POLICY AND PROCEDURE

SUBJECT: RN Program Admissions Policy
DATE: August 23, 2018

I. POLICY:
It is the policy and purpose of UPMC Schools of Nursing (SON) to provide equal educational opportunity (EEO) according to academic qualifications without discrimination or harassment on the basis of race, color, religion, ancestry, national origin, age, sex, genetics, sexual orientation, gender identity, marital status, familial status, disability, veteran status, or any other legally protected group status. Further, UPMC will continue to support and promote equal educational opportunity, human dignity, and racial, ethnic, and cultural diversity.

II. PURPOSE:
UPMC Schools of Nursing is committed to taking positive steps to eliminate barriers that may exist in educational practices. Areas of focus include, but are not limited to: recruiting, admission, transfer, progression, graduation, financial aid, termination and education. This commitment is made by UPMC in accordance with federal, state, and/or local laws and regulations. All applicants must be able to complete the essential functions of a student nurse with or without reasonable accommodation. Criminal clearance, child abuse clearance and fingerprinting are required.

III. SCOPE:
This Policy applies to each school within the UPMC SON.

IV. PROCEDURE:

STANDARDIZED TEST CRITERIA FOR ADMISSION

All applicants, regardless of educational background, must complete the Assessment Technologies Institute (ATI) TEAS (Test of Essential Academic Skills) which is a national standardized test that provides assessment data regarding a student’s overall academic preparedness for nursing schools. There are four sections to the test including reading, math, science, and English. The test takes approximately 3-1/2 hours to complete. The individual must score proficient, advanced, or exemplary to be considered for admission. Individuals must visit the ATI website at [www.atitesting.com](http://www.atitesting.com) and will be required to create an account with ATI in order to register for the test.

Applicants will have access to their individual TEAS score reports within 24 hours of completion of the test. Individuals can access their score by logging into the ATI website. The TEAS can be taken up to three times in a calendar year. Individuals must wait 30 days before retaking the
test if they fail per UPMC Schools of Nursing policy. If the test is retaken before the end of the
30 day waiting period, the results will not be considered valid regardless of the testing location.

All TEAS scores will be good for two years from the date of the actual test.

**THE APPLICATION PROCEDURE**

**ONLY candidates who successfully pass the ATI TEAS pre-entrance exam should proceed with the application procedure.**

- **Application for Admission**

  Candidates must complete the Application for Admission. Candidates may also complete an
  online application; the link for the application will be sent once qualified ATI TEAS test scores
  are entered into CampusVue by the Coordinator of Pre-Admission Testing.

  Individuals who have taken the TEAS test at another location must contact ATI through their
  ATI account to have their scores sent directly to the nursing school they are interested in
  attending. Only an official transcript from ATI will be accepted.

- **Essay**

  The candidate must write an essay explaining what becoming a nurse means to the applicant.
  The essay should be between 300-350 words.

- **References**

  The candidate must submit two (2) reference forms completed by someone other than a family
  member.

  Suggested references include nurses, employers, professional colleagues, physicians, former
  teachers, clergy, and other respected citizens.

- **Proof of Eligibility to Study at the Post-Secondary Level:**

  - Has a high school diploma (this can be from a foreign school if it is equivalent to a U.S. high
    school diploma); high school graduate candidates must have official copies of the high
    school transcripts sent to the school and must include the month, day, and year of graduation.

  - In the event an applicant has graduated from a foreign high school, it is his/her responsibility
    to have the high school transcript evaluated by World Education Service (WES)
    [www.wes.org](http://www.wes.org) for equivalencies prior to being offered admission to any UPMC School of
    Nursing.

- In accordance with the Commonwealth of Pennsylvania Professional and Vocational
  Standards – State Board of Nursing:
"Applicants shall have completed work equal to a standard high school course with a minimum of 16 units including 4 units of English, 3 units of Social Studies, 2 units of Mathematics (1 of which is Algebra) and 2 units of Science with a related Laboratory or equivalent."

Should an applicant not have 2 units of science with a related laboratory or equivalent, he/she will need to complete 2 science classes with a related laboratory before being considered for admission.

- Has the recognized equivalent of a high school diploma, such as a general educational development or GED certificate. An original copy of the GED certificate with test scores must be submitted.

- Has completed homeschooling at the secondary level as defined by State law;

- Has completed secondary school education in a homeschool setting which qualifies for an exemption from compulsory attendance requirements under State law, if State law does not require a homeschooled student to receive a credential for their education.

**Candidates with Post-Secondary Education**

Official transcripts must be submitted for all previous post-secondary education completed beyond high school. This must include any college, university, nursing, technical/vocational or other schools attended. Should an applicant have attended another nursing school(s), the individual must submit all nursing school transcript(s) prior to being considered for admission. Transcripts should be sent with the admission packet or from the transcript-issuing institution.

Any applicant who has failed one or more nursing course(s) or one or more non-nursing course(s) (Anatomy & Physiology I and II, Microbiology, Human Growth & Development, College Writing, and Biomedical Ethics) at another school within one year of the current admission date will not be considered for admission. A failed grade will include all grades lower than a C.

Policies related to transfer credits/courses are outlined in the Credit Transfer Policy. All transcripts and references become the property of UPMC Schools of Nursing and will not be returned to the applicant. This information will not be shared with any third party. All partial application materials will be maintained for two years after receipt and will not be returned to the applicant.

**THE ADMISSION PROCESS**

- **Application Deadlines**

  The complete application packet consists of the application, essay, official high school transcripts in a sealed envelope from the high school, official transcripts for all previous post-secondary education (colleges, universities or other schools) completed beyond high school,
in a sealed envelope from the college/university/other schools, and two (2) references each in a sealed envelope. Individuals who have taken the TEAS test at another location must contact ATI through their ATI account to have their scores sent directly to the nursing school they are interested in attending. Only an official transcript from ATI will be accepted.

If an individual has completed an online application, the applicant must still submit an official high school transcript(s) in a sealed envelope and official transcripts for all previous post-secondary education completed beyond high school.

Applications are accepted until the application deadline date for a given enrollment period. Applicants will only be considered for admission to the next available program once all admission requirements have been completed and all application materials have been submitted. It is the applicant’s responsibility to complete all required steps in the application process.

- **Offer of Admission**

  If accepted for admission, the candidate will receive a written offer of acceptance. To reserve a space in the incoming class, the candidate must acknowledge acceptance in writing per the letter offering admission to the school.

- **Post-Acceptance Information Session/New Student Orientation**

  Attendance at all new student orientation sessions is mandatory once the offer of admission has been accepted. Should an individual not attend a session, he/she will not be permitted to start the program. Topics covered at these sessions include: academic schedules, financial aid, photo ID badges, and compliance requirements.

- **Deferment**

  Any applicant who has accepted admission and chooses to defer his/her admission will be permitted to do so for one (1) consecutive start date. Any student deferring for the second time will be placed on a waiting list. This applies to all of the UPMC Schools of Nursing.

**POST ADMISSION REQUIREMENTS**

Once admitted to the program, candidates must complete each of the following post admission requirements prior to enrollment. Forms and directions for completing the compliance requirements are provided to applicants upon receipt of their acceptance of the offer of admission. Early completion of these requirements is highly discouraged as each requirement must be completed within a specific time period relative to the start of classes.

Failure to submit the necessary compliance documents by the submission deadline may result in revocation of the admission offer.
• Health Screening Process

Prior to enrollment, in compliance with the regulations of the State Board of Nursing, students must complete the Health Screening Process through one of the designated UPMC MyHealth@Work locations for all new students. Each student must receive a “pass” related to his/her ability to perform the essential functions of a student nurse as well as the medical evaluation clearance. The Health Screening Process includes titer/vaccination history for Hepatitis B, Quantiferon Gold (TB blood draw) as well as a pre-admission questionnaire (physical activity, infectious diseases, vaccinations, latex history and medical history). It also includes a drug testing process as well as a particulate respirator medical evaluation.

Should an applicant be a UPMC employee, the applicant will be required to participate in the health screening process including payment and making an appointment at one of the designated MyHealth@Work locations. The employment status will be verified by a representative from the UPMC Schools of Nursing. Once verified that the applicant is an active employee within UPMC, the payment of the health screening process will be applied to the individual’s tuition as a credit.

Should an applicant complete the health screening process and not receive a “pass” and/or not meet all of the admission criteria, no refund will be issued for the health screening process.

A positive drug screen will nullify admission to the program. The candidate will not be eligible for readmission to any of the UPMC Schools of Nursing for one year.

• Requirements for Criminal History/Child Abuse Clearance/Fingerprint History

All students must provide recent Pennsylvania Child Abuse History Certification (Act 33), Pennsylvania Criminal Record Check (Act 34), and fingerprint history (Act 73) prior to the start of classes as noted in the letter offering admission to the school. Recent is defined as within 6 months of date of enrollment.

Should a student have any type of criminal record and/or conviction, the criminal record and/or conviction will be reviewed by the Criminal Clearance Review Committee to determine if the student can attend clinical at all UPMC facilities particularly those serving vulnerable populations.

*Conviction includes judgment, found guilty by a judge or jury, pleaded guilty or nolo contendere, received probation without verdict, disposition in lieu of trial or Accelerated Rehabilitative Disposition (ARD).

The applicant must disclose if he/she has ever pleaded guilty, been convicted of, accepted ARD, or pleaded nolo contendere (no contest) to any violation other than a summary offense. The applicant will also be asked to disclose whether his/her record has been expunged.

The Pennsylvania State Board of Nursing requires any applicant for licensure to disclose if he/she has ever been convicted of a misdemeanor, felony, felonious act, an illegal act associated with alcohol, or an illegal act associated with substance abuse. The State Board of Nursing reserves the right to deny licensure based on the applicant’s criminal history, even if an individual has completed a nursing program.
- **CPR Certification**

  All students must have current American Heart Association Healthcare Provider Cardiopulmonary Resuscitation (CPR) Certification/Basic Life Support Provider, including adult, infant and child CPR and AED training. CPR Certification must be maintained by a student throughout the program. No other form of CPR certification will be accepted.

V. **REFERRED AND RELATED POLICIES:**

  - UPMC Schools of Nursing Health Screening Process
  - UPMC Schools of Nursing Health Screening Authorization Form
  - UPMC Schools of Nursing ATI Testing and Remediation 69 Credit Policy

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Sponsor: Administration
Reviewed/Approved: 09/19/14; 06/16/16; 03/30/17
Reviewed/Approved: UPMC Schools of Nursing Executive Leadership Team: 03/30/17; 01/12/18; 08/23/18
Originated Date:
Effective Date: 06/16/16; 08/28/17; 08/27/18; 08/23/18

Signature: [Signature]
Executive Director
UPMC Schools of Nursing

Date: 8/23/2018