

**Georgia Highlands College
Atrium Health Floyd
Department of Nursing**

RN-to-BSN Student Handbook

2024 – 2025

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Introduction

This handbook provides information for RN-to-BSN students regarding policies and guidelines specific to this online program. It serves as a supplement to the Georgia Highlands College (GHC) catalog, which covers institutional policies for all students. Each RN-to-BSN student is responsible for reviewing this information and should refer to it as needed during enrollment in the program. All information is subject to change at any time. Current students are alerted to changes through the learning management system. Changes are also updated on the nursing web site at <http://www.highlands.edu/site/bsn>. All RN-to-BSN students must abide by policies identified in this RN-to-BSN Student Handbook, policies of Georgia Highlands College (<http://www.highlands.edu/site/student-rights>), and when applicable, the USG eMajor® student guidebook (<https://emajor.usg.edu/current-students/student-guide/>).

Nursing Department Vision

To offer premier nursing programs in our region, while continuing to graduate nurse generalists and baccalaureate-prepared nurses who safely meet the healthcare needs of our communities and who lead healthcare delivery into the future.

Nursing Department Values

We value accountability, caring, excellence, scholarship (ACES).

RN-to-BSN Program Mission

To provide educational opportunities designed to produce a baccalaureate graduate nurse who demonstrates professional, ethical and accountable behaviors, interpersonal communication, comprehensive assessment, clinical decision-making and collaboration skills, teaching and learning capabilities, and incorporates evidence-based practice and leadership in diverse and complex health care settings.

RN-to-BSN Program Philosophy

Education is essential to the intellectual, physical, economic, social, emotional, cultural, and environmental well-being of individuals and society and should be geographically and physically accessible and affordable. In support of this philosophy, the nursing department maintains a teaching/learning environment which promotes inclusiveness and provides educational opportunities, programs, and services of excellence in response to the needs of communities we serve. The RN-to-BSN online program opened in the fall of 2013 to enable ASN and diploma graduates with an RN license in the state of Georgia to obtain a BSN in an accessible, affordable and valuable environment. The RN-to-BSN faculty is dedicated to preparing BSN graduates to practice as competent, caring professionals with effective communication and collaboration skills. This commitment is congruent with the *The Essentials: Core Competencies for Professional Nursing Education* (American Association of Colleges of Nursing, 2021).

AACN Essentials for Nursing Education

The American Association of Colleges of Nursing (AACN, 2021) sets standards for nursing education with expected competencies for nursing program graduates. The essentials include ten domains, four spheres of care, and eight central concepts. To learn more, visit <https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf>

Core Performance Standards

To qualify for admission and to progress through the RN-to-BSN program, applicants and students must meet these core performance standards:

- Critical Thinking ability sufficient for clinical judgment.
- Interpersonal abilities sufficient to interact with individuals, families or groups from

a variety of social, cultural, and intellectual backgrounds.

- Gross and fine motor abilities sufficient to provide safe, effective nursing care.
- Auditory abilities sufficient to assess and provide safe, effective nursing care.
- Tactile ability sufficient to perform physical assessments.
- Visual ability sufficient to perform assessments and provide safe, effective nursing care.

If a physical or mental health condition arises that interferes with the student being able to meet the core performance standards, the student must submit a healthcare provider's release which documents ability to meet the core performance standards before continuing in the program.

Student Support Services, Disability Services, and Financial Aid

The GHC offices of Student Support Services and Financial Aid assist students in a variety of ways. Students in need of academic accommodation related to a disability should make an appointment with Student Support Services at 706-295-6336 to coordinate reasonable accommodation. Once a determination is made, the student must provide documentation from Student Support Services to faculty in each course (GHC and eMajor®) to receive the accommodation. For information on this and other services, contact GHC Student Support Services at 706-295-6336 or visit <https://sites.highlands.edu/student-support-services>.

Students may contact the GHC Financial Aid office to request financial support while in the program. Students should be aware that Federal regulations state if a student does not attend classes and/or receives a failing grade, the grade was not earned, so financial aid will be reduced accordingly. Withdrawing from one or all courses can affect a student's Satisfactory Academic Progress (SAP) status, which could result in the loss of future financial aid eligibility. If a student withdraws from all courses, a portion of the financial aid

award might be returned to GHC. For more information, visit the GHC Financial Aid website at <https://www.highlands.edu/financial-aid/>.

Instructional and Technological Requirements and Support

The RN-to-BSN program is taught online in collaboration with other nursing programs affiliated with eMajor®, a USG online consortium. The eMajor® courses are delivered in a course management system called GoVIEW. Therefore, having access to reliable internet and correctly configured computer equipment is critical to success. To learn more, visit the eMajor® Computer Support page at <https://eMajor.usg.edu/current-students/student-guide/computer-support>. GHC-taught courses use the D2L learning management system. For assistance with technology, these resources are available:

Technology	Resource
GoVIEW System Check	Performs a system check on computer software. Once logged in, students may take the orientation course to become familiar with this technology. Includes tutorials and practice assignments. https://go.view.usg.edu/d2l/login
D2L Online Support Center	Assists with access and troubleshooting 24/7 Online Help Center
eMajor® Help Desk	Assists with login issues, registration, and/or course support. Monday - Friday 8:00 AM - 5:00 PM EST 678-839-6400 or Toll Free 1-855-9EMAJOR® eMajor@ecampus.usg.edu
USG D2L Help Center	Knowledge base of common questions and issues faced by GoVIEW users. Students must mention they are enrolled in an eMajor® course. 24 hours a day, 7 days a week, 365 days a year. Toll Free 1-855-772-0423 https://d2lhelp.view.usg.edu
GHC D2L Get Started	Home page for all things related to D2L; links to helpful resources https://highlands.view.usg.edu/shared/Getting%20Started/APage1_GetStart_MyHome.html
GHC D2L Tutorials	Tutorial videos on all things related to D2L https://sites.highlands.edu/elearning/current-online-students/student-guides/ghc-student-d2l-video-tutorials/

Student Learning Outcomes

Upon completion of the RN-to-BSN program, graduates will be able to:

1. Integrate knowledge from nursing science and apply principles of leadership to lead delivery of safe nursing care.
2. Synthesize reliable evidence from multiple sources to guide the planning of a practice change project.
3. Evaluate the impact of socioeconomic factors on patient care outcomes and nursing practice.
4. Utilize effective collaboration within an inter-disciplinary team to lead evidence-based nursing practice.
5. Develop health promotion and disease prevention strategies to improve health outcomes for individuals, groups, and/or communities.

Plans of Study

Students may choose one of two plans of study: Full-time or Part-time. Courses are taken in the order shown below to support success. It is important that students adhere to recommended pathways to prevent graduation delays and financial aid barriers.

FULL TIME	Fall		Spring	
Summer	<i>1st 8 Weeks</i>	<i>2nd 8 Weeks</i>	<i>1st 8 Weeks</i>	<i>2nd 8 Weeks</i>
HSCI Elective	NURS 3197	HSCI 3501	NURS 4597	NURS 4497
HSCI Elective	NURS 3397	NURS 3297	NURS 4403	NURS 4404
	6	6	6	6
6 Credits	12 Credit Hours		12 Credit Hours	
<i>Notes:</i> Courses in green are offered through eMajor®. Courses in orange are offered through GHC; HSCI electives are taken at GHC.				

PART TIME	Fall #1		Spring #1	
	<i>1st 8 Weeks</i>	<i>2nd 8 Weeks</i>	<i>1st 8 Weeks</i>	<i>2nd 8 Weeks</i>
HSCI Elective	NURS 3197	HSCI 3501	NURS 4597	NURS 4497
3	3	3	3	3
3 Credits	6 Credit Hours		6 Credit Hours	

PART TIME	Fall #2		Spring #2	
	<i>1st 8 Weeks</i>	<i>2nd 8 Weeks</i>	<i>1st 8 Weeks</i>	<i>2nd 8 Weeks</i>
<i>Summer</i>				
HSCI Elective	NURS 3397	NURS 3297	NURS 4403	NURS 4404
3	3	3	3	2
3 Credits	6 Credit Hours		6 Credit Hours	
<i>Notes: Courses in green are offered through eMajor®.</i>				
<i>Courses in orange are offered through GHC; HSCI electives are taken at GHC.</i>				

Additionally, students may matriculate early into the University of West Georgia Master of Science in Nursing (education) program. For information about this pathway, see the **Progression** section in this handbook.

eMajor® Courses

The GHC RN-to-BSN program is part of a collaborative program which includes students and instructors located throughout Georgia. Five of the eight core courses are taught through eMajor®. Students must log into eMajor® courses within the first week of class and perform a brief assignment to log attendance. The eMajor® academic calendar may vary from the GHC calendar. Check course start and end dates here: [eMajorCourse Calendar](#).

USG eMajor® courses are taught completely online, however, the RN-to-BSN courses are highly interactive and require frequent attention to course work and interactions with classmates and instructors. Students should be aware that RN-to-BSN courses are not independent study or self-paced courses. Similar to courses taught on campus, individual and group assignments have deadlines which support successful progression. Classmates count on each other to be active contributors who meet deadlines. Additionally, an orientation quiz is

required for each course. Students should carefully read the syllabus and follow the course schedule to be successful.

Students enrolled in eMajor® courses have an additional benefit. A Student Success Team member may reach out when a student is falling behind. Students may also ask for assistance. Throughout the semester, members of the success team will communicate with students through email, telephone, and text message, providing timely reminders and tips for success.

GHC Courses

Students complete three of the eight RN-to-BSN core courses at GHC plus two electives. Required courses are: HSCI 3501, NURS 4403, and NURS 4404. For information, visit the GHC Catalogue: <https://sites.highlands.edu/academic-affairs/college-catalog/>.

NURS 4404 Leadership Practicum

Students complete a leadership practicum in the final semester of the program. **Careful planning and collaboration are required to ensure timely completion of the course.** Students are responsible for following instructions and meeting deadlines set by GHC staff and faculty and faculty preceptors to prepare for a successful practicum.

Pre-planning for the practicum. Preparation for the Leadership Practicum is a lengthy process and requires communication and collaboration between students, course faculty, agency-appointed liaisons, and preceptors. D2L and GHC student email must be used for all communication related to practicum planning. Personal email will not be used. Students must monitor student emails at least three to four times per week during active course sessions and are expected to reply within 24 to 48 hours.

- Students who schedule the practicum at their place of employment should be aware that a change of employment after practicum preparation has begun might delay completion of NURS 4404. The previous employer may choose to decline the practicum experience once employment has terminated.
- GHC fully supports students' decisions regarding employment changes; however, the program cannot guarantee a practicum replacement during NURS 4404.
- Students participating in NURS 4404 *DO NOT* perform direct patient care.

Facility credentialing requirements. During admission to GHC, the following immunizations or titers are required: Measles, Mumps, Rubella, Varicella, Tetanus-Diphtheria, Pertussis (Whooping Cough), Tdap, Td Booster, Hepatitis B. In addition, clinical facilities might require the Flu or other vaccine(s). The University System of Georgia (USG) and GHC do not require the Covid-19 vaccination. However, nursing students attend the Leadership Practicum at a variety of clinical sites and are required to meet credentialing requirements for those clinical partners. Lack of credentialing will prevent students from attending the practicum, which is required for completion of NURS 4404. Students are required to monitor expiration dates on health records and other documents required for the program. Students with expired documentation may not enroll in NURS 4404 until all records are current.

All students must meet credentialing requirements for the facility in which their leadership practicum occurs. These documents must be entered into the ACEMAPP credentialing system at least three months prior to the leadership practicum. Depending on individual facility requirements, credentialing documentation may include: Background check, drug screening, health insurance, liability insurance, student health records, CPR certification,

proof of unencumbered RN license, proof of negative PPD, vaccinations, and any additional requirements as set by the facility.

Students who have not entered required documents into the ACEMAPP credentialing system at least three months prior to the practicum will not be permitted to enroll into NURS 4404 until all documentation is current. It is the responsibility of each student to monitor expiration dates on health records and other documents required for the program. Students with expired documentation may not enroll in RN-to-BSN courses until all documents are current.

NURS 4404 requires satisfactory completion of the on-site leadership practicum component to successfully complete the course. If a student is denied placement (or continued placement) with a preceptor by a healthcare facility due to results of a criminal background check, drug screen, or any professional or ethical issues, the student will be dismissed from the program and will not be eligible for readmission. Drug screenings may be done randomly at the discretion of the healthcare facility or nursing faculty should questionable behavior occur while a student is engaged in GHC RN-to-BSN course related activities at a healthcare agency.

Leadership attire. Students must inquire about and follow attire guidelines as set by the facility for a leadership role. To encourage a professional image, the nursing program requires the minimum guidelines listed below. Any student who does not comply with facility guidelines while participating in the practicum may be asked to leave the healthcare facility for that day. All practicum hours for that day will be forfeited. The student will be required to meet with the course instructor and/or the Director of Nursing before continuing practicum activities.

- A white laboratory coat is optional depending on facility guidelines. If worn, the lab coat should be clean, wrinkle-free, and worn over professional attire.
- No halter tops, shorts, jeans, cut off pants, or open-toe shoes are allowed. Shoes

should be appropriate for a leadership role and follow facility guidelines.

- If the healthcare facility requires the student to obtain a facility student ID badge, the student must comply with that request and wear it above the waist.
- Head and facial hair must be neatly trimmed, clean, and well groomed.
- Fingernails should be short, clean, neatly groomed and meet facility requirements.
- Jewelry should be limited to a watch, wedding ring, and one pair of small earrings. No other jewelry is permitted on visible body parts.
- Tattoos must be covered and not visible while in the healthcare setting.
- Personal hygiene is expected. Students are not permitted to wear fragrances or heavy makeup in the healthcare setting.

Successful practicum completion. During the NURS 4404, Leadership Practicum, students are responsible for facility property (ID badge, equipment, supplies, etc.). Students must also adhere to requirements for return of property upon completion of the practicum. If the student fails to return facility property, a grade of “F” will be assigned for not meeting course expectations of professional behavior. To complete the RN-to-BSN program, the student must repeat the course, meet all course requirements, and earn a minimum grade of “C” in NURS 4404. Additionally, students are responsible for updating expired health records and other documents required for the program. Students with expired documentation may not enroll in RN-to-BSN nursing courses until all documents are current.

Out-of-state leadership practicums. Students who plan the NURS 4404 Leadership Practicum outside the state of Georgia must follow compliance with state authorizations. The United States Government and individual states mandate that institutions offering distance

education have the approval of each state to provide distance education to residents of that state. To meet these requirements, Georgia Highlands College (GHC) participates in the National Council for State Authorization Reciprocity Agreements (NC-SARA) and is an approved NC-SARA institution in Georgia.

While GHC acts in good faith to maintain authorization in all states, the process is dynamic and subject to change. As such, GHC continues to monitor federal and state changes and updates information accordingly. GHC strives to provide accurate information. Due to the timing of changes by states or licensing boards, students are strongly encouraged to check with the state licensing board in which the practicum experience is planned. Students may also review the NC-SARA website: <https://www.nc-sara.org/resources/professional-licensure>. For current information on GHC compliance, visit this GHC webpage:

<https://sites.highlands.edu/online/state-authorization/> .

Student Evaluation of Courses

Students are encouraged to provide an optional online course evaluation near the end of each course. This confidential form provides feedback to the instructor and program designers to improve the teaching and learning environment. Faculty do not receive the evaluation until after the course ends.

Code of Conduct, Policies, and Student Responsibilities

Students enrolled in the RN-to-BSN program are expected to adhere to the GHC student code of conduct <http://www.highlands.edu/site/student-rights> and policies stated in course syllabi. When taking eMajor® courses, students should also follow the eMajor® student guidelines (<https://emajor.usg.edu/current-students/student-guide/>). Additionally, during the NURS 4404 Leadership Practicum, students must adhere to the facility requirements,

regulations, and workplace etiquette. Students will maintain a respectful, sensitive, and compassionate relationship with faculty, classmates, clients/patients, and healthcare facility personnel. Students found to be in violation of any policies will be dismissed from the program, will not be eligible for readmission, and may receive a grade of “F” for enrolled courses.

The GHC Code of Conduct is not a limiting document but serves as a guideline. Any student in possible violation must meet with the RN-to-BSN faculty. If the problem is not resolved, the student must meet with the Director of Nursing. If the problem requires additional discussion, the student will meet with the Dean of Atrium Health Floyd School of Health Sciences. The student will have the opportunity to share perspectives and insights. Reports of possible violations will be promptly investigated, and GHC policies will be followed to provide the student with a fair hearing. Students who decline to follow this process or who are found to be in violation will not be allowed to continue in the RN-to-BSN program and may receive a grade of “F” for the currently enrolled course(s). In this case, the student would not be eligible for readmission to the RN-to-BSN program.

A similar process is followed should a student violate policies in the USG eMajor® student guide <https://eMajor.usg.edu/current-students/student-guide/>.

Attendance

It is critical for RN-to-BSN students to be active in each GHC and eMajor® course within the first week of class, ideally on the first day of class. All students must log in to each course during the first five (5) calendar days of every eight-week session and complete the mandatory attendance activities as outlined by the instructor in the course syllabus. If a student neglects this task or does not meet the stated deadline, the instructor enters an absence report which administratively drops or withdraws the student from the course. Although students may

be dropped from courses for non-participation, students who wish to drop/withdraw should not assume they will be dropped/withdrawn by their institution. The student is responsible for initiating the drop/withdraw process. Additionally, students are responsible for accessing the academic calendars for GHC and eMajor®. NOTE: Semester/session start dates, withdrawal dates, breaks, and end dates vary. Individual classes may start and end on different dates.

Academic Honesty

During the program, RN-to-BSN students grow as professionals and scholars. Therefore, honesty is expected. The USG eMajor® student guide summarizes the intent and expectations related to academic honesty.

“As members of the academic community, all students are expected to understand and uphold standards of intellectual and academic integrity. The University System of Georgia assumes as a basic and minimum standard of conduct in academic matters that students be honest and that they submit for credit only the objects of their own efforts and creation. Both the ideals of scholarship and the need for fairness require that all dishonest work be rejected as a basis for academic credit. They also require that students refrain from any and all forms of dishonorable or unethical conduct related to their academic work.” (USG, 2022).

RN-to-BSN students are expected to discuss with faculty any questions related to this policy and to read about these topics in the University *System of Georgia Student Guide to eMajor®* (<https://eMajor.usg.edu/current-students/student-guide/>): Plagiarism, unauthorized collaboration, falsification, multiple submissions, placeholder submissions, contract cheating.

Communication and Confidentiality

During active online course sessions, GHC student email must be used for all communication related to practicum planning. During course work, some instructors prefer to communicate through D2L student email. Students must monitor student and/or D2L emails at

least three to four times per week during active course sessions and are expected to reply within 24 to 48 hours. This agreement between faculty, staff, and students helps protect privacy and fosters effective communication.

Once admitted to the program, personal email will not be used. The Family Educational Rights and Privacy Act (FERPA) is a federal statute that protects the privacy of academic records. The RN-to-BSN program complies with FERPA; therefore, personal emails are not used.

Syllabus Level Policies

Students must read and adhere to policies stated in each course syllabus. Every GHC and eMajor® instructor provides a detailed syllabus with guidelines for success in the course.

Visits to Campus

Students are welcome to visit the GHC campus during normal business hours. When on campus, all polies described in the GHC Student Handbook should be followed. Of note: No alcohol, tobacco, or weapons are allowed. Refer to the GHC Student Handbook linked above.

Grading Policies

To view grading policies for RN-to-BSN courses at GHC and eMajor®, refer to the course syllabus. Grades are posted in the course gradebook and are not released by telephone. All questions related to grades should be directed to the course instructor.

Appeals and Grievance Processes

The College and the nursing department provide students with a timely process for complaints and appeals. Every effort is made to reach a consensus decision, beginning with the instructor. If the student is not satisfied, the GHC Grievance Policy is the method by which a

student may appeal <https://sites.highlands.edu/student-engagement/student-grievance-policy/>

Complaint Process for GHC Distance Education Students

The RN-to-BSN program staff communicate with online students and faculty to resolve difficulties. The following procedures at GHC support resolution of complaints and can be found at <https://sites.highlands.edu/elearning/current-online-students/withdrawals-appeals-complaints/>

- Grade Appeals
- Student Grievance Policies
- Student Rights and Responsibilities
- State-based Complaint Resolution Offices and Processes for Distance Education Students

Complaint Process for eMajor® Distance Education Students

Students with complaints related to the RN-to-BSN eMajor® courses should follow the complaint policy described in the USG eMajor student guide (<https://emajor.usg.edu/current-students/student-guide/>).

Progression in the RN-to-BSN Program

To progress in the RN-to-BSN program, students must maintain a grade of “C” or better in all nursing core courses and have only one incidence of failure (grade less than “C”) for the GHC nursing progression courses as described in the GHC catalogue. More than one failure of the same course will result in dismissal from the program with no possibility for readmission.

Students should follow the Plan of Study (POS) *chosen at the time of initial enrollment* in the program (full-time or part-time). A change in the student’s POS may affect the expected date of graduation. A conference with the Director of Nursing is recommended when a student wishes to change the POS. When a student is not enrolled in at least one RN-to-BSN core course

over a period of one year (three consecutive semesters), USG policy requires that the student be dismissed from the program. Students who return will complete a new admission process.

Early Matriculation into MSN Program

RN-to-BSN students at GHC may choose to matriculate early into the University of West Georgia (UWG) Master of Science in Nursing (MSN) education program. This means that during the RN-to-BSN program, students may substitute up to two RN-to-BSN courses (six credit hours) for two MSN courses. Students will benefit by saving time and money toward the MSN degree. The baccalaureate degree will be awarded when the RN-to-BSN program requirements are met.

Students who choose this pathway should develop an individualized plan of study. Two examples are provided below. Students must work closely with the RN-to-BSN Program Coordinator to select appropriate courses. All courses at the UWG are 16 weeks long and most courses are offered in only one semester. Therefore, careful selection of courses will ensure a smooth transition.

Full-Time RN-to-BSN to MSN Fall Start Option					
Summer	Fall START			Spring	
	1st 8 Weeks	2nd 8 Weeks		1st 8 Weeks	2nd 8 Weeks
Elective	NURS 3197* Intro	HSCI 3501 Ethics		NURS 4597* Leader	NURS 4497 Comm
Elective	NURS 3397 Health Assess	NURS 3297 Research		NURS 4403 Capstone	NURS 4404 Practicum
	*NURS 6101 Theory Replaces NURS 3197			*NURS 6105 Leader Replaces NURS 4597	
6	6	6		6	6
12 Credits	12 Credit Hours			12 Credit Hours	
<i>Note:</i> Elective courses (purple) may be taken before entering the BSN program, while taking BSN courses, or after completing the BSN curriculum. Yellow shaded courses are registered through eMajor. Orange shaded courses are registered through GHC. Grey shaded courses may be replaced by the approved MSN course (white) listed below the BSN plan. The MSN courses are 16-weeks. *RN-BSN-MSN matriculation students choose only two courses from MSN approved list - up to 6 credit hours.					

Part-time RN-BSN to MSN Fall Start SAMPLE – 2-year Plan of study										
Sumr #1	Fall #1		Spring #1		Summer #2	Fall #2		Spring #2		
	1st 8 Weeks	2nd 8 Weeks	1st 8 Weeks	2nd 8 Weeks		1st 8 Weeks	2nd 8 Weeks	1st 8 Weeks	2nd 8 Weeks	
Elec-tives can be taken prior to entry	NURS 3197* May take w/NURS 6101	HSCI 3501	NURS 4597* May take w/NURS 6105	NURS 4497* May take NURS 6108 in Summer	*NURS 6108 Epi-Community May replace NURS 4497 Community	NURS 3397 Health Assess	NURS 3297 Researc h	NURS 4403 Capstone	NURS 4404 Practicu m	
6*	3	3	3	3	*	3	3	3	3	
6 Cr.	6 Credit Hours		6 Credit Hours			6 Credit Hours		6 Credit Hours		

Note: Elective courses (purple) may be taken before entering the BSN program, while taking BSN courses, or after completing the BSN curriculum. Yellow shaded courses are registered through eMajor. Orange shaded courses are registered through GHC. Grey shaded courses may be replaced by the approved MSN course (white) listed below the BSN plan. The MSN courses are 16-weeks. *RN-BSN-MSN matriculation students choose only two courses from MSN approved list - up to 6 credit hours.

Request for Readmission to the RN-to-BSN Program

Students who have been dismissed from the RN-to-BSN program for cause are considered ineligible for readmission to the RN-to-BSN program at GHC. However, students who were dismissed due to non-attendance may be eligible for readmission. In this case, the student must re-apply to the program and meet all requirements as stated on the current RN-to-BSN website regarding application. There are no guarantees that the student will be readmitted.

References

- American Association of Colleges of Nursing. (2021). *The essentials: Core competencies for professional nursing education*. <https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf>
- University System of Georgia. (2022). *The University System of Georgia's Student Guide to eMajor®*. <https://emajor.usg.edu/current-students/student-guide/>