Northland Pioneer College
Nursing Program ♦ 1001 W. Deuce of Clubs ♦ Show Low, AZ 85901 ♦ (928) 532-6134

NURSING PROGRAM

ASSOCIATE OF APPLIED SCIENCE DEGREE IN NURSING

The nursing program mission promotes Northland Pioneer College's (NPC) mission of providing educational excellence that is affordable and accessible for the enrichment of communities across northeastern Arizona. The department strives to develop competent, caring nursing professionals who demonstrate ethical behavior and integrity while collaborating with the healthcare team to provide safe, patient-centered care within a continually changing healthcare environment.

The Associate of Applied Science (AAS) Degree in Nursing program prepares students to make application to write the National Council Licensing Examinations for Practical Nurse (NCLEX-PN) and Registered Nurse (NCLEX- RN) and for beginning employment in providing direct patient care. Admission to or graduation from the program at any level does not guarantee licensure by the Arizona State Board of Nursing. Graduates must satisfy the licensing requirements of the state board independently of any college requirements per the Arizona Nurse Practice Act. By statute and rule, the State Board of Nursing can deny certification as a nursing assistant or licensure as a registered or practical nurse if an applicant has been convicted of a felony, addicted to habit-forming drugs or in any other way fails to meet qualifications required by law. All applicants must provide the board with satisfactory documentation demonstrating the applicants' citizenship, alien status, legal residency or lawful presence in the United States.

Program Information
Since 1997, the nursing program has executed formal agreements to design a curriculum that provides students with an opportunity for seamless articulation from the associate degree in nursing to a baccalaureate degree nursing program. Students may apply to Northern Arizona University (NAU), Grand Canyon University (GCU), Arizona State University (ASU), and other universities to complete upper division courses in nursing that apply to a bachelor's degree in nursing (BSN). Concurrent enrollment programs with partner universities offer students opportunities to complete university coursework toward their BSN while enrolled in the NPC nursing program.

Northland Pioneer College's Associate of Applied Science (AAS) in Nursing program is approved by the Arizona State Board of Nursing and accredited by the Accreditation Commission for Education in Nursing (ACEN). The program is offered on the White Mountain (Show Low) and Little Colorado (Winslow) campuses. Many of the required courses for admission and general education courses are available at other NPC campuses and centers. The program of 72 credit hours is designed for two academic years after completing a minimum of 2-3 semesters of pre-requisite coursework. After completion of the first year and the NUR125 Practical Nursing Completion course, the student can receive a Certificate of Applied Science in Practical Nursing and apply to write the NCLEX-PN. The student may then exit the program or continue to earn the Associate of Applied Science Degree and be qualified to take the NCLEX-RN exam.

Students may apply to the nursing program prior to completing pre-requisites; all pre-requisites must be completed prior to July 1st to assure placement in the nursing program. Some students may choose to take the remaining general education (co-requisite) courses prior to admission. All co-requisite courses must be completed prior to or in the sequential order listed on the curriculum outline (see page 5).

Students must be admitted to the nursing program to enroll in nursing courses.

All items listed on page 3 of this packet must be postmarked or received at an NPC campus or center by the application deadline. See the application for mail and hand-delivery instructions.

Transfer Students
Nursing degree-seeking transfer students should submit official copies of previous college work to the Records & Registration Office at PO Box 610, Holbrook, AZ, 86025 or evaluation@npc.edu. Evaluated credits will aid advisement prior to enrolling in classes. Transfer students require a letter of recommendation from the dean of their previous nursing program.

Petitions for Exceptions
Students seeking exceptions to degree requirements should contact an academic advisor for assistance in completing the petition forms. These forms, accompanied by supporting information such as copies of transcripts, course descriptions, and articulation rules are forwarded to the Dean of Nursing. The dean makes a recommendation and forwards the paperwork to the registrar and Vice President for Learning and Student Services for a final decision and distribution of the copies of the petition form.

Transferability of Credits
Students interested in transferring their credits to another Arizona public university should contact an academic advisor. NPC offers online access to the AZ Transfer System which offers helpful features that allow you to:

- See how your previous courses will transfer to public universities in Arizona
- Learn what community college courses transfer as specific university equivalents
- View transfer guides that outline university academic programs for community college students
- Research lists of community college courses that apply to university general education equivalents. To access the AZ Transfer System, visit their website at: http://www.aztransfer.com/

Placement Testing
The nursing program is sincerely interested in student success. To ensure that students can select courses appropriate for their skill level in medication administration, *placement testing in mathematics is required* and testing in other disciplines may be necessary. Students should contact an academic advisor to begin the placement process. The HESI Admission Assessment exam must be no older than 18 months on the application deadline date. The HESI exam is paid for and scheduled directly with the vendor; live testing at an NPC locations will be available. For information on scheduling the HESI and a study guide for the exam, see https://www.npc.edu/hesi.

LPN to RN Applicants
For the student who is a licensed practical nurse (LPN) and wishes to enter the program to acquire the Associate of Applied Science in Nursing degree and become a registered nurse (RN), the pre-requisite requirements and admission standards are identical to the NA to RN program, with the exception of the nursing assistant requirement. The student should contact an academic advisor and provide evidence of a current Arizona licensed practical nurse credential that is active and in good standing. Decisions regarding acceptance are made by the Nursing Admission Committee. Additional fees may apply for assessed credit by evaluation. Evaluation and approval of assessed credit do not guarantee admission to the Nursing Program. Students apply in the fall and complete the LPN to RN transition course in the spring semester.

Instructional Methods
The nursing program uses a variety of instructional methods to facilitate learning. Face-to-face lecture experiences in the traditional classroom setting offer students live, interactive instruction. Virtual lectures on Zoom or other platforms may be substituted for face-to-face lectures as appropriate and necessary. Low to high fidelity simulation laboratory classes allow students to practice skills and develop critical thinking processes in a safe, non-threatening environment. A laptop computer for access to instructional materials is required and not provided; online testing requires a laptop computer with webcam. Refer to the Nursing Student Handbook posted online for additional technology specifications. Clinical experiences take place in various health care agencies in and outside the college's district.

Hours may vary from the class schedule depending on the clinical placement and travel will be required at times. In addition, overnight stays may be required. If you have concerns about your ability to fully participate in any instructional methods, contact the Student Accommodation Services office. To ensure appropriate accommodations, it is the student's responsibility to request accommodations in a timely manner and to provide appropriate documentation to verify eligibility for support services. For more information, see the Student Accommodation Services web page (https://www.npc.edu/sas).

NORTHLAND PIONEER COLLEGE NURSING
PROGRAM STEPS FOR ADMISSION

1. Pre-Requisites:
   Completion of the following pre-requisite courses:

BIO 181	General Biology	BIO 205	Microbiology
BIO 201	Human Anatomy & Physiology I	CHM130	Fundamental Chemistry
BIO 202	Human Anatomy & Physiology II	ENL101	College Composition I

   All applicants must demonstrate minimal competency in elementary algebra by taking the placement exam and scoring a minimum of: NEXT GEN QAS 250; ACT 21 or completion of MAT142 or higher with a 'C' or better within one year prior to the application. Students may apply while completing pre-requisite coursework but may not enroll in the nursing program until accepted by the admission committee and after completing all pre-requisite courses with a grade of "C" or higher. A cumulative GPA of 3.0 ("B") or higher is preferred for the pre-requisite courses. If you are currently enrolled in any of the above pre-requisite courses, submit your application with "IP" listed for the course that is in progress.

   Please note: College science courses must have been completed within the past eight (8) years at the time of application. Courses older than eight (8) years will not be accepted except in rare circumstances and only with supporting documentation and program approval.

2. Pre-admission Certification: Must be a **CNA** (Certified Nursing Assistant) OR **LNA** (Licensed Nursing Assistant) OR **LPN** (Licensed Practical Nurse) OR have completed the NAT101 course at Northland Pioneer College within the previous 1 year of application. If you are a CNA or LNA you must be in good standing with the Arizona State Board of Nursing. Print a copy of your certification or license from the Arizona State Board of Nursing (azbn.gov) and submit no later than July 1st of the admission year if an NA to RN applicant and October 1st if an LPN to RN bridge applicant. For LPN applicants, one year of experience is required.
3. Submit the completed notarized application and the Notice of No Guarantee of Licensure/Certification found in the application packet as quickly as possible, but no later than the application deadline.
4. Transfer students must submit **official transcripts** (in original sealed envelope) from original institution(s) for all pre-requisite and co-requisite courses to the Records and Registration (R&R) office at PO Box 610 Holbrook, AZ 86025. Transcripts may also be sent to R&R electronically to evaluation@npc.edu. In order to guarantee that transcripts are evaluated by the application deadline, we strongly recommend that they be received in the R&R office by ***January 15th*.** If an official transcript has previously been received and posted to your NPC account, you do not need to order it again unless you have taken additional coursework. Official NPC transcripts are not required; this is included in the degree audit. LPN to RN applicants should request official transcripts no later than ***October 1st*.**
5. Contact an NPC academic advisor and have a **degree audit** printed to include with your application. If transferring credits, you should contact an academic advisor after you have ordered your transcripts. Transferred courses will appear on your unofficial transcript in your NPC Student Center.
6. Provide a copy of the **HESI** Admission Assessment cumulative report. Test results **must include** all the following**:** anatomy & physiology, biology, chemistry, math, reading, vocabulary and grammar, and the cumulative scores for science and English. If you do not take your test through NPC, the results must be emailed directly from the test administrator to the Nursing department at tamora.herring@npc.edu.
7. LPN to RN applicants must submit a current resume showing a minimum of 1 year of experience as an LPN.
8. Submit a current Arizona DPS Level 1 Fingerprint Clearance card (front and back).
   Apply online at http://www.azdps.gov/services/public/fingerprint as a health science student. Fingerprints may be submitted electronically (fastest) or by mail. Contact the Nursing office for further instructions. ***Plan ahead*** as the process requires **several weeks** barring any problems; if your application is still being processed, enclose a copy of your receipt. A copy of the front and back of the clearance card must be received no later than July 1.
9. Submit a current driver's license (front and back).

Admission Selection

All students must be admitted to Northland Pioneer College to enroll in courses at the college or have transcripts evaluated. Students complete an application/enrollment form available at every campus/center or on the NPC website: **https://www.npc.edu/Application**

The Nursing Admission Committee is composed of the Dean of Nursing, Nursing faculty, an academic advisor and at-large faculty who review the applications and select applicants for admission. Admission criteria includes pre-admission exam scores, grade point average (GPA) for pre-requisite courses and the number of completed general education co-requisite courses with a "C" or higher grade. The Nursing Admission Committee gives significant weight to pre-admission exam scores and pre-requisite grade point average. The pre-admission HESI exam is offered in the late fall and early spring for pre-licensure applicants. Admission is contingent upon completion of required courses and proof of successful completion of NAT101 within the previous one year **OR** certification/licensure as a nurse assistant within the state of Arizona. A completed nursing application should be submitted on or before the deadline noted in the application packet. Late applications will be considered on a space available basis if they meet the admission criteria but will not be considered before applications that were submitted on time.

Right of Refusal

The Northland Pioneer College Nursing program reserves the right to refuse admission to any nursing program applicant based on evidence that the applicant cannot perform the functional abilities essential for nursing practice as defined in the application packet, for prior documented conduct requiring disciplinary action, or for unethical behavior as defined by the Arizona State Board of Nursing, the American Nurses Association, the Northland Pioneer College Student Code of Conduct and the NPC Nursing Student Handbook.

Concurrent Enrollment Programs

The concurrent enrollment programs (CEPs) offer eligible Northland Pioneer College nursing students the opportunity to earn a Bachelor of Science in Nursing (BSN) degree from Arizona State University (ASU), Northern Arizona University (NAU), or Grand Canyon University (GCU) while simultaneously earning an Associate of Applied Science (AAS) Degree in Nursing from NPC. Students enroll in both NPC and a university at the same time and may transfer up to 90 credits toward a BSN. The successful CEP student will earn both an AAS Degree in Nursing and a Bachelor of Science Degree in Nursing. Upon completion of the AAS degree from NPC, graduates are eligible to take the NCLEX-RN® licensure examination and are encouraged to take the NCLEX-RN® as soon as possible after graduating. The sooner graduates take the NCLEX-RN®, the more likely they are to pass the licensure exam. Students initiate an application by checking the box marked *"I wish to apply to a concurrent enrollment program"* on the NPC nursing application and submit transcripts to the university of their choice.

To learn more about these programs and to acquire eligibility, cost, and contact information, contact the following: NAU – Xena Velasco (xena.velasco@nau.edu), ASU – asu.cep@asu.edu, GCU – Matt McFadden (matt.mcfadden@gcu.edu).

NORTHLAND PIONEER COLLEGE
NA to REGISTERED NURSE PROGRAM CURRICULUM
2027-2028

Before the student will be considered eligible to apply to the nursing program, all courses must be completed with a grade of "C" or higher. A cumulative GPA of 3.0 "B" or higher is preferred for the following pre-requisite courses:

			Credits
BIO	**181**	General Biology (pre-requisite to BIO 201 and BIO 205)	4
BIO	**201**	Human Anatomy & Physiology I	4
BIO	**202**	Human Anatomy & Physiology II	4
BIO	**205**	Microbiology	4
CHM	**130**	Fundamental Chemistry	4
ENL	**101**	College Composition I	3
			23

Must meet one of the following (a) successful completion of NAT 101 at Northland Pioneer College within the previous one year of application (b) an AZ certified licensed nursing assistant (CNA) (c) an AZ licensed nursing assistant (LNA). If you are a CNA or LNA, submit your AZ certificate/license, active and in good standing with the notarized application.

Required Courses to Complete the Nursing Program

1st Semester: Core Requirements			**Credits**
NUR	**117**	Pharmacology I	2
NUR	**121**	Nursing I	8
General Education Requirement			
ENL	**102**	College Composition II*	3
		Total	13

2nd Semester: Core Requirements			
NUR	**118**	Pharmacology II	2
NUR	**122**	Nursing II	8
NUR	**125**	PN Completion Course	2
General Education Requirement			
PSY	**240**	Developmental Psychology*	3
		Total	15

3rd Semester: Core Requirements			
NUR	**221**	Nursing III	8
General Education Requirement			
SOC 101 or ANT 102 General Sociology or Cultural Anthropology*			3
		Total	11

4th Semester: Core Requirements			
NUR	**222**	Nursing IV	8
NUR	**219**	NCLEX Review Course	2
		Total	10

Total Program Requirements:

Nursing	40 credit hours
Core/General Education Requirements	32 credit hours
	72 credit hours

*All general education or non-NUR courses may be completed before entering the program but **must be completed as listed** above and **no later** than the beginning of the next semester. If the courses are not completed as stated, the student cannot continue in the nursing program.

NORTHLAND PIONEER COLLEGE
LICENSED PRACTICAL NURSE TO REGISTERED NURSE CURRICULUM
2027-2028

Before the student will be considered eligible to apply to the nursing program, all courses must be completed with a grade of "C" or higher. A cumulative GPA of 3.0 "B" or higher is preferred for the following prerequisite courses:

		Credits
BIO 181	General Biology	4
BIO 201	Human Anatomy & Physiology I	4
BIO 202	Human Anatomy & Physiology II	4
BIO 205	Microbiology	4
CHM 130	Fundamental Chemistry	4
ENL 101	College Composition I	3
	Total	23

Licensure:
Must submit a current AZ licensed practical nurse (LPN) license, active and in good standing with the notarized application.

Required Courses to Complete the Nursing Program

Spring Semester: Core Requirements		Credits
NUR 116	LPN – RN Transitions	3
NUR 118	Pharmacology II	2
General Education Requirements, if not already completed		
PSY 240	Developmental Psychology	3
ENL 102	College Composition II	3
	Total	11

Any of the above courses may be taken in conjunction with NUR 116. All of the above courses must be completed before admission into the 3rd semester of the ADN program.

Fall (3rd) Semester: Core Requirements		
NUR 117	Pharmacology I (credit for prior learning may apply)	2
NUR 221	Nursing III	8
General Education Requirement		
SOC 101 or ANT 102	General Sociology or Cultural Anthropology	3
	Total	13

Spring (4th) Semester:		
NUR 222	Nursing IV	8
NUR 219	NCLEX Review Course	2
	Total	10

All of the general education or non-NUR courses may be completed before entering the program but must be completed as listed above and no later than beginning of the next semester. IF THE COURSES ARE NOT COMPLETED AS STATED THE STUDENT CANNOT CONTINUE IN THE NURSING PROGRAM. All courses require a grade of "C" or better for advancement in the program.

NORTHLAND PIONEER COLLEGE
NURSING PROGRAM
COURSE DESCRIPTIONS

CORE NURSING COURSES

NUR 117 PHARMACOLOGY ● 2 cr. **2 hr. Lecture**
Introduction to the use of pharmacological agents and provides theoretical development of competence in the safe and accurate administration of medication.

NUR 118 PHARMACOLOGY ● 2 cr. **2 hr. Lecture**
Extends student knowledge in the use of pharmacological agents. Theoretical development of clinical and cultural competencies in the safe and accurate administration of intravenous, pediatric, psychotropic, and obstetric medications as well as parenteral nutrition.

NUR 121 NURSING I ● 8 cr. **4hr. Lecture/ 4 hr. Lab/ 8 hr. Clinical**
Focus on the practice in the nursing student role with emphasis on the client's admission to and movement within the healthcare system, the students' development as a caring, competent nurse with the legal/ethical framework of the profession, and development of critical thinking and communication skills.

NUR 122 NURSING II ● 8 cr. **4hr. Lecture/ 4 hr. Lab/ 8 hr. Clinical**
Focus on nursing care for individuals and families with chronic health conditions in well-defined practice settings. Emphasis on basic management concepts and continued development of critical thinking, nursing judgment, and skills.

NUR 125 PRACTICAL NURSE COMPLETION ● 2 cr. **2 hr. Lecture**
Preparation for the NCLEX-PN examination through comprehensive critical content review, practice questions with rationales, and development of a study plan. Emphasis is on strengthening critical thinking skills and test-taking strategies for a practical nurse.

NUR 219 NCLEX REVIEW ● 2 cr. **2 hr. Lecture**
Preparation for the NCLEX-RN examination through comprehensive critical content review, practice questions with rationales, and development of a study plan. Emphasis is placed on the current NCLEX-RN test plan.

NUR 221 NURSING III ● 8 cr. **4hr. Lecture/ 4 hr. Lab/ 8 hr. Clinical**
Focus on nursing care of individuals and families experiencing developmental milestones. Includes group theory and nursing therapeutics related to parenteral therapy, assisting the client through acute health care issues, concepts in critical thinking, organizational skills, and psychosocial nursing are included.

NUR 222 NURSING IV ● 8 cr. **4hr. Lecture/ 4 hr. Lab/ 8 hr. Clinical**
Focus on the impact of acute health care conditions on individuals, families and groups. Emphasis is on synthesis and application of nursing therapeutics as students continue to develop in the role of the professional nurse with an introduction to organizational transitions.

NURSING COURSE FOR LPN TO RN

NUR 116 LPN TO RN TRANSITIONS ● 3 cr. **3 hr. Lecture**
For licensed practical nurses preparing to enter the Associate Degree Nursing (ADN) program. Emphasis is on ensuring students are prepared to enter the AND program in third semester. Knowledge gaps will be identified, nursing skills updated, and current trends in nursing explored.

NORTHLAND PIONEER COLLEGE
NURSING PROGRAM
ESSENTIAL FUNCTIONS IN NURSING

This document describes a variety of essential functions that students must be able to satisfy, with or without reasonable accommodation, in order to provide safe patient care. Essential functions, as distinguished from academic standards, refer to those physical, cognitive, and behavioral abilities required for satisfactory completion of all aspects of the curriculum, and the development of professional attributes required by the faculty of all students at graduation. The essential functions required by the curriculum are in the following areas: motor, sensory, communication, intellectual (conceptual, integrative, and quantitative abilities for problem solving and patient assessment), and the behavioral and social aspects that impact the performance of a nursing student.

There may be many settings in which the nursing students gain experience, e.g. hospital, nursing home, public health and community agencies, home health visits, school settings, and clinics. Some of the physically demanding settings are the hospital, nursing home, home health, and various clinical sites. The work terrain often varies, and students may be expected to walk significant distances. Training in nursing includes active, complex experiences, requiring the ability to keep track of two to ten vital activities at a time. Transportation with or without accommodations to health care facilities, clinics, and home health settings is the responsibility of the student.

The program requires the use of comprehensive speech, memory, reading and writing to communicate with clients, families and other health professionals. The student must be able to quickly and efficiently provide direct care functions, engage in therapeutic communication and counseling, and function effectively in situations of considerable stress.

Essential functions for nursing include the use of senses to gather information, i.e., color changes in skin, hearing heart and lung sounds through a stethoscope, feeling pulses, and feeling hot/cold skin, etc. Patient care requires the ability to synthesize information from a variety of sources and apply it in making decisions regarding safe care. The student must be focused and alert to maintain patient safety. This includes the ability to place the patient's needs first. During each clinical experience, the nursing student is assigned patient care which may include medication administration and direct care functions. The student must be prepared to respond appropriately to medical emergencies.

The students are expected to respect and care for persons whose appearance, condition, behaviors, and values may be in conflict with their own. Quality health-related professional care is to be provided regardless of patient's race, ethnicity, age, gender, religion, sexual orientation, or diagnosis. The student may be asked to participate in procedures which conflict with his or her personal beliefs and values. A student within the nursing program is expected to conduct oneself in a composed, respectful manner in all situations, and with all persons. The student must work as a member of a team to share the burden of caring for the physical and emotional needs of a patient, and those family members and significant persons close to the patient.

During clinical experiences, the nursing student must be able to accomplish tasks that ordinarily require the student to: stoop/bend, squat, kneel, climb, push/pull, grasp/handle, reach over shoulders, reach at waist, reach below waist, lift, hear, see, touch, smell, stand, and walk the distance of 100 yards 20 -75 times during an 8-hour shift. Physical agility is required while working around tables and chairs in a patient's room and in a clinic, as well as occasional stooping and/or bending to retrieve supplies from lower storage areas. There is pushing and pulling of various medical equipment, medications, and items required for patient care. There may be a need to lift patients up to or in excess of 100 pounds with and without mechanical devices. The student must be able to assess the patient's condition and changes in condition.

Please contact the Accessibility and Inclusion Coordinator (928-536-6246) to receive information regarding accommodations and documentation requirements. To ensure appropriate accommodations, it is the student's responsibility to request accommodations in a timely manner and to provide appropriate documentation to verify eligibility for support services. For more information, see the Office of Accessibility and Inclusion’s web page (https://www.npc.edu/oai).

NORTHLAND PIONEER COLLEGE
NURSING PROGRAM

FUNCTIONAL ABILITIES ESSENTIAL FOR NURSING PRACTICE

Individuals who apply for admission to the Northland Pioneer College Nursing Program must be able to perform essential skills. Any applicant who has met the necessary pre-requisites and who can perform the essential functions will be considered for admission. If a student believes that he or she cannot meet one or more of the standards without accommodations, the nursing program must determine, on an individual basis, whether reasonable accommodation can be made.

Functional Ability	Standard	EXAMPLES of required activities
Motor Abilities	Physical abilities and mobility sufficient to execute gross motor skills, physical endurance, and strength, to provide patient care. Must maintain balance in multiple position, reach above shoulders, below waist and out front.	• Mobility sufficient to carry out patient care procedures such as assisting with positioning patients, administering CPR, assisting with turning and lifting patients, providing care in confined spaces such as treatment room or operating suite. • Ability to stand for long periods of time (2-4 hours), walk, twist, turn, bend, stoop, squat, sit, climb stairs and move quickly. Reach above shoulders, below waist and out front. • Push and pull 50 pounds (e.g., carry instrument pans, move equipment). Support 50 pounds of weight (e.g., hold arm or leg). Lift 50 pound (e.g., pick up a child, transfer patient, bend to lift an infant or child). Carry equipment/supplies (e.g., lift instrument pans). • Use upper body strength, e.g., retraction, physically restrain a patient. Squeeze with hand (e.g., operate fire extinguisher).
Manual Dexterity	Demonstrate fine motor skills sufficient for providing safe patient care.	• Motor skills sufficient to handle small equipment such as small screws, perform suctioning, insert catheters, squeeze dropper, typing with keyboard.
Perceptual/ Sensory Ability	Sensory/perceptual ability to monitor and assess patients.	• Sensory abilities sufficient to hear alarms, auscultation sounds, cries for help, person-to-person conversation and discriminate in presence of background noises. • Ability to hear in situation while not able to see lips. • Visual acuity to read calibrations on 1 mL syringe, assess color and intensity (cyanosis, pallor). See in a darkened room (e.g., during endoscopic and eye procedures). Use peripheral vision. See objects 20 inches away and 20 feet away (e.g., information on monitors, identification of small needles). Depth perception and peripheral vision. • Tactile ability to feel pulses, detect temperature (skin/solutions), discriminate surface characteristics, feel differences in size and shape and detect environmental temperature. • Olfactory ability to detect smoke or noxious odor, etc.
Behavioral/ Interpersonal/ Emotional	• Ability to relate to colleagues, staff and patients with honesty, integrity and nondiscrimination. • Capacity for development of mature, sensitive and effective therapeutic relationships. • Interpersonal abilities sufficient to establish rapport and interact professionally with individuals, families and groups from various social, emotional, cultural and intellectual backgrounds.	• Establishes rapport with patients and colleagues. • Functions as part of a team and workgroup. • Emotional skills sufficient to remain calm in an emergency situation. • Behavioral skills sufficient to demonstrate the exercise of good judgment and prompt completion of all responsibilities attendant to the safe and effective care of patients. • Performs multiple responsibilities concurrently

	• Ability to adapt to and work constructively in stressful and changing environments with the ability to modify behavior in response to constructive criticism. Ability to deal with the unexpected (e.g., client condition, crisis). • Capacity to demonstrate ethical behavior, including adherence to the professional codes of conduct.	• Adapts rapidly to environmental changes and multiple task demands. • Maintains behavioral decorum in stressful situations. • Copes with strong emotions in others (e.g., grief, anger, stress) • Ability to negotiate interpersonal conflict. • Accepts constructive feedback. • Accepts responsibility for own actions.
Communication	• Ability to communicate in English with accuracy, clarity and efficiency with patients, their families and other members of the health care team (including spoken and non-verbal communication, such as interpretation of facial expressions, affect and body language). • Required communication abilities, including speech, hearing, reading, writing, language skills and computer literacy.	• Gives verbal directions to or follows verbal directions from other members of the healthcare team and participates in health care team discussions of patient care. • Elicits and records information about health history, current health state and responses to treatment from patients or family members. • Conveys information to clients and others as necessary to teach, direct and counsel individuals in an accurate, effective and timely manner. • Establishes and maintains effective working relations with patients and co-workers. • Recognizes and reports critical patient information to other caregivers.
Cognitive/ Conceptual/ Quantitative Abilities	• Ability to read and understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis and synthesis. • Ability to gather data, to develop a plan of action, establish priorities and monitor and evaluate treatment plans and modalities. • Ability to comprehend three-dimensional and spatial relationships. • Ability to react effectively in an emergency situation. • Ability to transfer knowledge from one situation to another. • Utilizes long-term and short-term memory.	• Calculates appropriate medication dosage given specific patient parameters. Ability to count, add, subtract, multiply, divide whole numbers and compute fraction and decimals. Document numbers in records. Tell and measure time. Read measurement marks (e.g., ruler, scale). • Analyzes and synthesize abstract and concrete data, problem solves, and evaluates outcomes. • Collects data, prioritize needs and tasks and anticipate reactions. • Comprehends spatial relationships adequate to properly administer injections, start intravenous lines or assess wounds of varying depths. • Recognizes an emergency situation and responds effectively to safeguard the patient and other caregivers. • Transfers knowledge from one situation to another. • Accurately processes information on medication container, physicians' orders, monitors, equipment calibrations, printed documents, flow sheets, graphic sheets, medication administration records, other medical records and policy and procedure manuals.
Safe environment for patients, families and co-workers	• Ability to accurately identify patients. • Ability to effectively communicate with other caregivers. • Ability to administer medications safely and accurately. • Ability to operate equipment safely in the operative area. • Ability to recognize and minimize hazards associated with infection and infectious diseases. • Ability to recognize and minimize accident hazards in the clinical setting including hazards created by clinical staff and students that contribute to patient, family and co-worker falls.	• Prioritizes tasks to ensure patient safety and standard of care. • Maintains adequate concentration and attention in patient care settings. • Seeks assistance when situation requires a higher level or expertise/experience. • Responds to monitor alarms, emergency signals, call bells from patients, and orders in a rapid and effective manner. • Tolerates confined spaces, exposure to allergens, (e.g., latex gloves, chemical substances), strong soaps and odors, unpleasant sights, grease, oils, slippery or uneven walking surfaces, excessive noises and extreme temperatures. • Is able to wear personal protective equipment for long periods of time (mask, goggles, etc.).

Punctuality/ work habits	• Ability to adhere to NPC policies, procedures and requirements as described in the Nursing Student Handbook, college catalog, student handbook and course syllabus. • Ability to complete classroom and clinical assignments and submit assignments at the required time. • Ability to adhere to classroom and clinical schedules.	• Attends class and clinical assignments punctually. • Reads, understands and adheres to all policies related to classroom and clinical experiences. • Contacts instructor in advance of any absence or late arrival. • Understands and completes classroom and clinical assignments by due date and time.

NORTHLAND PIONEER COLLEGE
NURSING PROGRAM

DRUG SCREENING AND SUBSTANCE ABUSE PROCEDURES

A pre-clinical drug screening is required for all student nurses prior to clinical experiences. Students are given a forty-eight-to-seventy-two-hour notice to proceed with this drug screening (urine specimen). In addition, there is a "for cause" substance abuse procedure for student nurses who exhibit mental or physical impairment due to use of alcohol, illegal or prescribed drugs while carrying out student nursing responsibilities in the college and health care settings. "For cause" screening is at the student's expense. Both procedures are in the Nursing Student Handbook.

DPS FINGERPRINT CARD

All students must have a current DPS Level 1 Fingerprint Clearance card from the Arizona Department of Public Safety prior to July 1st of the application year and must keep the card current throughout the program. Apply at: http://www.azdps.gov/services/public/fingerprint as a health science student.

At all times students who are in the nursing program must maintain a valid Level One Fingerprint Clearance Card. Some clinical agencies may require additional components of a criminal background check, other than those required by NPC, as well as drug screening. Even though a student possesses a valid DPS Level One Fingerprint Clearance Card, a clinical agency may decline to place a student due to information the clinical agency obtains in the agency specific background check it requires.

If a clinical agency to which a student has been assigned does not accept the student based on his or her criminal background check, the student may not be able to complete the program. Northland Pioneer College has no obligation to make attempts to place a student when the reasons for lack of placement are criminal background check issues. Since clinical agency assignments are required for completion of the program, inability to complete required clinical experience due to a student's criminal background check will result in removal from the program.

MEDICAL

All students must provide proof of medical insurance coverage by July 1st and must keep the coverage current throughout the program. A physical examination and immunization records are required by July 1st and must be kept current; this fulfils the requirements of NPC and our clinical facilities. Applicants must be aware that clinical sites impose vaccination requirements, for which waivers may not be available. Students are obligated to comply with these requirements to attend clinical experiences.

CPR

All students must provide current proof of valid Healthcare Provider CPR and First Aid certification by July 1st and keep current throughout the program.

CLINICAL ASSIGNMENTS

Clinical assignments are selected each year and are subject to change based on current clinical needs and facility requirements. The program requires that students complete a capstone clinical experience of 108 hours during NUR222; placements are as assigned and may include days, nights, and weekends.

UNIFORMS

The program dress code includes Cherokee pewter gray scrub tops and bottoms, a watch with a second hand, name tag, stethoscope, bandage scissors, Kelley forceps, and appropriate shoes. See the Nursing Student Handbook for complete details.

NURSING STUDENT HANDBOOK

For complete nursing student requirements, policies and procedures see the Nursing Student Handbook available at: https://www.npc.edu/rn under Entry Requirements.

PUBLIC NOTICE OF NON-DISCRIMINATION

Northland Pioneer College does not discriminate on the basis of race, color, national origin, veteran status, religion, marital status, gender, age or disability in admission or access to, or treatment or employment in its educational programs or activities. District grievance procedures will be followed for compliance with Title IX and Section 504 requirements. The Affirmative Action Compliance Officer is the Associate Vice President/Chief Human Relations Officer, 2251 E. Navajo Blvd., Holbrook, Arizona 86025, (800) 266-7845. The Section 504 Compliance Officer is the Coordinator of Accessibility and Inclusion, 1611 S. Main St., Snowflake, AZ 85937, (928) 536-6246. The lack of English language skills will not be a barrier to admission and participation in vocational education programs. Revised 2/2024