



# DRAKE STATE

## COMMUNITY & TECHNICAL COLLEGE

### Health Sciences Division

#### Information about Nursing Programs

- Associate Degree Nursing Program
- RN with PN option
- LPN to RN Mobility option
- Practical Nursing (LPN)

#### Application deadlines

Option	Semester of enrollment	Application deadline
RN program	Summer	January 15 <sup>th</sup>
RN program LPN Launch program	Fall	April 15 <sup>th</sup>
LPN to RN Mobility program LPN Launch program	Spring	September 15 <sup>th</sup>

Questions? Contact [nur@drakestate.edu](mailto:nur@drakestate.edu)

Thank you for your interest in Drake State Community and Technical College's nursing programs. Information about our nursing programs are available at our website - <https://www.drakestate.edu/academic-programs/health-sciences-technologies-programs/nursing>

You need to complete the following **BEFORE SUBMITTING YOUR NURSING APPLICATION**:

**RN and LPN-to-RN program steps:**

**Step One – get accepted at Drake State**

Apply for admission to Drake State - The Office of Admissions/ Registrar is the first stop for students who desire to enter the college. All students will need to complete an [Electronic Application](#) for admittance and other necessary documents for acceptance into the college. For a detailed list of steps to complete the enrollment process, visit the [Admission Requirements](#) page.

**Step Two – submit your ACT score. If you do not have an ACT score, you need to contact [nur@drakestate.edu](mailto:nur@drakestate.edu) so you can register to take the HESI exam.**

**Step Three – Complete general education classes with a grade of A, B or C**

Best practices tell us that taking all your general education classes prior to taking nursing classes will increase your chance of success in nursing. You can register for the general education courses (see information packet attached). If you have taken these courses already, please make sure that your official transcripts are sent to Drake State from the College where you completed those courses.

ENG101	3 CREDIT HOURS
MTH100	3 CREDIT HOURS
BIO201	4 CREDIT HOURS
BIO202	4 CREDIT HOURS
BIO220	4 CREDIT HOURS
SPH107	3 CREDIT HOURS
HUMANITIES COURSE	3 CREDIT HOURS
PSY210	3 CREDIT HOURS

**Step Four – Submit your nursing application**

Carefully review the information packet, and make sure that you have completed all admission requirements prior to submitting your nursing application (attached).

We admit students into our associate degree nursing program in the summer term (application deadline January 15) and fall semester (application **deadline** April 15).

We admit students into our LPN-to-RN mobility program in the spring semester (application **deadline** September 15).

**IF YOU WISH TO TRANSFER FROM A BSN PROGRAM:**

Please know that the BSN courses do not transfer fully into the associate degree program. For example, our fundamentals of nursing course includes pharmacology, health assessment, community nursing and health promotion as well as nursing concepts. You may have to repeat all nursing classes.

**LPN LAUNCH PROGRAM – OFFERED AT THE HH Cochran Campus in Madison –**

The LPN launch program is a stand-alone LPN program in collaboration with Huntsville Hospital.

Information is available at <https://drakestate.edu/career-pathways-programs/health-sciences/nursing/#LPN-Launch>.

For information about the LPN Launch scholarship, please contact [HHcareers@hhsys.org](mailto:HHcareers@hhsys.org).

We admit students into the Launch program in the Fall semester (application **deadline** April 15) and the Spring semester (application **deadline** September 15).

**Step One – get accepted at Drake State**

Apply for admission to Drake State - The Office of Admissions/ Registrar is the first stop for students who desire to enter the college. All students will need to complete an [Electronic Application](#)

for admittance and other necessary documents for acceptance into the college. For a detailed list of steps to complete the enrollment process, visit the [Admission Requirements](#) page.

**Step Two – Complete general education classes with a grade of A, B or C**

Huntsville Hospital offers a scholarship for nursing courses only. In order to be eligible for this scholarship, you need to complete the courses below with a grade of A, B or C. **Note: if you have already taken these courses at another college, please request your official transcripts to be sent to Drake State Attention: Director of Admissions.**

Best practices tell us that taking all your general education classes prior to taking nursing classes will increase your chance of success in nursing. You can register for the general education courses (see information packet attached). If you have taken these courses already, please make sure that your official transcripts are sent to Drake State from the College(s) where you completed those courses.

ENG101	3 CREDIT HOURS
MTH100	3 CREDIT HOURS
BIO201	4 CREDIT HOURS
BIO202	4 CREDIT HOURS
SPH107	3 CREDIT HOURS
PSY210	3 CREDIT HOURS

If you need to take any of the above general education classes to meet your nursing curriculum requirements, we can get you registered for classes. You can email at [nur@drakestate.edu](mailto:nur@drakestate.edu) or call the Health Sciences Department at 256-551-3156.

Looking forward to helping you begin your nursing journey!

## ADMISSION CRITERIA

### PRACTICAL NURSING (PN) PROGRAM ADMISSION CRITERIA

- Unconditional admission to the college
- A completed application for admission to nursing program received before published deadline.
- A minimum of **2.5 GPA** for nursing required academic core courses and minimum 2.0 cumulative GPA at current, native institution or cumulative 2.0 in institution from which student is transferring
- A minimum of **2.5 GPA** cumulative high school GPA for students without prior college courses (GED will be used if applicable)
- Meeting the essential functions for nursing
- Eligibility for ENG 101, MTH 100, and BIO 201

### NURSING (ADN WITH PN OPTION AND MOBILITY) PROGRAM ADMISSION CRITERIA

- Unconditional admission to the college
- A completed application for admission to nursing program received before published deadline.
- **ACT** composite score National or Residual OR HESI entrance exam (see page 3)
- A minimum of **2.5 GPA** for nursing required academic core courses and minimum 2.0 cumulative GPA at current, native institution or cumulative 2.0 in institution from which student is transferring
- A minimum of **2.5 GPA** cumulative high school GPA for students without prior college courses (GED will be used if applicable)
- Meeting the essential functions for nursing
- Eligibility for ENG 101, MTH 100, and BIO 201
- **Mobility** students are additionally required to provide proof of unencumbered, Alabama licensure (i.e. LPN, Paramedic). No work history is required. No associate degree is required for paramedics. Prerequisites required for Mobility program application: ENG 101, MTH 100 or higher level math, BIO 201 & 202, SPH 106 or 107, and PSY 210.

### ASSOCIATE DEGREE NURSING PROGRAM SELECTION CRITERIA

- \*ACT score. There are 36 points possible. **No time limit on when the ACT was taken.** For HESI score, convert the percentage score by (HESI percent X .36).
- Points for grades in the following nursing required core general educational courses are as documented:  
A = 3 points, B = 2 points, C = 0 point
  - English Composition I
  - Intermediate College Algebra
  - Anatomy & Physiology I
  - Anatomy & Physiology II
- Additional 10 points awarded by the institution (see next page for the point distribution)
- \*Minimum 2.5 GPA required in the core general educational courses for the nursing program. Not all courses may have been completed at time of admission. Core general educational courses taken in high school as dual enrollment will be used in GPA calculation.
  - Practical nursing core courses (for stand-alone PN programs): ENG 101, MTH 100, BIO 201, BIO 202, Human Growth & Development, and Speech.
  - Associate degree nursing core courses: ENG 101, MTH 100, BIO 201, BIO 202, Human Growth & Development, Speech, BIO 220, and a Humanities elective.
- Minimum 2.0 cumulative GPA at current, native institution or cumulative 2.0 GPA at institution from which student is transferring

Minimum 2.5 cumulative high school GPA for students without prior college courses (GED as applicable)

Questions? Contact [nur@drakestate.edu](mailto:nur@drakestate.edu) or (256) 551-3156

**Nursing Program Selection Points – Practical Nursing Program**

All components of the application must be on file by the following dates:

April 15, 2021 (fall admissions); September 15 (spring admission)

Selection Criterion	Points
Points for grades in core academic courses	
ENG101 A=3 points; B=2 points; C=0 points; 0-5 points possible	
MTH100 A=3 points; B=2 points; C=0 points; 0-5 points possible	
BIO201 A=3 points; B=2 points; C=0 points; 0-5 points possible	
BIO202 A=3 points; B=2 points; C=0 points; 0-5 points possible	
Other Criteria	
Working in HH – 6 points; 0-6 points possible (3 pts other Hlthcare; 6 pts HH)	
GPA for core academic courses (ENG101 and MTH100 and BIO201 and BIO202) 2.5 to 2.99= add 0 points; 3.0 to 3.59= add 1 point; 3.6 -4.0= add 2 points; 0-2 points possible	
Completed ALL general Education courses – ENG101, MTH, BIO201, BIO202, PSY210, SPH106/107 – add 1 point; 0-1 point possible	
Completed ALL general Education courses <b>AT DRAKE STATE</b> – ENG101, MTH, BIO201, BIO202, PSY210, SPH106/107 – add 2 points; 0-2 points possible	
First time nursing student, never enrolled in a nursing course at any educational institution – add 4 points	
<b>Total Points (0 - 35)</b>	

**Nursing Program Selection Points – RN Nursing Program**

All components of the application must be on file by the following dates:

April 15, 2021 (fall admissions); January 15 (summer admission)

Selection Criterion	Points
ACT Composite Score ACT or Residual ACT scores are acceptable; ACT score has no time limit OR HESI A2 exam composite percentile score X .36 ( <b>must be dated January 15, 2020 or later</b> )	
Points for grades in core academic courses ENG101, MTH100, BIO201, BIO202 A=3 points; B=2 points; C=0 points	
Completed a CNA program and working as CNA – add 1 point	
GPA for core academic courses (ENG101, MTH100, BIO201, BIO202) 2.5 to 2.99= add 0 points; 3.0 to 3.59= add 1 point; 3.6 -4.0= add 2 points	
Completed ALL general Education courses – ENG101, MTH100, BIO201, BIO202, PSY210, SPH106/1077, BIO220, and Humanities – add 1 point	
Completed ALL general Education courses <b>AT DRAKE STATE</b> – ENG101, MTH100, BIO201, BIO202, PSY210, SPH106/1077, BIO220, and Humanities – add 2 points	
First time nursing student, never enrolled in a nursing course at any educational institution – add 4 points	
<b>Total Points possible</b>	

### Nursing Program Selection Points – RN Mobility Program

All components of the application (ACT score, transcripts, application forms, proof of LPN/Paramedic license, etc.) must be on file by September 15.

Selection Criterion	Lowest possible points	Maximum points
ACT Composite Score ACT or Residual ACT scores are acceptable; ACT score has no time limit OR HESI A2 exam composite percentile score X .36	0	36
Points for grades in core academic courses - ENG101, MTH100, BIO201, BIO202 A=3; B=2; C=0	0	12
<b>Additional points awarded by the institution (maximum 10) – see below</b>		
GPA for core academic courses – (ENG101, MTH100, BIO201, BIO202) 2.5 to 2.99= 0; 3.0 to 3.59=1; 3.6 -4.0=2	0	2
Completed ALL general Education courses – ENG101, MTH100, BIO201, BIO202, PSY210, SPH106/107, BIO220, and Humanities – add 2 points	0	2
Completed ALL general Education courses <b>AT DRAKE STATE</b> – ENG101, MTH100, BIO201, BIO202, PSY210, SPH106/107, BIO220, and Humanities – add 2 points	0	2
Completed LPN program at Drake State – add 4 points	0	4
<b>Total Points possible</b>	<b>0</b>	<b>58</b>

## **COST OF NURSING PROGRAM**

Tuition Per Credit Hour: \$163    Total Semester Credit hours: 68 (ADN) 53 (Mobility) 46 (PN)

\*The following fees are required in addition to tuition cost: Liability Insurance, Drug Screening, Background Screening, Testing fees totaling about \$900.00

You will need a Physical Examination and immunizations\*\*. (cost varies from \$200 and up, if no insurance)

\*\*NOTE: Immunizations like Hepatitis B, which is required for the program, is generally not covered in the physical exam. You may have to pay an additional charge for that.

To be purchased from the bookstore:

Textbooks/lab supplies: \$4,000.00 for the whole program; \$2,000 to \$2,500 for the first semester (prices subject to change, this is only an estimate)

**UNIFORMS (THREE SETS RECOMMENDED) – To be purchased after enrolling in NUR 112. [Uniform specifications in next page]**

**PRICES ARE SUBJECT TO CHANGE!! The prices listed are approximate.**

- ❖ Scrub tops and bottoms                      \$30.00 each
- ❖ Shoes    \$50.00 – \$150.00
- ❖ Socks/hose                                      \$3.00 – 15.00 per pair
- ❖ Bandage scissors                              \$12.00 - \$15.00
- ❖ Drake Emblem                                 \$10.00 - \$20.00
- ❖ Name Badge:                                    \$10.00 TO \$15.00 each –two badges recommended

**Textbooks, lab kits and Uniforms can be purchased through the college's online bookstore. Financial aid may cover all or part of the charges.**

### **OPTIONAL:**

USB flash/jump/thumb drive (16 gigabytes recommended): \$20 and up.

### **AFTER GRADUATION:**

Application for license (Alabama Board of Nursing): Application Fee (\$100), Transaction Fee (\$3.50), and Temporary Permit (\$50) [www.abn.alabama.gov](http://www.abn.alabama.gov) for most current fees

Fee for the Licensing (NCLEX) exam: [www.pearsonvue.com](http://www.pearsonvue.com) for most current fees

**NOTE: application for licensure and testing is done online, by credit card.**

Notebooks, pencils, pens, office/school supplies etc. have not been included in this estimate.

All prices are subject to change.



## Uniforms

**All uniforms can be purchased through the online bookstore or at Parkway Scrubs, 2006 Memorial Parkway Huntsville, AL 35801 (Phone: 256-536-5367 or 877-835-8316)**

- All uniforms are to be Galaxy Blue (GAB) preferably Cherokee –Revolution for the tops and pants.
- **Cherokee model numbers for men:**
  - #WW690 (V-neck scrub top)
  - #WW140/ST (Fly front drawstring pant)
- **Cherokee model numbers for women:**
  - #WW610 (Mock wrap scrub top)
  - #WW120/P/T (Midrise drawstring Cargo pant)
- **Dickies White Lab coat for men and women is optional.**
  - Model # 82403 for women
  - Model # 83404 for men
- Student's lab coat must have a collar, but no knit cuffs. The length of the coat should fall below the bottom of the buttocks, which will allow it to be longer than the scrub top. No deviations in style or color is permitted. (**Drake State logo will be required to be Monogrammed on the left upper chest area of all lab coats. Price -\$7.50 each**)
- If you choose not to monogram you must apply the patch to the left upper sleeve of the lab coat and use the name plate.
- Long sleeve **white** tees/thermals are allowed to be worn underneath blue uniform. No other colors are allowed

## Shoes/footwear

- Nursing shoes/Tennis shoes must be a full shoe with a back (no clogs). No holes in the shoes are permitted. Shoes must be completely white; no color allowed. Parkway Scrubs does sale a Tennis shoe (New Balance) which has a small amount of grey stitching which has been approved in this program. (See picture below) (the signature blue heart on Nurse Mates brand is also allowed).
- **New Balance grey stitching: New Balance no holes on top of shoe:**



- Socks: You need to wear white socks or support hose/stockings. (No sports or ankle socks are allowed.)

### Sample Course Enrollment Plan PN

SEMESTER 1	SEMESTER 2	SEMESTER 3 After selection into nursing program	SEMESTER 4	SEMESTER 5
ORI 101	BIO 202	NUR 112	NUR 113	NUR 114
BIO 201	PSY 210			NUR 115
MTH 100	ENG 101			
SPH 107				

### Sample Course Enrollment Plan ADN

SEMESTER 1	SEMESTER 2	SEMESTER 3 After selection into nursing program	SEMESTER 4	SEMESTER 5	SEMESTER 6	SEMESTER 7
ORI 101	BIO 202	NUR 112	NUR 113	NUR 114	NUR 211	NUR 221
BIO 201	BIO 220			NUR 115		BSS220
MTH 100	ENG 101			LPN EXAM		RN EXAM
SPH 107	PSY 210					
PHL 210						

### Sample Course Enrollment Plan Mobility

SEMESTER 1	SEMESTER 2	SEMESTER 3 After selection into nursing program	SEMESTER 4	SEMESTER 5
ORI 101	BIO 202	NUR 209	NUR 211	NUR 221
BIO 201	BIO 220			BSS220
MTH 100	ENG 101			RN EXAM
SPH 107	PSY 210			
PHL 210				

## PN Curriculum

Subject	Credit Hours
<b>GENERAL EDUCATION COURSES (29 credit hours)</b>	
ORI 101 ORIENTATION TO COLLEGE (IF REQUIRED)	1.0
BIO 201 HUMAN A&P I	4.0
BIO 202 HUMAN A&P II	4.0
ENG 101 ENGLISH COMPOSITION I	3.0
MTH 100 INTERMEDIATE COLLEGE ALGEBRA	3.0
PSY 210 HUMAN GROWTH & DEVELOPMENT	3.0
SPH 107 FUNDAMENTALS OF PUBLIC SPEAKING	3.0
<b>NURSING COURSES (39 credit hours)</b>	
NUR 112 FUNDAMENTAL CONCEPTS OF NURSING	7.0
NUR 113 NURSING CONCEPTS I	8.0
NUR 114 NURSING CONCEPTS II	8.0
NUR 115 EVIDENCE BASED CLINICAL REASONING	2.0
<b>TOTAL CREDIT HOURS</b>	<b>46</b>

## RN Curriculum

Subject	Credit Hours
<b>GENERAL EDUCATION COURSES (29 credit hours)</b>	
ORI 101 ORIENTATION TO COLLEGE (IF REQUIRED)	1.0
BIO 201 HUMAN A&P I	4.0
BIO 202 HUMAN A&P II	4.0
BIO 220 GENERAL MICROBIOLOGY (RN)	4.0
ENG 101 ENGLISH COMPOSITION I	3.0
MTH 100 INTERMEDIATE COLLEGE ALGEBRA	3.0
PSY 210 HUMAN GROWTH & DEVELOPMENT	3.0
SPH 107 FUNDAMENTALS OF PUBLIC SPEAKING	3.0
ETHICS OR OTHER HUMANITIES ELECTIVE (SEE CATALOG) (RN)	3.0
BSS 220 STUDY SKILLS (GRADUATION REQUIREMENT)	1.0
<b>NURSING COURSES (39 credit hours)</b>	
NUR 112 FUNDAMENTAL CONCEPTS OF NURSING	7.0
NUR 113 NURSING CONCEPTS I	8.0
NUR 114 NURSING CONCEPTS II	8.0
NUR 115 EVIDENCE BASED CLINICAL REASONING	2.0
NUR 211 ADVANCED NURSING CONCEPTS (RN)	7.0
NUR 221 ADVANCED EVIDENCE BASED CLINICAL REASONING (RN)	7.0
<b>TOTAL CREDIT HOURS</b>	<b>68</b>

## Mobility Curriculum

Subject	Credit Hours
<b>GENERAL EDUCATION COURSES (29 credit hours)</b>	
ORI 101 ORIENTATION TO COLLEGE (IF REQUIRED)	1.0
BIO 201 HUMAN A&P I	4.0
BIO 202 HUMAN A&P II	4.0

BIO 220 GENERAL MICROBIOLOGY (RN)	4.0
ENG 101 ENGLISH COMPOSITION I	3.0
MTH 100 INTERMEDIATE COLLEGE ALGEBRA	3.0
PSY 210 HUMAN GROWTH & DEVELOPMENT	3.0
SPH 107 FUNDAMENTALS OF PUBLIC SPEAKING	3.0
ETHICS OR OTHER HUMANITIES ELECTIVE (SEE CATALOG) (RN)	3.0
BSS 220 STUDY SKILLS (GRADUATION REQUIREMENT)	1.0
<b>NURSING COURSES (39 credit hours)</b>	
NUR 209 CONCEPTS FOR HEALTHCARE TRANSITION STUDENTS	10.0
NUR 211 ADVANCED NURSING CONCEPTS (RN)	7.0
NUR 221 ADVANCED EVIDENCE BASED CLINICAL REASONING (RN)	7.0
<b>TOTAL CREDIT HOURS</b>	<b>53</b>

## **DRAKE STATE COMMUNITY AND TECHNICAL COLLEGE NURSING PROGRAMS ESSENTIAL FUNCTIONS**

The Alabama Community College System endorses the Americans' with Disabilities Act. In accordance with College policy, when requested, reasonable accommodations may be provided for individuals with disabilities.

Physical, cognitive, psychomotor, affective and social abilities are required in unique combinations to provide safe and effective nursing care. The applicant/student must be able to meet the essential functions with or without reasonable accommodations throughout the program of learning. Admission, progression and graduation are contingent upon one's ability to demonstrate the essential functions delineated for the nursing programs with or without reasonable accommodations. The nursing programs and/or its affiliated clinical agencies may identify additional essential functions. The nursing programs reserve the right to amend the essential functions as deemed necessary.

In order to be admitted and to progress in the nursing program one must possess a functional level of ability to perform the duties required of a nurse. Admission or progression may be denied if a student is unable to demonstrate the essential functions with or without reasonable accommodations.

The essential functions delineated are those deemed necessary the Alabama Community College System nursing programs. No representation regarding industrial standards is implied. Similarly, any reasonable accommodations made will be determined and applied to the respective nursing program and may vary from reasonable accommodations made by healthcare employers.

The essential functions delineated below are necessary for nursing program admission, progression and graduation and for the provision of safe and effective nursing care. The essential functions include but are not limited to the ability to:

## 1) Sensory Perception

- a) Visual
  - i) Observe and discern subtle changes in physical conditions and the environment
  - ii) Visualize different color spectrums and color changes
  - iii) Read fine print in varying levels of light
  - iv) Read for prolonged periods of time
  - v) Read cursive writing
  - vi) Read at varying distances
  - vii) Read data/information displayed on monitors/equipment
- b) Auditory
  - i) Interpret monitoring devices
  - ii) Distinguish muffled sounds heard through a stethoscope
  - iii) Hear and discriminate high and low frequency sounds produced by the body and the environment
  - iv) Effectively hear to communicate with others
- c) Tactile
  - i) Discern tremors, vibrations, pulses, textures, temperature, shapes, size, location and other physical characteristics
- d) Olfactory
  - i) Detect body odors and odors in the environment

## 2) Communication/ Interpersonal Relationships

- a) Verbally and in writing, engage in a two-way communication and interact effectively with others, from a variety of social, emotional, cultural and intellectual backgrounds
- b) Work effectively in groups
- c) Work effectively independently
- d) Discern and interpret nonverbal communication
- e) Express one's ideas and feelings clearly
- f) Communicate with others accurately in a timely manner
- g) Obtain communications from a computer

## 3) Cognitive/Critical Thinking

- a) Effectively read, write and comprehend the English language
- b) Consistently and dependably engage in the process of critical thinking in order to formulate and implement safe and ethical nursing decisions in a variety of health care settings
- c) Demonstrate satisfactory performance on written examinations including mathematical computations without a calculator
- d) Satisfactorily achieve the program objectives

### Motor Function

- a) Handle small delicate equipment/objects without extraneous movement, contamination or destruction
- b) Move, position, turn, transfer, assist with lifting or lift and carry clients without injury to clients, self or others
- c) Maintain balance from any position
- d) Stand on both legs
- e) Coordinate hand/eye movements
- f) Push/pull heavy objects without injury to client, self or others
- g) Stand, bend, walk and/or sit for 6-12 hours in a clinical setting performing physical activities requiring energy without jeopardizing the safety of the client, self or others
- h) Walk without a cane, walker or crutches
- i) Function with hands free for nursing care and transporting items
- j) Transport self and client without the use of electrical devices

- k) Flex, abduct and rotate all joints freely
- l) Respond rapidly to emergency situations
- m) Maneuver in small areas
- n) Perform daily care functions for the client
- o) Coordinate fine and gross motor hand movements to provide safe effective nursing care
- p) Calibrate/use equipment
- q) Execute movement required to provide nursing care in all health care settings
- r) Perform CPR and physical assessment
- s) Operate a computer

**4) Professional Behavior**

- a) Convey caring, respect, sensitivity, tact, compassion, empathy, tolerance and a healthy attitude toward others
- b) Demonstrate a mentally healthy attitude that is age appropriate in relationship to the client
- c) Handle multiple tasks concurrently
- d) Perform safe, effective nursing care for clients in a caring context
- e) Understand and follow the policies and procedures of the College and clinical agencies
- f) Understand the consequences of violating the student code of conduct
- g) Understand that posing a direct threat to others is unacceptable and subjects one to discipline
- h) Meet qualifications for licensure by examination as stipulated by the Alabama Board of Nursing
- i) Not to pose a threat to self or others
- j) Function effectively in situations of uncertainty and stress inherent in providing nursing care
- k) Adapt to changing environments and situations
- l) Remain free of chemical dependency
- m) Report promptly to clinicals and remain for 6-12 hours on the clinical unit
- n) Provide nursing care in an appropriate time frame
- o) Accepts responsibility, accountability, and ownership of one's actions
- p) Seek supervision/consultation in a timely manner
- q) Examine and modify one's own behavior when it interferes with nursing care or learning