect for Human Dignity

1.2 Relationships with Patients and Recipients of Nursing Care

1.3 The Nature of Health

1.4 The Right to Self-Determination

2. Provision 2 – *The nurse’s primary commitment is to the recipient(s) of nursing care—individual, family, group, community, or population.*

- 2.1 Primary Commitment to Recipients of Nursing Care
- 2.2 Conflict of Interest and Conflicts of Commitment in Nursing
- 2.3 Professional Boundaries
- 2.4 Issues of Safety in the Nurse–Patient Relationship

3. Provision 3 – *The nurse establishes a trusting relationship and advocates for the rights, health, and safety of recipients of nursing care.*

- 3.1 Privacy and Confidentiality
- 3.2 Advocating for Persons Who Receive Nursing Care
- 3.3 Responsibility in Promoting a Culture of Safety
- 3.4 Protection of Patient Health and Safety by Acting on Practice Issues
- 3.5 Protection of Patient Health and Safety by Acting on Impaired Practice

4. Provision 4 – *Nurses have authority over nursing practice and are responsible and accountable for their practice, consistent with obligations to promote health, prevent illness, and provide optimal care.*

- 4.1 Responsibility and Accountability for Nursing Practice
- 4.2 Addressing Barriers to Exercising Nurse Practice Authority
- 4.3 Ethical Awareness, Discernment, and Judgment
- 4.4 Assignment and Delegation

5. Provision 5 – *The nurse has moral duties to self as a person of inherent dignity and worth, including an expectation of a safe workplace that fosters flourishing, authenticity, integrity, and professional competence.*

- 5.1 Personal Health and Safety
- 5.2 Wholeness of Character
- 5.3 Integrity
- 5.4 Professional Competence
- 5.5 Human Flourishing

6. Provision 6 – *Nurses, through individual and collective effort, establish, maintain, and improve the ethical environment of the work setting that affects nursing care and nurse well-being.*

- 6.1 The Environment and Virtue
- 6.2 The Environment and Ethical Obligation
- 6.3 Responsibility for the Healthcare Environment

7. Provision 7 – *Nurses advance the profession through knowledge development, professional standards, and policy for nursing, health, and social concerns.*

- 7.1 Contributions through Knowledge Development, Research, and Scholarly Inquiry
- 7.2 Contributions through Developing, Maintaining, and Implementing Professional Practice Standards
- 7.3 Contributions through Nursing, Health, and Social Policy Development
- 7.4 Considerations Related to Ethics, Technology, and Policy

8. Provision 8 – *Nurses build collaborative relationships and networks—with nurses, other disciplines, and the public—to achieve greater ends.*

- 8.1 Collaboration Imperative

8.2 Collaboration to Uphold Human Rights, Mitigate Health Disparities, and Achieve Health Equity

8.3 Partnership and Collaboration in Complex, Extreme, or Extraordinary Practice Settings

9. Provision 9 – *Nurses and their professional organizations work to enact and resource practices, policies, and legislation to promote social justice, eliminate health inequities, and facilitate human flourishing.*

9.1 Assertion of Nursing Values

9.2 Commitment to Society

9.3 Advancing the Nursing Vision of a Good and Healthy Society

9.4 Challenges of Structural Oppressions: Racism and Intersectionality

9.5 National Policies, Programs, and Legislation

10. Provision 10 – *Nursing, through organizations and associations, participates in the global nursing and health community to promote human and environmental health, well-being, and flourishing.*

10.1 Global Nursing Community

10.2 Global Nursing Practice

10.3 Nursing Vision for Global Health

10.4 Global Nursing Solidarity

10.5 Global Nursing Health Diplomacy

Reference: National Student Nurses' Association (NSNA). *Code of Ethics*.

<https://www.nсна.org/nsna-code-of-ethics.html>

National Student Nurses' Association, Inc.

Code of Academic and Clinical Conduct

Preamble

Students of nursing have a responsibility to society in learning the academic theory and clinical skills needed to provide safe, quality nursing care. The clinical setting presents unique challenges and responsibilities for the nursing student while caring for human beings in a variety of health care environments.

The Code of Academic and Clinical Conduct is based on an understanding that practicing nursing as a student is an agreement to uphold the trust which society has placed in us. The statements of the Code provide guidance for nursing students in their personal development of an ethical foundation and need not be limited strictly to the academic or clinical environment but can assist in the holistic development of the person.

Code of Academic and Clinical Conduct

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

1. Advocate for the rights of all clients.

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

Reference

NSNA Code of Ethics. NSNA. (n.d.). <https://www.nsna.org/nsna-code-of-ethics.html>

10. Dismissal from Program

The Nursing Program at Western Colorado University (WCU) maintains high academic and professional standards to ensure graduates are competent, ethical, and safe practitioners prepared to meet the healthcare needs of rural and mountain communities. Dismissal from the BSN Program may occur when a student's academic performance, professional conduct, or clinical behavior fails to meet these standards.

Grounds for Dismissal

A student may be dismissed from the BSN program for one or more of the following:

1) Academic Performance

- Failure to earn the minimum grade of C (2.0) in any required NURS course.
- Failure of two nursing courses, whether in the same or different semesters.
- Cumulative GPA below 2.0 in the nursing major after a semester of probation.
- Failure to meet progression or graduation requirements outlined in this Handbook.

2) Clinical or Laboratory Performance

- Unsafe, unethical, or unprofessional behavior that jeopardizes patient or community safety.
- Failure to meet clinical objectives or required competencies as defined in course syllabi.
- Dismissal from a clinical site by the facility or preceptor due to behavior, conduct, or performance concerns.
- Repeated nonadherence to instructions or clinical policies despite remediation.

3) Professional and Ethical Conduct

- Violation of the ANA Code of Ethics or WCU Standards of Professional Behavior.
- Academic dishonesty, falsification of records, plagiarism, or breach of confidentiality (HIPAA).
- Unprofessional behavior toward patients, peers, faculty, or clinical staff.
- Conduct unbecoming of the nursing profession that undermines trust, safety, or program integrity.

4) Compliance and Program Requirements

- Failure to maintain current immunizations, CPR certification, background check, or drug screening.
- Failure to meet technical standards or essential abilities necessary for safe practice.
- Violation of clinical agency policies or legal/ethical standards related to patient care.
- Noncompliance with deadlines, attendance, or documentation requirements.

Process for Dismissal

1) Identification & Documentation

- Faculty identify concerns related to academic, clinical, or professional performance.
- Concerns are documented, including remediation attempts and outcomes.

2) Faculty Review

- The faculty member submits a report to the Director of Nursing Education and/or the

Nursing Progression and Admissions Committee (NPAC).

3) Student Notification

- The student is informed in writing of the concern and potential for dismissal.
- The student may request a meeting to present information or respond.

4) Committee Review & Recommendation

- The NPAC reviews the case and makes a recommendation to the Director of Nursing Education regarding dismissal or continuation with conditions.

5) Decision & Appeal

- The Director issues a formal decision in writing within ten (10) business days of the committee review.
- The student may appeal in writing within five (5) business days to the Provost.
- The Provost's decision is final.

Immediate Dismissal

Students may be dismissed immediately, without opportunity for remediation, if conduct or behavior poses an immediate threat to patient safety, violates the law, or breaches ethical/professional standards to a degree that endangers others.

Readmission to the Nursing Program

Students who have been dismissed may request readmission as follows:

- Submit a written request for readmission to the Director of Nursing Education by the published deadline.
- Undergo review of prior performance, remediation evidence, and current eligibility.
- Readmission is not guaranteed and is contingent upon space availability, faculty recommendation, and demonstrated readiness to meet program standards.

Separation from the University

Dismissal from the BSN program does not automatically constitute dismissal from Western Colorado University. Students may remain eligible to continue coursework in other academic programs if they meet general university standards.

Licensure Considerations

Dismissal related to conduct, safety, or ethics violations may affect eligibility for RN licensure by the Colorado State Board of Nursing. The Board independently evaluates moral character, disciplinary history, and legal background when determining licensure eligibility.

Program Integrity Statement

The WCU BSN Program is built upon a foundation of academic excellence, integrity, and community responsibility. Dismissal decisions are made with fairness, due process, and the expectation that nursing students uphold the highest professional and ethical standards throughout their educational journey.

11. Academic Policies

- **Attendance:** Mandatory for all clinical, lab, and simulation sessions.
- **Progression:** Students must pass all nursing courses with a grade of C or higher.
- **University Standards:** Must comply with additional minimum requirements as set forth by [WCU catalog](#) and [WCU student handbook](#).

12. Clinical Requirements

Before beginning clinical rotations, students must:

- Complete all required immunizations (records on file).
- Pass a background check and drug screening.
- Hold a current Basic Life Support (BLS) certification.
**Waivers may be requested based on special accommodations.*

13. Simulation Center

The [WCU Simulation Handbook](#) outlines the policies and procedures for oversight of the Simulation Center.

14. Code of Conduct

Nursing students are expected to:

- Uphold professional standards and the ANA Code of Ethics.
- Demonstrate respect for patients, families, peers, faculty, and staff.
- Maintain confidentiality at all times.
- Adhere to all university and program policies.

15. Technical Standards *(Colorado Board of Nursing (BON) Laws, Rules and Policies & CCNE-Aligned)*

The Western Colorado University (WCU) Bachelor of Science in Nursing (BSN) Program is committed to educating competent, ethical, safe, and professional entry-level nurses who are prepared to deliver high-quality care across diverse settings.

Nursing students must meet certain technical standards—with or without reasonable accommodation—to progress successfully through the program and to provide safe, effective care during clinical learning experiences.

These standards reflect the essential functions of a student nurse, not admission criteria, and are consistent with the expectations of the Colorado State Board of Nursing, AACN Essentials, the Americans with Disabilities Act (ADA), and Section 504 of the Rehabilitation Act.

Board of Nursing: Laws, Rules, and Policies

Colorado does not codify statewide technical standards; responsibilities lie with institutional staffing committees and employer-level policies under HB 221401. The Scope of Practice for Registered Nurses is applicable for the state to which the registered nurse works. The Colorado Department of Regulatory Agencies and the Scope of Practice is available at <https://dpo.colorado.gov/Nursing/Laws>. All states Scope of Practice is retrievable at the Find Your Nurse Practice Act here <https://www.ncsbn.org/npa.htm>. The practice laws are covered in the curricula and students can reach out to faculty for details.

WCU and all clinical sites expect nurses to meet standards in physical ability, cognition, communication, and emotional resilience. WCU provides reasonable accommodations for qualified students with documented disabilities. A reasonable accommodation is a modification that allows equal access without fundamentally altering the essential nature of the nursing curriculum, compromising patient safety, or reducing academic or clinical standards.

I. Observation / Sensory Abilities

Students must be able to obtain information from demonstrations, laboratory experiences, written materials, and clinical settings.

The student must be able to:

- Observe and participate in nursing-centered lectures, demonstrations, and simulation activities.
- See and interpret health assessments, patient responses, monitors, and waveform readings.
- Use functional vision, hearing, touch, and smell to assess patients.
- Detect changes in color, pupil size, wounds, or other visual cues.

- Able to detect bodily sounds and alarms even in noisy environments.
- Use tactile assessment to palpate pulses, identify edema, assess temperature.
- Recognize odors that indicate clinical concerns.

II. Communication Abilities

Students must communicate effectively, respectfully, and professionally per WCU requirements in the Student Handbook.

The student must be able to:

- Communicate clearly with patients, care team, and staff.
- Interpret and respond to nonverbal cues.
- Document accurately and promptly in EHR systems.
- Teach, direct, and counsel individuals with varied health literacy.
- Use professional language and medical terminology.
- Utilize digital platforms reliably.

III. Motor Abilities

Students must possess gross and fine motor skills sufficient to provide safe and effective nursing care.

Gross Motor Skills:

- Move freely in clinical environments and confined spaces.
- Maintain endurance for long clinical shifts.
- Lift, move, and transfer patients safely (minimum 50 lbs with assistance).
- Perform CPR and emergency interventions.

Fine Motor Skills:

- Perform precision-based procedures (IVs, injections, catheters, wound care).
- Use diagnostic tools safely.
- Measure medications accurately.

Emergency Motor Responses:

- Open obstructed airways.
- Apply pressure to stop bleeding.
- Activate emergency systems.
- Respond immediately to patient changes.

IV. Intellectual, Conceptual, Integrative, and Quantitative Abilities

The student must be able to:

- Read, understand, and apply written materials.
- Interpret and integrate data from labs, imaging, vitals, and patient reports.
- Perform accurate calculations for medication dosages.
- Analyze findings to formulate nursing diagnoses.
- Integrate pathophysiology and pharmacology.
- Recognize and respond to evolving conditions.
- Understand spatial relationships for procedures.

V. Behavioral, Social, and Professional Attributes

The student must be able to:

- Use sound judgment in routine and emergent situations.
- Maintain professionalism and integrity.
- Form therapeutic relationships with diverse individuals.
- Maintain attention and ensure patient safety.
- Accept feedback and adapt behavior.
- Tolerate physically and emotionally demanding workloads.
- Demonstrate resilience and emotional regulation.
- Provide care in acute, outpatient, long-term, community, rural, and mental health settings.
- Care for patients with communicable diseases using precautions.
- Manage rapid changes and high-pressure environments.
- Understand WCU student services and resources to assist with stress management.

VI. Health-Related Requirements

The student must:

- Maintain immunizations per clinical site requirements.
- Keep BLS certification current.
- Complete OSHA, HIPAA, and safety trainings.
- Meet background and drug screening requirements.
- Maintain health insurance.
- Complete physical examinations as required.
- Report health conditions impacting performance.

VIII. Accessibility and Reasonable Accommodation

The Western Colorado University (WCU) Bachelor of Science in Nursing (BSN) Program is committed to ensuring that all students— including those with disabilities—have equitable access to its facilities, programs, learning experiences, and services. In accordance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, and the ADA Amendments Act of 2008 (ADAAA), WCU supports the right of qualified students with disabilities to study and practice nursing with or without reasonable accommodation.

The BSN Program provides reasonable accommodations on a nondiscriminatory basis, consistent with federal and state law, to ensure that students with documented disabilities have equal opportunity to meet the academic and technical requirements necessary for successful progression and graduation.

Students requesting accommodations must contact the Center for Disability and Accommodations at Western Colorado University to initiate a request for

accommodations because of a disability.

Email: disabilityaccommodations@western.edu

Phone: 970.943.2113

Website: www.western.edu/cda

Office: Leslie J. Savage Library 121 & 122

The Center for Disability and Accommodations collaborates with the Nursing Program to determine appropriate accommodations that support student learning while upholding the essential requirements and technical standards of the BSN curriculum.

IX. Student Acknowledgment

Students must sign the annual acknowledgment confirming:

- They understand the technical standards,
- They can meet them with or without accommodation,
- They will notify faculty if they can no longer meet them,
- They understand non-compliance may impede progression.

16. Student Resources

Student Resource Network for the BSN Program

The Western Colorado University BSN Program is built on an integrated network of professional support designed to ensure a positive learning experience and promote student success in both academic and clinical settings. This collaborative model reflects Western's commitment to our excellence in nursing education, rural health, and high-altitude care.

Academic Advisors

Each student is assigned an academic advisor who assists with program planning, course sequencing, degree progress and connecting to university support services. Advisors maintain close communication with nursing faculty to promote student success throughout the BSN curriculum.

Faculty

Faculty at Western Colorado University include:

Professors of Nursing & Instructors of Nursing employed by Western, these faculty lead classroom instruction, simulation education, skills development, curriculum delivery, evaluation, and student mentorship. They ensure alignment with the Colorado Board of Nursing (BON), CCNE standards, Western's mission, and rural-health priorities. The faculty are dedicated to student learning and developing a positive learning community.

Clinical Instructors

Clinical Instructors are employed by WCU and are approved to teach, evaluate, and support nursing students in clinical practice, lab, and simulation. Their responsibilities also include teaching and supporting student learning in simulation and lab environments, in coordination with Western faculty. Clinical Instructors help integrate hands-on skills, safety practices, communication, and clinical judgment across both simulated and real-world settings.

Clinical Scholars

Clinical Scholars are employees of Western’s partner healthcare agencies who are specially trained and prepared to lead clinical education. They serve as clinical educators within their organizations and partner closely with Western faculty to reinforce clinical skills, guide clinical reasoning, and support students in understanding the unique needs of rural, frontier, and high-altitude communities. Clinical Scholars also help bridge the gap between classroom learning and clinical practice.

Preceptors & Primary Nurses

Preceptors and primary nurses supervise students during clinical rotations. They model professional nursing practice, guide patient care activities, provide real-time feedback, and support the development of clinical confidence and competence. Their mentorship exposes students to the realities of nursing care in rural and community-based health systems.

Program Leadership

The BSN Program Director, Simulation & Skills Coordinators, faculty leadership, and administrative team ensure high-quality program delivery, regulatory compliance, clinical placement coordination, and student support. Leadership collaborates with community partners to maintain a positive, student-centered learning environment aligned with Western’s mission and values.

Together our team creates a cohesive academic–practice partnership that supports safe, competent, and compassionate entry-level nursing practice.

Service	What it provides
Skills Lab & Simulation Center	Practice labs, simulation sessions, equipment checkout
Library & Online Databases	Articles, journals, research consultations, tutorials
Counseling & Wellness Services	Counseling, crisis support, workshops, referrals
Career Services	Career coaching, résumés/cover letters, mock interviews, job fairs

17. Tuition and Fees

Program	Length	Tuition
Traditional Track	2 years	\$13,959 per year
Accelerated Track	12 months	\$27,918 total

**These are based on projections and the BOT will provide final approval. Program tuition and fees will be set and announced before the program opens and determined in collaboration with WCU Chief Financial Officer.*

18. Equal Opportunity, Accessibility, and Accommodation Policy

WCU Bachelor of Science in Nursing (BSN) program is committed to providing an equitable and inclusive environment for all students.

The program and the University do not discriminate on the basis of race, color, national origin, age, disability, sex, gender identity, sexual orientation, religion, veteran status, or any other status protected by federal or state law.

Nursing students who require accommodation due to a disability or medical condition should contact the WCU Disability Services Office as early as possible to initiate the accommodation process. The office will collaborate with the Director of Nursing Education and faculty to determine reasonable accommodations consistent with program standards and patient safety requirements.

Students may also contact the Title IX and Equity Office for questions related to harassment, discrimination, or retaliation.

Accommodation requests are handled confidentially and in accordance with the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, and Colorado State Board of Nursing expectations for technical and professional standards.

Equal access, fairness, and respect are integral to the mission of Western and the Nursing Program.

19. Workers' Compensation & Incident Reporting

All nursing students participating in clinical and simulation experiences are covered by WCU's Workers' Compensation insurance.

Students must report any injury, needle stick, exposure, or safety incident immediately (within 24 hours) to both:

- The clinical faculty member, and
- The clinical site supervisor

Students must also complete required WCU Workers' Compensation forms and follow University HR procedures (see Appendix B). Failure to report promptly may result in loss of coverage. Student's must report incident report and procedures of the healthcare agency where the incident occurs.

Students may not seek independent medical treatment for clinical injuries (unless emergent care is required) without notifying faculty and HR, as doing so may jeopardize Workers' Compensation eligibility. Students who do not report injury immediately and at least within 24 hours may jeopardize Workers' Compensation eligibility.

20. Contact Information

Nursing Education Program

Beth Roten MSN, RN Director

Western Colorado University

1 Western Way

eroten@western.edu

21. Acknowledgment of Receipt

I have received, read, and agree to comply with the policies outlined in the WCU BSN Program Handbook.

Student Name: _____

Signature: _____

Track: _____

Date: _____

Important Accreditation Disclosure: The Bachelor of Science in Nursing (BSN) program at Western Colorado University is not yet accredited by a national nursing accrediting body. The lack of national nursing accreditation may limit future educational and career options for the students.