

Oregon Health & Science University

School of Nursing

Ashland

Klamath Falls

LaGrande

Portland

Student Handbook

2005-2006

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OHSU SCHOOL OF NURSING

Welcome!

It is with great pleasure that the faculty and I welcome you to the OHSU School of Nursing. As the Dean of the School, I have great expectations and anticipation for your work with us here. These are challenging times for nursing and for health care systems. There has never been a time of greater need for scientific nursing care and astute leadership in health care development. The OHSU School of Nursing has a proud tradition of excellence that will serve you well as you embark on your nursing studies and the building of your future professional life.

The programs of the School of Nursing are responsive to the changing needs of the health care system. They will provide you with the foundations of knowledge, skill, judgment, and decision-making capacity that will prepare you for a dynamic work environment. The faculty recognizes the interrelatedness of science; art and human interaction in the process of care, and has incorporated these aspects into the curricula. We are committed to your holistic professional development as you progress through your program of study.

The handbook describes our programs and how we function as a school. We want to make the School of Nursing a comfortable academic “home” where together we can discourse, study, and explore new ways of thinking, knowing and doing as a discipline.

Kathleen Potempa, DNSC, RN, FAAN
Dean, School of Nursing

Mission And Philosophy

The Oregon Health & Science University School of Nursing is a statewide system of higher education whose faculty, staff, and students extend to four campuses with major educational access sites throughout Oregon and the Pacific Northwest. The School's faculty is nationally and internationally renowned scholars, educators, and clinicians dedicated to excellence in the pursuit of knowledge and discovery, the holistic and compassionate care of individuals and communities and the professional development of each member of the school within a nurturing environment.

Baccalaureate and master's degree programs focus on the development of critical thinking and judgment, understanding of health systems and economics, and interdisciplinary care and communications in a variety of health care settings. Master's degree programs also prepare nurses for advanced practice as nurse practitioners, midwives or clinical nurse specialists. Doctoral and postdoctoral programs prepare graduates for scholarly inquiry, independent research, and leadership in the health care arena. The members of the school value an educational community that fosters excellence, creativity, self-reflection, accountability, respect for diversity, and lifelong learning.

The Bill of Rights and Responsibilities

The Student Bill of Rights was adapted from the National Student Nurses Association in 1991.

1. Students are encouraged to develop the capacity for critical judgment and engage in a sustained and independent search for truth.
2. The freedom to teach and the freedom to learn are inseparable facets of academic freedom: students should exercise their freedom with responsibility.
3. OHSU School of Nursing has a duty to develop policies and procedures, which provide and safeguard the students' freedom to learn.
4. Under no circumstances should a student be barred from admission to OHSU School of Nursing on the basis of race, creed, sex, color, national origin or marital status.
5. Students are free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled.
6. Students should have protection through orderly procedures against prejudiced or capricious academic evaluation, but they are responsible for maintaining standards of academic performance established for each course in which they are enrolled.
7. Information about student views, beliefs and political associations or sexual orientation which instructors acquire in the course of their work or otherwise should be considered

confidential and should not be released without the knowledge or consent of the student or used as a basis for evaluation.

8. The student should have the right to have a responsible voice in the determination of his or her curriculum.
9. OHSU School of Nursing has a carefully considered policy as to the information, which should be a part of a student's permanent educational record and as to the conditions of this disclosure.
10. Students and student organizations are free to examine and discuss all questions of interest to them and to express opinions publicly and privately.
11. Students are allowed to invite and to hear any person of their own choosing within the institution's acceptable realm, thereby taking the responsibility of furthering their own education.
12. The student body has a clearly defined means to participate in the formulation and application of institutional policy affecting academic and student affairs, e.g., through a faculty/student council, student membership or representation on faculty committees.
13. The institution has clarified those standards of behavior, which it considers essential to its educational mission and its community life.
14. Disciplinary proceedings are instituted only for violations of standards of conduct formulated with significant student participation and published in advance through such means as a student handbook or a generally available body of institutional regulations. It is the responsibility of the student to know these regulations. Grievance procedures are available for every student.
15. As citizens and members of an academic community, students are subject to the obligations, which accrue to them by virtue of this membership and should enjoy the same freedoms of citizenship.
16. Students have the right to belong, or refuse to belong, to any organization of their choice.
17. Students have the right to personal privacy in their living space to the extent that the welfare and property of others are respected.
18. Adequate safety precautions should be provided by the School of Nursing, for example, adequate street lighting, locks, and other safety measures deemed necessary by the environment.
19. The dress code is established by student government, in conjunction with the school director and faculty; so the highest professional standards possible are maintained, but also take into consideration points of comfort and practicality for the student.
20. Grading systems are carefully reviewed periodically with students and faculty for clarification and better student/faculty understanding.

21. Students have a clear mechanism for input into the evaluation of nursing faculty.

Baccalaureate Program Essentials- Functions for Entering Students

Nursing is an exciting and demanding profession. Nurses must possess the physical and mental capacity to practice nursing safely. Individuals entering school to pursue a career in nursing must:

1. Be able to learn to think critically and analyze with diagnostic and therapeutic judgments;
2. Have enough self-reflective ability to acknowledge evaluation and respond appropriately;
3. Possess sufficient interpersonal skills to develop rapport and positive relationships with a wide range of diverse clients;
4. Possess enough perseverance, diligence and consistency to complete the school of nursing curriculum;
5. Be able to tolerate physically taxing workloads, function effectively under stress, adapt to changing environments, display flexibility and function in the face of uncertainties in the clinical situations of many clients;
6. Possess sufficient sensory, visual, hearing, and psychomotor agility to independently perform clinical skills;
7. Be able to learn to respond with precise, quick and appropriate action in emergency situations, and be able to learn to perform under stress when confronted with emergency, critical or unusual situations in which speed and sustained attention are critical;
8. Be able to communicate with accuracy, efficiency, sensitivity, and clarity.

Professional Standards

The Baccalaureate End of Program Competencies and Master's Program Objectives embodied the ANA Code for Nurses and together with the School of Nursing Code of Conduct form the basis of the School's Professional Standards.

ANA Code for Nurses:

1. The nurse provides services with respect for human dignity and the uniqueness of the client, unrestricted by considerations of social or economic status, personal attributes, or the nature of health problems.
2. The nurse safeguards the client's right to privacy by judiciously protecting information of a confidential nature.
3. The nurse acts to safeguard the client and the public when health care and safety are affected by the incompetent, unethical, or illegal practice of any person.
4. The nurse assumes responsibility and accountability for individual nursing judgments and actions.
5. The nurse maintains competence in nursing.

6. The nurse exercises informed judgment, uses individual competence and qualifications as criteria in seeking consultation, accepting responsibilities, and delegating nursing activities to others.
7. The nurse participates in activities that contribute to the ongoing development of the profession's body of knowledge.
8. The nurse participates in the profession's efforts to implement and improve standards of nursing.
9. The nurse participates in the profession's efforts to establish and maintain conditions of employment conducive to high quality nursing care.
10. The nurse participates in the profession's efforts to protect the public from misinformation and misrepresentation and to maintain the integrity of nursing.
11. The nurse collaborates with members of the health professions and other citizens in promoting community and national efforts to meet the health needs of the public.

OHSU's Student Handbook is also available for review and can be found at:

<http://www.ohsu.edu/academic/acad/>

The American Nurses Association Code of Ethics can be viewed on the ANA Web site at

<http://www.nursingworld.org/ethics/ecode.htm#why> .

PROGRAMS

Baccalaureate Program Competencies

A graduate of the OHSU Baccalaureate Program in Nursing will be able to adapt practice to a variety of settings in caring for individuals, families and populations across the life span, including end of life. Specifically, the graduate will be able to:

1. Use theoretical concepts, research findings and other evidence and ways of knowing to guide nursing practice with clients across the life span, including end of life.
2. Practice in a safe, caring, responsible and accountable manner in accordance with professional ethics and acceptable standards of nursing practice.
3. Conduct a health assessment of diverse individuals, families and populations that will guide decision-making and nursing practice.
4. Use information technologies to support nursing practice.
5. Make sound clinical judgment, using critical thinking to identify and evaluate personal assumptions, values, purposes, abilities and knowledge and to reflect on the process and outcomes of judgments.

6. Understand the organization of the environment in which nursing and health care are provided by examining the aesthetic, socioeconomic, legal and political factors that influence the health care systems.
7. Provide culturally competent, sensitive and nondiscriminatory nursing care to diverse clients.
8. Design strategies or programs to promote optimal wellness of individuals, families or populations across the life span, including end of life.
9. Identify risk factors to health status of populations and determine effective risk reduction and disease prevention strategies.
10. Demonstrate beginning knowledge and skill in interdisciplinary collaboration and delegation in designing, managing and coordinating health care of individuals, families and populations.
11. Partner with individuals, families and populations in making health care decisions.
12. Understand the meaning(s) symptom, illness, and health have for clients and their families and how these may influence their relationships with family members and health professionals.
13. Value life long learning as a requisite to adapting nursing role(s) to dynamic changes in health and health care systems.
14. Consider global health issues as they relate to such areas as disease transmission, health policies and health care systems.

Masters Program Competencies

Upon completion of the master's component, graduates will be able to:

1. Demonstrate advanced knowledge and specialized practice in the nursing care of individuals, families or communities;
2. Use the research process to investigate clinical problems and to improve clinical practice;
3. Advance nursing through leadership in practice and professional activity.

Doctoral Program Competencies

Upon completion of the doctoral component, the graduate will have achieved the master's level objectives and be able to:

1. Use practice to generate, test, refine and extend theory;
2. Critically evaluate and synthesize research findings for purposes of theory generation and utilization of knowledge in practice;
3. Conduct research that generates and tests practice relevant nursing theory;
4. Tailor existent theory from related sciences to nursing research and practice;

5. Collaborate with members of other disciplines in health related research of mutual concern.

ACADEMIC PERFORMANCE

STANDARDS, EVALUATION, GRADING, AND PROGRESSION REQUIREMENTS

Academic Advising

Advisers counsel students regarding curriculum, career options, letters of recommendation and other matters of student concern. Students are encouraged to prepare for their advising sessions by becoming familiar with this handbook.

Ashland, LaGrande, and Klamath Falls students are assigned faculty advisors at the time of matriculation. A team advising approach is used for undergraduate students in Portland. Advisor assignments and/or student referrals to faculty advisors is coordinated and monitored through the office of undergraduate studies on a request basis.

Distance RN/BS students are primarily advised by one of three regional advisors depending on the students' geographical location (Southern Oregon, Eastern Oregon or Northwestern Oregon). Students use email and telephone in communicating with their advisor. The RN/BS Program Director is also available depending on the situation.

Graduate students are assigned an adviser at the time of admission and they must set up an initial appointment before fall term registration. Graduate students are encouraged to meet with their advisors on a regular basis throughout their academic program.

All students are encouraged to seek assistance from their advisers regarding any academic/professional concerns. In addition, course faculty members notify advisers and program directors of students who are not performing at a passing level, so that advisers may assist the students in improving academic performance. Either the student or the adviser may request a change in the adviser assignment by notifying the Associate Dean or Program Director.

Honor Code (Code of Conduct) Policy

All students and faculty are expected to uphold the highest standards of professional honesty and integrity. This includes expecting students to act on their honor. Students and faculty accept

responsibility for acting in an ethical manner. Together they create an atmosphere conducive to professional integrity.

Students and faculty are expected to report to their Associate Dean (Ashland, Klamath Falls, LaGrande), or Program Director (RN/BS, Portland, Master's and PhD) within five working days if possible, the proscribed conduct that violates the standards of professional safety, honesty and integrity. The school reserves the right to dismiss students for unprofessional behavior with adequate cause.

The full policy can be found at:

<http://www.ohsu.edu/son/student/forms/20-04.22.pdf>

See OHSU Code of Conduct:

<http://www.ohsu.edu/cc/codeofco.pdf>

Also, review the ANA Code of Ethics at

<http://www.nursingworld.org/ethics/chcode.htm>

The following are considered some actions that constitute cheating and if identified by a faculty or student you should immediately consult with your program or campus Associate Dean or Program Director:

1. Making the content of an exam available to others either prior to, during, or after the exam; this includes giving or getting the exam questions from someone who has taken it earlier, copying from someone else's exam paper, or receiving answers from another student during the exam. (Note: if the faculty returns an exam to enhance the students' study the above does not apply);
2. Allowing someone to copy from your exam paper or giving answers to another student during the exam;
3. Using books, notes, or other materials during a closed book exam;
4. Taking an exam for another student;
5. Doing a homework assignment for another student; the student who did the assignment would be cheating, and the student who turned it in with his or her name on it would be plagiarizing;
6. Working with another student on an assignment when the instructor did not authorize it, both students would be cheating in this situation. An example, is giving care plans and term papers to another student who is following you in the clinical rotation. The student providing the material would be cheating and the student using another's work as one's own would be plagiarizing.

Plagiarism is defined as taking the ideas and writings from another person or source and offering them as your own. This includes paraphrasing another's works without providing the source or copying the work word for word without providing quotation marks and/or citing the source. From: Stoner, E. & Cerminara, K. (1993). *Harnessing the "spirit of insubordination": A model student disciplinary code*. In V. Brown & K. Buttolph (Eds.) *Student Disciplinary Issues: A Legal Compendium*. P 3-21. Washington DC: National Association of College and University Attorneys.

Regardless of what the source is or who provides the source, it must be fully and clearly acknowledged in the author's work. Uncommon sources from which students might plagiarize are patient records, agency brochures, other students' papers, class lecture notes, personal communications with faculty, preceptor or physician, hospital or agency client rounds and student presentations. The more commonly thought of sources are books and journals. Even if the student did not intend to plagiarize, if proper documentation is not provided it is considered plagiarism and will be handled as such.

Code of Student Conduct and Responsibility

General Policy

Oregon Health and Science University ("University") and the School of Nursing ("SON") seek excellence in instruction, research, clinical services and public service. The University and SON recognize and value the diversity of its members, and support the right of all people to live and learn in a safe and respectful environment that promotes the free and various expressions of ideas. These policies and procedures are designed to protect these freedoms and the fundamental rights of others. These procedures occur under the authority of, and may be subject to review by the SON Dean or their designee.

1. A student, group of students or student organization whose conduct is determined inconsistent with the standards as described in this Code of Student Conduct and Responsibility ("Code") is subject to disciplinary action. The procedures for that action are intended to lead to self-evaluation and accountability.
2. The Code will be applied without regard to age, ability, ethnicity, gender, race, disability, religion, political affiliation, sexual orientation or any other basis protected by state, local or federal law.

3. The procedures of this Code consider each case individually and informal resolution of student conduct complaints will be sought whenever possible

Definitions

For purposes of enforcing this code a student is defined as anyone who:

- 1) Has accepted admission, financial aid, or any other service provided by the university that requires student status; and
- 2) Is registered for one or more credit hours.

The Code also applies to any student organization or group of students affiliated with the School of Nursing.

The term "Grievance and Student Conduct Committee" describes the SON committee that will hear and make decisions regarding violations of this Code.

Jurisdiction

The provisions of these rules apply to all students, and University-sponsored or recognized student organizations and activities, on University owned or controlled property, or any other location.

Misconduct

Prohibited conduct includes that conduct proscribed by SON and by the University, including:

1. Violation of the SON honor code;
2. Violation of professional standards as described in the SON Student Handbook;
3. Violation of confidential, privacy, or security standards as discussed in the Health Insurance Portability and Accountability Act (HIPAA);
4. All forms of academic dishonesty, cheating, and fraud, including but not limited to: a) plagiarism, b) the buying and selling of course assignment and research papers, c) performing academic assignments (including tests and examinations) for other persons, d) unauthorized disclosure and receipt of academic information and e) falsification of research data;
5. Knowingly producing false evidence or false statements, making charges in bad faith against any other person, or making false statements about one's own behavior related to education or professional matters;
6. Falsification or misuse of University records, permits or documents;
7. Violating existing SON or University policies or regulations;

8. Exhibiting behavior disruptive to the learning process or to the academic or community environment;
9. Conviction of a crime, before becoming a student under circumstances bearing on the suitability of a student to practice a health or related profession, conviction of a crime while a student, disregard for the ethical standards appropriate to the practice of a health or related profession while a student or before becoming a student, or current habitual or excessive use of intoxicants or the illegal use of drugs;
10. Obstruction or disruption of teaching, research, administration, disciplinary procedures or other institutional activities including the University's public service functions or other authorized activities on institutionally owned or controlled property.
11. Obstruction or disruption interfering with freedom of movement, either pedestrian or vehicular, on institutionally owned or controlled property;
12. Possession or use of firearms, explosives, dangerous chemicals or other dangerous weapons or instrumentalities on institutionally owned or controlled property, in contravention of law or University policies;
13. Detention or physical abuse of any person or conduct intended to threaten imminent bodily harm or endanger the health of any person on any institutionally owned or controlled property;
14. Malicious damage, misuse or theft of institutional property, or the property of any other person where such property is located on institutionally owned or controlled property or, regardless of location, is in the care, custody or control of the University;
15. Refusal by any person while on institutional property to comply with an order of the President or appropriate authorized official to leave such premises because of conduct proscribed by this policy when such conduct constitutes a danger to personal safety, property or educational or other appropriate institutional activities on such premises;
16. Unauthorized entry to or use of institutional facilities, including buildings and grounds;
17. Illegal use, possession or distribution of drugs on institutionally owned or controlled property; and
18. Inciting others to engage in any of the conduct or to perform any of the acts prohibited herein. Inciting means that advocacy of proscribed conduct, which calls upon the person or persons addressed for imminent action, and is coupled with a reasonable apprehension of imminent danger to the functions and purposes of the University, including the safety of persons and the protection of its property.

The complete policy and procedure can be found as a link on:

<http://www.ohsu.edu/son-student/studforms.shtml>

Student Grievance Policy

General Policy

Oregon Health and Science University ("University") and the School of Nursing ("SON") seek to promote an educational environment that values communication, fair treatment and respect among students, faculty and staff. Despite these efforts, differences of values and goals between individuals and groups may occasionally lead to circumstances that require a process for resolving these issues. The SON strongly believes that problems in human relationships can best be resolved informally and locally between or among the parties involved. The purpose of this policy is to provide a structure for the resolution of grievances when informal resolution is not possible or is unsatisfactory. These procedures occur under the authority of, and may be subject to review by the SON Dean or their designee.

What is Grievable?

Students as individuals, or as a group, have the right to grieve matters that they deem to be unfair or unreasonable on the part of the SON or an individual or individuals representing the SON. Students may not grieve disciplinary action (*see*, SON Code of Student Conduct and Responsibility for appeals of disciplinary action) or complaints of prohibited discrimination (these complaints will be referred to the University Office of Affirmative Action /Equal Opportunity under University).

Informal Resolution Procedures

Students who wish to grieve a matter must first discuss the problem with the individual(s) involved. In the case of a grade or course related grievance, the student should first address the concern to the course instructor. If not satisfied with the response of the instructor, a student may address their grievance to the Associate Dean or Program Director of the instructor's academic program. If a student wishes to have their grievance considered beyond the Associate Dean or Program Director level, they may address their grievance to the SON Grievance and Student Conduct Committee.

The complete policy and procedure can be found as a link on:

<http://www.ohsu.edu/son/student/forms/20-04.21.pdf>

English as a Second Language (ESL)

Students with ESL may, with approval from the course instructor, have their examination times extended during the first year of the undergraduate-nursing program. Student can also access ESL services from a variety of locations through the Portland area as well as on the Eastern Oregon and Southern Oregon Campus. A list of available resources can be found at:

Academic Policies

Academic policies and curriculum content are the purview of the undergraduate and graduate councils, both of which have student members elected by the student body. The councils make recommendations to the faculty and the dean. (See functions of councils in this handbook, student government section.)

Attendance

Satisfactory achievement of educational goals and objectives of each course normally will require regular attendance and/or participation depending on course delivery method. Such a requirement applies particularly to courses in which the direct care of patients is expected, where the learning of a skill is necessary, or some other demonstration of responsibility is expected. In these courses, attendance is required unless excused. The faculty coordinator of each course will communicate to the students the attendance requirement in relation to the objectives of the course.

Evaluation of Courses

To maintain continuous improvement of teaching and learning we rely on timely and accurate feedback from students by way of course evaluations. Students' comments are reviewed by the Associate Deans and Program Directors, and used by individual faculty and administration to help faculty improve their teaching. These data are also used in promotion and tenure reviews and in decisions about future course assignments. Course evaluations should be completed online after all course work is accomplished.

Simultaneous Enrollment

Students may not enroll in two courses that meet at the same time. It is the belief of faculty that student participation in the discussions and student interaction that occur during a class are an important aspect of student learning. Any exception to this policy must be petitioned through the appropriate associate dean or program director.

Grade Requirements for Progression

The OHSU grading system is the scale of marks for official grade reports for single courses offered by the School of Nursing (SON):

4.0	Exceptional
3.0	Superior

2.0	Average
0.0	Failure
W	Withdraw
WS	Withdraw satisfactory
WU	Withdraw unsatisfactory
AU	Audit
I	Incomplete
IP	In Progress
P	Pass (for pass-fail grading only)
NP	Not Passing (for pass-fail grading only)
X	No grade or no basis for grade

For purposes of computing a student's GPA (the standard measure of scholastic standing), all course grades from OHSU are assigned one of the above numerical point values. When a course is repeated, both grades are retained on the transcript and computed into the grade point average. The GPA is the quotient of total points divided by total term hours for which grades are received. Marks of "I", "W", "WS", "WU", "AU", "IP", "NP" and "P" are disregarded in the computation of the grade point average.

Definitions and Grade Related Policies

Non-Numerical Grades

Withdrawal: A student may withdraw from a course anytime prior to the final examination or course grade assignment. One of the following non-numerical grades will appear on the student's transcript:

W (Withdraw): If a student withdraws prior to the mid-point of the term, the student will receive a "W". If a student withdraws from an intensive format course prior to the final examination or course grade assignment, the student will receive a "W".

W-S (Withdraw-Satisfactory): When a student withdraws from a course after the mid-point of the term, the grade recorded on the transcript will be a "W-S" if the student's work is satisfactory at the time of withdrawal.

W-U (Withdraw-Unsatisfactory): When a student withdraws from a course after the mid-point of the term, the grade recorded on the transcript will be a "W-U" if the student's work

is unsatisfactory at the time of withdrawal. Although a "W-U" is not calculated in the grade point average, it will be interpreted as a failing grade for progression purposes.

If a student is experiencing a temporary hardship (prolonged illness, family death, divorce, etc.) following the sixth week, the student may request a withdrawal without the designation of "W-S" or "W-U" from the faculty. (See SON Course Withdrawal policy 20-05.01 for petition process).

I: When the quality of work is satisfactory, but some requirement of the course has not been completed for reasons acceptable to the faculty, a report of Incomplete may be made and additional time granted. Students are expected to contract with the faculty to remove the grade of "I" in the next quarter unless there are extenuating circumstances. In any event, an Incomplete must be removed within one year. If an "I" is not removed as contracted, the faculty member will convert the "I" to the contracted grade. (See SON Incomplete Grade Policy 20-05.05).

IP: An In Progress ("IP") grade can be given for a course that is continues across more than one term. Students register for the course one time, the course spans more than one term by design, and it must be completed before a final grade for credit is awarded.

The "IP" grade designation may also be given for a practicum course at the end of the 10-week term when students remain in the same clinical site over course breaks between terms. A grade must be submitted prior to the beginning of the next term.

P, NP: Certain OHSU courses are designated no grade courses. Students in these courses receive grades of Pass ("P"), or No Pass ("NP") (See SON Pass/No Pass policy 20-05.06).

AU: Audit enrollments are recorded on the student's academic record, but no credit is earned by audit. Audited classes do not satisfy degree requirements, nor do they count toward the program's continuous enrollment requirement.

X: This is a registrar-initiated mark indicating no grade or no basis for a grade. The instructor either did not report a grade or reported a grade that was inconsistent with grading options.

Repetition of Courses

Repetition of a course, after failure to pass or a "WU", will be allowed one time as long as criteria for dismissal are not met.

Academic Standing

Good Standing

An academic status that indicates the student is maintaining the academic standards of his/her program.

Probation

Any undergraduate or graduate student may be assigned to academic probation according to the specific criteria listed in the table below. The student is in jeopardy of being dismissed from the SON unless certain academic standards are met within a specified time frame stipulated in the letter of probation. The status may designate constraints on student progression. When a student meets one or more criteria for probation, the academic program administrator notifies the student of probationary status. It is the student's responsibility to contact her or his academic advisor to discuss ways to successfully complete the program. (See Exhibit 20-04-13A Probation letter template).

A student can remain enrolled in the OHSU SON while on probation. Students on academic probation who complete the program without additional academic deficiencies will have their status changed to Good Standing at graduation.

Dismissal

Students who do not meet the standards for scholarship as outlined below will be dismissed from the SON. The University reserves the right to dismiss any student who does not maintain the required standards of scholarship, or whose continuance in the School of Nursing would be detrimental to her or his health or to the health of others, or whose conduct or clinical performance demonstrates a lack of fitness for nursing. (See the OHSU Student Dismissal, Grievance and Appeal Policy 20-30-050 and Exhibit 20-04-13B Dismissal letter template).

Assessment for Academic Probation and Dismissal

Program	Probation	Dismissal	Procedures
Under-graduate	Earns more than 3 unresolved incompletes in one quarter.	Fails to fulfill a stipulation of probation.	Each campus/program monitors* student transcripts for probation or
	Fails to achieve an OHSU School of Nursing cumulative grade point average of 2.0.	Earns more than one 0, NP, WU in the same term or separate terms.	
		Fails to return from a LOA as planned.	

	Earns a 0, NP, or WU, in a SON course		dismissal criteria.
Master's/ PMCO	Earns more than 3 unresolved incompletes in courses	Fails to fulfill stipulations of probation	The Campus Associate Dean or Program Director is notified of a student who meets probation or dismissal criteria The campus/program notifies: 1) the advisor or designee if a student meets criteria for probation or dismissal and 2) the student by sending a letter of probation or dismissal via mail with a certified return receipt. (See Exhibit 20-04-13A and Exhibit 20-04-13B)
	Exceeds the time limit for degree/certificate completion (4 years).	Earns more than one 0, NP, or WU in the same term or separate terms.	
	Fails to maintain a cumulative GPA of 3.0.	Earns three 2.0 grades or a combination of 2.0 grades and 0, NP, or WU grade.	
	Earns a grade of 2.0 in two or more SON courses.		
	Earns a 0, NP, or WU, in SON course	Fails to return from a LOA as planned.	
Doctoral	Earns more than 3 unresolved incompletes in courses	Fails to fulfill stipulations of probation	
	Exceeds the time limit for degree/certificate completion (7 years).	Earns more than one 0, NP, or WU in the same term or separate terms	
	Fails to maintain a cumulative GPA of 3.0.	Earns three 2.0 grades or a combination of 2.0 grades and failing or WU grade.	
	Earns a grade of 2.0 in two or more SON courses	Fails to return from a LOA as planned.	
	Fails to pass program benchmarks in a timely manner (Policy 20-04.11A Doctoral Program Benchmarks)		
	Earns a 0, NP, or WU, in SON course.		

*Each campus develops monitoring procedures that are appropriate for that campus.

Appeal

Students who are dismissed or placed on probation may appeal the decision in writing if there are extenuating circumstances that require consideration in the decision. The appeal process follows the policies of OHSU and is submitted to the Dean of the School of Nursing within 10 days of receipt of dismissal letter. Further appeals follow OHSU Appeal Policy.

Dean's List

Each quarter, fulltime undergraduate students who have earned all passing grades, have not received a WU and have a GPA of 3.5 or higher will be placed on the dean's list. The Dean's List acknowledgement of scholarship is separate from the award recognition of scholarship at the time of graduation.

Leave of Absence

After the completion of one term, a student may, under exceptional circumstances and with the approval of the School of Nursing, interrupt his or her professional program for a leave of absence.

Students who are contemplating a leave of absence should contact his or her adviser to determine the appropriate steps to take. When requesting a leave of absence, the student must submit his or her request in writing to the campus associate dean and must establish the term and year to resume study. The form can be found at:

<http://www.ohsu.edu/registrar/wdsloa.pdf>

A leave of absence is normally granted for a period of one quarter unless circumstances warrant a longer period of time. Under no circumstances will a leave of absence be granted for longer than one year. Students taking a leave of absence do not need to reapply to the School of Nursing.

For students returning from a leave of absence, every effort will be made to secure clinical placements for those courses requiring clinical experience. Because clinical placements are limited, students may find it necessary to delay enrollment in a course until a clinical placement is available.

It is critical that students contact the Associate Dean or Program Director and their adviser in the term prior to their anticipated return to school to confirm their intention to return to school and to

discuss clinical placements. Students should discuss their program of study and review progression requirements with their advisor.

LEGAL AND PROCEDURAL RIGHTS AND RESTRICTIONS

Liability and Insurance Coverage

All students, faculty and staff of the OHSU School of Nursing are covered by the Oregon Tort Claims Act, ors 30.260 to 30.300, and are subject to the limits of the act when performing duties within the scope of their assignment by the university.

Student Academic Records

Students in the School of Nursing have access to their academic records in accordance with the Family Educational Rights and Privacy Act of 1974, 20 u.s.c.1232g and the OHSU Board of Directors.

Student records are housed in the main administrative section of the School of Nursing on each campus. Please contact your adviser or the staff person in your administrative office if you wish to review your record. A staff member can assist you for record review. Students may request copies of materials from their student records. The charge is twenty cents a page.

Dress Code

It is expected that students will exercise good taste and maintain a neat and well-groomed appearance congruent with a professional culture. When attending class in a health care setting or working in the clinical area students are expected to conform to the professional norm of that area. Each course that includes a clinical component will specify appropriate clothing requirements and those requirements can be found in the syllabus for each course. Requests for exceptions to the dress code should be made to the the clinical faculty who will take into account the clinical setting and the reason for the request. For example, earrings are the only jewelry allowed for body piercing. Faculty will consider the piercing site and size of jewelry in determining whether or not to allow an exception. Each campus may have more specific requirements regarding the dress code.

Identification badges must be worn at all times while on campus or in the health care clinical setting.

Each campus determines its own student uniform. Students in conjunction with faculty approval periodically update their uniform. It is expected that the uniform selected will be professional, identifiable as a nursing uniform, and consistent in appearance.

Additional information on OHSU's dress code can be found at:

http://www.ohsu.edu/son/student/orientation_uniforms.html

CPR Certification (All Campuses)

All nursing students engaged in clinical practice or who have contact with patients are expected to maintain a current CPR certification (for the "Health Care Provider"). Training that includes the Automated External Defibrillator (AED) is optional. The CPR certificate must be kept current. Students are expected to present their current CPR card to their clinical faculty at the beginning of each term. Students may not be allowed to participate in clinical without this certificate.

Blood Borne Pathogen Training (All Campuses)

All students engaged in direct patient care during the academic year must receive an approved blood borne pathogen training. Students will not be allowed to participate in clinical without this certification. Training by the SON is offered once a year for students. To be exempt from this training students must submit a waiver indicating equivalent training, located at

<http://www.ohsu.edu/son/student/forms/BBPempverification.pdf>

Students not engaged in clinical practice or who have no direct patient contact should complete an exemption form: <http://www.ohsu.edu/son/student/forms/BBPexemption.pdf>

RN License (RN/BS and Graduate Students)

All nursing students in the RN/BS and Graduate programs must maintain a current copy of their RN license in their student file. A copy of the current RN license at matriculation and upon renewal must be submitted to the staff person in the administrative campus or program office.

Equal Access For Students With Disabilities (All Campuses)

The School of Nursing faculty believe that a diverse student body enhances the educational opportunities for all students and is beneficial to the professional at large. The nursing program is extremely rigorous and fast-paced. Accommodations that may have worked in your undergraduate program or employment setting may no longer be effective in this environment. If you are a student with a documented disability or you think you might experience a disability and believe you

will need reasonable accommodations while a nursing student at OHSU, we encourage you to contact the Program Accommodation Liaison (PAL) on your campus or Martha Smith, Director of Student Access (503/494-0082).

Additional information can be found at <http://www.ohsu.edu/son/student/disabilities.html>

Immunizations (All campuses)

OHSU, for the protection of the public health and the benefit of students, requires that students, as a condition of enrollment, must present appropriate proof of a current tuberculin skin test, chest x-ray (if positive tuberculin), and proof of up-to-date immunizations for: diphtheria-tetanus; polio; rubella; rubeola; varicella; and hepatitis B or proof of prior disease. Immunization for mumps is recommended for all students, but is not required. Students who are unable to meet these requirements, due to medical conditions, shall furnish an explanation from the health care provider which the Associate Dean for Practice Development and/or director of student health will review and who will then make a recommendation to the Vice President for Academic Affairs for a waiver, if appropriate. Students, who for religious beliefs, decline immunizations, should also complete a waiver form. You can access the form at:

<http://www.ohsu.edu/academic/acad/health/forms.html>

Students not meeting the immunization requirements may be prevented from engaging in the clinical or practicum portion of their program.

Body Fluid Splashes and other Accidents/Incidents During Clinical/Practicum.

Students must report all body fluid splashes, needle sticks, and other events that could endanger the health of the student to their clinical faculty. Students on the campuses of Ashland (541/552-6136), Klamath Falls (541/885-1800), and La Grande (541/962-3524) should use their student health service for follow-up. Students on the Portland campus should report the incident to the Student Health Service (503/494 8665) as quickly as possible. For further information please see:

http://www.ohsu.edu/son/student/forms/Exposureprecaution_pdx.pdf

Portland students using the OHSU Emergency Services without receiving authorization or notifying the Student Health Service may have additional charges. Students' major medical insurance will be billed for emergency and off-campus services. Follow the protocol of the agency. Request information from the agency regarding the contamination risk based on the clients health status.

Background Checks

All admitted students must submit their State or County of residence criminal background check (CBC) and fingerprint report (FPR) upon matriculation. Students may be prevented from participation in clinical experience without this documentation. If a student has lived in more than one state during the last three years he or she must submit a national FBI check in lieu of a State background check. Further information can also be found on the School of Nursing website <http://www.ohsu.edu/son/student/bcheck.html>

MATRICULATION, REGISTRATION, & FINANCIAL AID

Registration (All Campuses and Programs)

Online registration for classes is expected. For online registration see:

<http://www.ohsu.edu/son/student/registration.shtml>

Students on the Portland campus may call the Registrar at 503/494-7800 for assistance. Specific questions about courses and course availability should be directed to the faculty advisor or faculty of record. Registration begins approximately six weeks prior to the next term.

Students are billed for their tuition and fees. Payment may be mailed directly to the Cashier's Office at OHSU Cashier, 3181 SW Sam Jackson Park Road, Portland OR 97201 or paid in person at the Cashier's office in Baird Hall.

Registration Holds

Students will not be allowed to register if all requirements are not met according to School of Nursing Policy. A "registration hold" will be placed on student registration if required documentation on immunizations, certificates, licenses, or if all tuition and fees have not been paid in full each term. The hold will remain until the proper documentation or payment arrangements have been made. Students with registration holds may not attend courses until the hold has been removed.

Fee Payment Schedules

Students who are experiencing difficulty paying the full amount of their tuition are encouraged to call the Business Office at 503/494-2166 to make payment arrangements. Students must have written approval from the Business Office for extended payments. It is students' responsibility to handle payments in a timely manner. Students will not be allowed to attend courses until their registration is complete. Liability insurance only extends to registered students. Transcripts will be held pending full payment of all bills to OHSU.

Financial Aid

OHSU Financial Aid Office <http://www.ohsu.edu/finaid/> makes all financial aid awards, for all OHSU students in all programs, and at all campuses and educational sites. Financial Aid awards are mailed to the cashiers office at Ashland, Klamath Falls, and La Grande; mailed directly to distance education students and can be picked up at the Cashiers Office at OHSU Baird Hall for Portland students. Legally, financial aid cannot be released until the first day of class. Students should coordinate all their requests for financial aid through the OHSU Financial Aid Office even if they are enrolling in courses at other educational institutions.

Scholarships

The Scholarship Administrator manages and administers the School of Nursing's scholarship program. The Scholarship Form available on the OHSU web site applies to all SON institutional scholarships. Awards are based on several factors including diversity of experience, practice, merit and need.

Underlying all awards is the commitment to consistency with regards to grant requirements and donors' preference/criteria for individual scholarships. As mentioned above, other factors such as work in rural or underrepresented populations, foreign language proficiency, career goals, academic achievement, program of study diversity and financial need are considered. Scholarship applications can be found at:

Graduate Scholarship Application:

<http://www.ohsu.edu/son/academic/ms-scholarshipapp.pdf>

Undergraduate Scholarship Application:

<http://www.ohsu.edu/son/academic/bs-scholarshipapp.pdf>

Academic Calendar

A copy of the academic calendar may be obtained from the Registrar's Office (503/494-7800) or at: http://www.ohsu.edu/son/student/academic_calendar.htm

OHSU STUDENT SERVICES AND FACILITIES

OHSU Student Handbook

The OHSU student handbook is located at:

<http://www.ohsu.edu/academic/acad/>

Public Safety in Portland

The Department of Public Safety is dedicated to assisting all members of the OHSU community whenever possible. Public Safety maintains a comprehensive communications center (dispatch) staffed 24 hours a day, 7 days a week by professional dispatchers who are trained to triage requests for service, including emergencies, and initiate the appropriate response. If we are unable to provide the requested service with our resources, we will make all reasonable attempts to locate someone who can.

In an emergency, call Dispatch at 4-4444 and use the code phrase “**Dr. Strong**”

To immediately alert the dispatcher to a violent situation in progress or one that is imminent. A caller needs only to state, “I need **Dr. Strong** at (your location).” This will initiate an immediate response without additional information if for safety reasons the caller cannot provide more details. However, the more information the caller can provide, the safest and most appropriate response our officers can provide. **NOTE: This code phrase should only be used if violence is taking place or imminent.**

Non-emergency incidents should be reported to Public Safety by calling dispatch at 503/494-7744 and asking to speak with either the community service lieutenant or the director.

SON STUDENT SERVICES AND FACILITIES

Students enrolled at OHSU at the Portland, Ashland, Klamath Falls, and LaGrande Campuses are referred to their host campus student handbook and catalog for a description of available student services and facilities. By virtue of the fee payment structure, such facilities as student health services, library, computer center, fitness center and various events are available to students.

Orientation (All Campuses)

Orientation may include a combination of computer, online, and on-campus sessions. Students are informed of orientation expectations, including times, agendas and computer supported activities,

after admission letters are sent. Orientation for new students is scheduled and conducted individually by each campus. Orientation information may be found at the following:

http://www.ohsu.edu/son/student/orientation_campus.html

Tutoring (All Campuses)

Peer tutoring is available on each campus. Students may be referred by their advisor or faculty of record, or be self-referred. There is no charge to the student and the peer tutor is paid an hourly amount. Contact the staff person in your program for more information about becoming a peer tutoring.

Lockers (Portland Campus)

Lockers are available to students on the first and third floors of the School of Nursing Building. Students select their locker and place a personal lock on it (keeping their key or combination in a safe place). Locks and contents must be removed each year by the end of school. Non-compliance will result in lock removal and the locker contents will be taken to the OHSU Lost and Found in the Physical Plant Building.

Computers (Portland Campus)

A limited number of IBM computers are located in the SON, 1st floor, Room 128. Students receive the lockbox code during orientation from the Office of Professional and Diversity Development, located on the fourth floor, SON. This room is available to students when it is not being used for a class. The schedule is posted on the door. A computer/printer for the doctoral students' use is also available in the Faculty Reading Room on the fifth floor of SON.

Inclement Weather - Portland Campus

The School of Nursing courses will follow the same decision as the Portland public schools as to closure and late classes.

When the Portland public schools are closed, the School of Nursing will not hold classes. If the Portland Public Schools are starting late, the School of Nursing will start at 10:00 am (If Portland Public Schools divides into east and west follow instructions for the west side.). You must check with your clinical instructor for starting times in the clinical area.

Example: If your class is regularly scheduled from 9:00 to 10:00 am and Portland Public

Schools are opening at 10:00 am, your 9:00 am class will not be held. However, if a class begins at 11:00 am then you would be expected to attend. If a class is scheduled for 9:00 to 11:00 am, you would be expected to attend at 10:00 am.

Additional information can be found at:

<http://www.ohsu.edu/about/inclement.html>

Inclement Weather - Ashland, Klamath Falls, and LaGrande

Please check with your faculty regarding the inclement weather procedure for your campus.

Awards and Recognition Ceremonies

Each campus holds an event at the end of the school year to honor its graduating class. Students and faculty work together to create a celebration to thank and honor individuals who have participated in making the school experience a success.

Each campus has its own unique celebration. For undergraduate students, pinning is an integral part of the event. Graduate students receive their hoods. In addition, outstanding undergraduate and graduate students on each campus receive the following awards as stipulated.

Awards

The Golden Lamp Award recognizes scholastic achievement, leadership, innovative contributions and humanitarian ideals. Based on the American Nurses Association Code for professional nurses and the Florence Nightingale Pledge, the award recognizes outstanding work of undergraduate students within the nursing profession.

The Elnora Thomson Award bears the name of the first director of the School of Nursing and is presented in recognition of outstanding undergraduate student leadership in stimulating the academic activities and interests of fellow students.

The Henrietta Doltz Puhaty Memorial Award bears the name of the second Director of the School of Nursing and recognizes the qualities of compassion, kindness and generosity for patients, colleagues and all people. The award is given to an undergraduate student.

The Jean E. Boyle Memorial Award bears the name of the first Dean of the School of Nursing and recognizes distinguished service to student government, the community or human kind. The award is given to an undergraduate and a graduate student.

The Dorothy L. Johnson Memorial Award was created in the memory of Dorothy L. Johnson, a devoted and beloved instructor in community health nursing. This award recognizes individual innovation and creativity, insight and imaginative work within the nursing discipline. The award is given to an undergraduate and a graduate student.

The Sigma Theta Tau Awards are presented by the honor society to outstanding Sigma Theta Tau graduates who have demonstrated consistently high scholastic achievement (3.5 grade point average or better), professional integrity and potential for leadership in the field of nursing.

The Dean's Award is presented to an undergraduate on the basis of scholarship as evidenced by an outstanding paper written during the program of study at the OHSU School of Nursing; to a graduate student by faculty nominations.

The Transcultural Nursing Award recognizes and honors the student who has made an outstanding contribution to the promotion of safe nursing care for ethnic people of color.

The Carol A. Lindeman Award bears the name of the second Dean of the School of Nursing and was established by the support staff. This award recognizes demonstrated excellence in nursing, research, innovative leadership and a vision for health care. It is awarded to an undergraduate and a graduate student.

Graduation with Honors

Undergraduate students in the top 10% of their class graduate summa cum laude; students in the next 10% graduate magna cum laude and the next 15% graduate cum laude. Students in the top 35% of their class are entitled to wear gold honor cords at graduation.

OHSU STUDENT GOVERNMENT AND ASSOCIATIONS

National Student Nurses Association Chapter

Each campus has its own official student government. In addition each student government participates in the National Student Nurses Association (NSNA) as an OHSU School of Nursing

Chapter with the NSNA and thereby maintaining ties with other Oregon nursing schools and the Oregon Student Nurses Association. Students are assessed an NSNA fee each term that covers the cost of membership. Students must complete the NSNA application form and submit it to the student campus advisor.

This is your link to nursing professionals and practitioners of nursing, allowing you to gain access to nursing in a way that the teaching-learning academic model does not offer. The chapter promotes national, state and local nursing issues and has the potential to become quite visible at the state and national levels. Dues for NSNA must be submitted by the deadline to achieve chapter status. Check the web page for membership and organization details.

Student Government

The elected officials from the student body are the key people responsible for assuring efficient communication between the School of Nursing and the student group, and for forwarding concerns of the student constituency to the appropriate person for resolution. The elected officials are also responsible for the election or appointment of student representation to School of Nursing and university committees. These representatives are responsible for representing the views of the study body and report on a regular basis to the student government and faculty.

Students on each campus assess themselves a student activity fee and maintain a budget to support their School of Nursing government activity. In addition, each governing unit has an affiliation with the host campus student government, participates in the host campus activity and has access to the student activity fee of the host campus

The specific government function of the chapter is to provide a voice for students within the School of Nursing. Elected student officials: represent their peer concerns to faculty, participate in the baccalaureate curriculum committee, and participate in other official committees of the school. Student participation in the decision-making process of the school is crucial to the success of the school.

Committee Representatives

SON Organization Committee Representatives: (See following description of School of Nursing Committees.)

Graduate Council – one master’s student and one doctoral student;

Baccalaureate Council – two undergraduate students, one junior level, one senior level;

Grievance and Student Conduct Committee - one student from each year of the undergraduate program and one graduate student (each campus);

Ethics Representative - three undergraduates from each class, each campus and two graduate students;

Diversity Council – one undergraduate, one graduate, one doctorate student.

University Committee Representatives:

Student Health Advisory Committee – one representative (Portland campus);

Financial Aid Advisory Committee – one representative (each campus);

Portland All Hill Council – at least two representatives from each year of the undergraduate and graduate program (Portland Campus);

Incidental Fee Committee – one representative (each campus).

Other Committee Representative:

School of Nursing Scholarship Committee – one representative

Description of School of Nursing Committees

Graduate Council Functions

The Graduate Council is responsible for the periodic review and evaluation of the graduate programs and curriculum. Its function is to insure quality and consistency, to maintain academic standards and requirements to achieve the established goals, objectives and course requirements and to insure that the mission and philosophy of the School are successfully implemented. The Graduate Council is responsible for insuring that the graduate programs meet professional and certification standards. Such actions are reported to the Faculty Assembly at its next regularly scheduled meeting.

Baccalaureate Council Functions

The Baccalaureate Council is responsible for the periodic review and evaluation of the undergraduate program and curriculum. Its function is to insure quality and consistency, to maintain academic standards and degree requirements, which achieve the established goals, objectives and course distribution requirements, and to insure that the mission and philosophy of the School are successfully implemented. The Baccalaureate Council establishes pre-requisites and standards for admission to the School. The Baccalaureate Council is responsible for insuring that the undergraduate programs meet professional certification and accreditation standards. The Baccalaureate Council may approve pilot programs, approve limited changes to the curricular, and

grant exceptions to general practices when appropriate. Such actions are reported to the Faculty Assembly at its next regularly scheduled meeting.

Diversity Council Functions

To provide advisory support, guidance, and recommendations to the School of Nursing through the Office of Professional and Diversity Development. This will include but not be limited to:

1. Advocate for diversity at the faculty, student and staff levels recognizing that diversity in our organization should reflect the communities we live in and serve;
2. Consult in creating the organizational structures, principles, and practices that will promote inclusivity, acceptance, respect, understanding, and inquiry;
3. Support and engage in the various scheduled and unscheduled conversations around diversity including oppression, racism, ageism, sexism, feminism, classism, capitalism, biases, prejudices, etc. and other assumptions and perceptions as they relate to faculty's, students' and staff's understanding and experiences of diversity.

Sigma Theta Tau

The Beta Psi Chapter was formally installed as a chapter of Sigma Theta Tau, international nursing honorary, on April 10, 1976. Faculty members, community nurse leaders and students are inducted into the organization. Purposes of this organization are to:

1. Recognize superior academic achievement;
2. Recognize the development of leadership qualities;
3. Foster high professional standards;
4. Encourage creative work; and strengthen commitment to the ideals and purposes of the profession.

Membership is chosen from nurses with a minimum of a baccalaureate degree who have demonstrated superior scholastic achievement, evidence of professional integrity, leadership potential and/or marked achievement in the field of nursing.

Membership is chosen from undergraduates who have demonstrated ability in nursing, completed at least half of their undergraduate-nursing curriculum, maintained at least a 3.0 GPA and are in the upper 35 percent of their class. Membership is chosen from graduate students who have demonstrated ability in nursing, completed at least one quarter of their curriculum, maintained at least a 3.5 GPA in the master's component and 3.75 GPA in the Ph.D. component.

OHSU School of Nursing Alumni Association

OHSU School of Nursing Alumni Association serves all alumni from all OHSU School of Nursing sites. The mission of the Alumni Association is to support the School of Nursing in the tradition of leadership and excellence in education, research, practice, and community service. The Alumni Association provides coordination and communication services as well as facilitates social and professional activities that promote commitment and loyalty between alumni, faculty, students, staff, and friends of the School of Nursing. For more information call the Alumni Association at 503/494-4404 Fax 503/494-3691.

Some of the ways that the Alumni Association supports students include:

1. Providing professional development experiences such as: Rise to the Challenge: Exploring Careers in Nursing, and mentoring opportunities;
2. Providing assistance to the chapters when possible;
3. Raising funds for scholarships and student programs through the annual fund;
4. Social networking opportunities like the Holiday Wassail.

The Alumni Association supports alumni through activities such as:

1. Coordinating the annual Alumni Homecoming and class reunions;
2. Producing the alumni magazine, Nursing Progress and the newsletter, Progress Notes, e-notes;
3. Providing membership benefits to dues-paid alumni;
4. Recognizing outstanding alums with Distinguished Alumni of the Year Awards;
5. Coordinating fund-raising efforts with alumni for the School of Nursing Annual Fund and special funds as needed, for example, the Alumni Association Scholarship Fund.

Revised: 06/05 Carol Parker Terhune JD, PHD 503/418-2167