

DEFINITION: This is professional nursing work in the psychosocial, physical and/or mental health care disciplines involving treatment for students/patients with a psychosocial or physical injury or illness, and/or dysfunctional behavior, at a State System of Higher Education university.

An employee in this class performs as a substitute staff nurse providing professional nursing care services in a State System of Higher Education university for students/patients with a mental or physical injury or illness, and/or dysfunctional behavior. Employees practice within a variety of university work settings, including a university health services center. Work efforts are primarily directed toward the promotion, maintenance and restoration of the physical, psychosocial, behavioral or mental health of students/patients; providing nursing diagnosis and treatment; and developing and implementing a nursing care and treatment plan for each individual. The work involves providing direct student/patient nursing care by reviewing individual nursing documentation, charts and records, taking vital signs, administering medications and treatments, as prescribed by a physician/Certified Registered Nurse Practitioner, recording and updating nursing documentation and records; and assessing, evaluating and reporting symptoms and reactions or responses to medication and treatment. The work includes conferring with other university health service facilities or disciplines; providing nursing expertise to the interdisciplinary treatment team (ITT); and participating in the development, implementation, evaluation and modification of a comprehensive individualized care and treatment plan for each student/patient. Work also includes selecting, implementing and evaluating therapeutic measures essential to the effective outcome of a nursing regimen and the prescribed psychosocial, medical or psychiatric regimen for each student/patient. Employees participate in staff development programs and continuing education programs; may direct the work of non-professional staff; provide ongoing orientation and on-the-job training as needed. Work assignments are received in the form of oral or written instructions, and are performed in accordance with the physician's/Certified Registered Nurse Practitioner's prescriptions, written guidelines/protocols, orders, and the applicable laws; established rules and regulations; and standard practices of the nursing profession.

Work is reviewed and evaluated by a Registered Nurse Supervisor or manager through observation, review of reports and conferences for quality and adherence to established standards in the application of professional nursing practices.

EXAMPLES OF WORK: Performs as a staff nurse in a university health services center by providing direct nursing care and treatment, as appropriate, by following standard nursing processes for assessing, providing nursing diagnoses, and treating students'/patients' physical, psychosocial, behavioral and/or mental health status in

order to maximize the effectiveness of the nursing care and treatment plans for each student/patient, as appropriate.

Reviews students'/patients' medical records, documentation and forms; takes vital signs including pulse, temperature, respiration and blood pressure; obtains sputum, urine, blood and other specimens for laboratory examination; administers oral, eye, ear, nose, rectal, topical, subcutaneous, intra-muscular and intravenous medications as prescribed in the psychosocial, medical or psychiatric regimen; performs pulse oximetry, urine dip and hemoglobin and blood glucose testing; observes, interprets, records, and documents on medical records, as appropriate; and reports symptoms, vital signs and reaction and/or response to test results, medication and treatments.

Develops, implements, evaluates and modifies nursing care plans for each student/patient in cooperation with their family members and/or legal guardian, and other members of the ITT at a State System of Higher Education university, and/or other appropriate members of the health care system.

Provides nursing expertise to the ITT, and participates in the development, implementation, evaluation and modification of a comprehensive individualized care and treatment plan for each student/patient.

Selects, implements, and evaluates therapeutic measures essential to the effective outcome of the nursing care plan and the prescribed medical, psychiatric or psychosocial regimen for each student/patient.

Provides health promotion and maintenance through teaching, guidance and counseling to patients, their family members and/or legal guardian and other members of the health care system in such areas as personal care, infection control, nutrition, medication, protective devices, and social skills.

Directs, monitors and instructs non-professional personnel supporting the health care activities of the university health services center.

Provides orientation and on-the-job training, guidance and health care education to non-professional nursing services personnel engaged in direct student/patient rehabilitative care and treatment.

Ensures a clean and therapeutic environment is maintained in the health care center.

Positions and/or lifts non-ambulatory students/patients with assistance, as needed to assist them with physical treatment activities.

Participates in nursing activities to provide health care services perspectives/advice/counsel.

Participates in nursing service quality assurance/improvement risk management activities within the health center. Explains the policies, rules and regulations, procedures, and objectives of the university's health care system to students/patients, their family members and/or legal guardian, and/or others, as appropriate, and consistent with health care and confidentiality standards.

Participates and assists other discipline staff in carrying out activities programming for students/patients.

Participates in formal staff development programs to develop general nursing skills, and skills in appropriate specialized areas such as the university college health setting, State System of Higher Education university, and participates in continuing education programs to enhance professional competence.

Prepares and submits records and reports as required in accordance with rules, regulations, standards and operating practices.

Performs related work as required.

REQUIRED KNOWLEDGE SKILLS, AND ABILITIES: Knowledge of the theories, practices and methodologies of professional nursing.

Knowledge of the principles and practices involved in organizing and directing the work of others in providing for the habilitative/rehabilitative nursing care and treatment of students/patients with a mental or physical injury or illness, and/or dysfunctional behavior.

Knowledge of therapeutic and adverse effects of pharmacological agents and medical treatments, and of the human anatomy and physiology, of nutrition, and of health wellness.

Knowledge of current professional nursing practices in such specialty care areas as, but not limited to, a health services center, and/or those required for acute and urgent care services for students/patients residing at a State System of Higher Education University, or dysfunctional behavior modification, mental health and/or the rehabilitative care and treatment of students/patients.

Knowledge of the principles and methodologies of quality nursing management, inclusive of risk management, quality improvement and quality assurance, and/or infection control.

Ability to apply professional nursing practices, techniques, methodologies and professional nursing standards in performing nursing care and treatment work assignments; and/or administering the health services center's infection control, quality assurance/improvement/risk management functions.

Ability to assess, provide nursing diagnoses, treat and evaluate students'/patients' behavior and physical and/or mental health status.

Ability to direct, instruct, guide, and lead professional, paraprofessional and non-professional health services center personnel in the application of standard nursing practices and methodologies for assessing, providing nursing diagnoses, treating and evaluating students'/patients' physical, behavioral and/or mental health status; and to develop and implement a comprehensive nursing care and treatment plan in accordance with the prescribed medical, psychiatric and/or psychosocial regimen for each student/patient.

Ability to promote and maintain continuity of care and treatment within a health services center at a State System of Higher Education University.

Ability to make independent judgments in relation to the nursing care of students/patients; and in resolving health threatening problems.

Ability to plan and assess immediate and long term nursing care goals and objectives for students/patients in the health services center, and the university community.

Ability to plan and coordinate nursing activities for students/patients with resources of other disciplines.

Ability to assess training, educational and staff development needs; and to provide guidance and on-the-job training, as required; and/or to recommend additional training or continuing education, as appropriate.

Ability to establish and maintain effective communications with students/patients, their family members and/or legal guardian, and other service providers and members of the health care services system.

Ability to position, move, lift and/or transfer non-ambulatory students/patients with assistance, as needed.

Ability to provide guidance to students/patients and their family members and/or legal guardian in health promotion and maintenance.

Ability to identify actual or potential health and safety hazards.

Ability to evaluate patterns and trends in the nursing care and health care system.

Ability to administer prescribed medications and treatment and to observe, interpret, document, and report students'/patients' symptoms, vital signs and reactions/responses to medications and treatments.

Ability to establish and maintain a therapeutic attitude and relationship with students/patients with a mental or physical injury or illness, and/or dysfunctional behavior in order to properly treat and care for their physical, emotional or behavioral needs.

Ability to demonstrate competence in specialty nursing care and treatment areas, as appropriate.

Ability to apply professional nursing concepts, techniques, and procedures to the care and treatment of students/patients with a mental or physical injury or illness, and/or dysfunctional behavior.

Ability to develop and maintain effective working relationships with employees of the State System of Higher Education University.

Ability to prepare and maintain confidential records and reports, such as documentation of interactions and responses, required employee physical examination and immunization and emergency health care coordination records, and, as appropriate, laboratory reports.

Ability to acquire new knowledge, skills and techniques in current nursing theory, practices and methodologies by participating in staff development, in-service and out-service training and/or continuing education courses.

Ability to express ideas clearly, accurately and concisely, both orally and in writing.

MINIMUM EXPERIENCE AND TRAINING: A minimum of one (1) year of professional nursing experience is required.

NECESSARY SPECIAL REQUIREMENT: Possession of a current license to practice as a registered nurse issued by the Pennsylvania State Board of Nursing; or possession of a non-renewable temporary practice permit issued by the Pennsylvania State Board of Nursing.

CONDITION OF EMPLOYMENT: Employees possessing non-renewable temporary practice permits must obtain licensure as a Registered Nurse within the one (1) year period defined by the Pennsylvania State Board of Nursing.