

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 staff nurse or a charge nurse, providing basic and/or specialized 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. As charge nurse the employee is responsible for directing the shift continuity of nursing care and treatment for each student/patient treated in the university health services center. The charge nurse is responsible for the development, implementation and evaluation of a comprehensive individualized nursing care and treatment plan for each student/patient. As charge nurse, the employee directs and coordinates the delivery of nursing care and treatment for students/patients on a single shift in a university health services center, directs and coordinates the shift to shift continuity of nursing care in a health services center, usually on the evening or night shift in a State System of Higher Education university health services center facility, in accordance with licensing requirements. Charge nurses make assessments and decisions in regard to staff utilization and supplies and equipment needs. The charge nurse directs the work efforts of professional nursing staff and supervises paraprofessional and/or non-professional personnel assigned to the university health services center and ensures that the coordination of services, coverage of services, and maintenance of records is accomplished.

The staff nurse is responsible for a basic nursing care area, such as, promotion, maintenance, and restoration of the physical, psychosocial, behavioral and or mental health of students/patients; providing nursing diagnosis and treatment; and developing and implementing a nursing care and treatment plan for each individual. Specialty nursing care involves duties such as infection control or quality assurance/improvement/risk management activities; and/or may provide direct professional nursing care and treatment services in a university health services center in a State System of Higher Education university. Clinical work involves scheduling needed clinical services for students/patients; and/or providing or arranging for emergency nursing care services, physical examinations and required immunizations and/or treatments, as appropriate, for students/patients, as well as for facility employees; assisting the physician/Certified Registered Nurse Practitioner with, and/or administering the appropriate clinical care and treatment(s); and recording, preparing and maintaining appropriate records and reports regarding clinical services. Work involves developing, implementing, and evaluating nursing care and treatment plans; coordinating nursing care and services with members of the nursing staff, or the multiple disciplines of the interdisciplinary treatment team (ITT) at a State System of Higher Education University; and ensuring that

students/patients with symptomatic or established conditions of mental or physical injury or illness, and/or dysfunctional behavior are provided nursing diagnoses and nursing care and treatment appropriate for their treatment needs and preferences. Work includes monitoring the behavior, physical and mental condition of students/patients; assessing their nursing care documentation, charts, records and reports, and updating records, as appropriate; ensuring that appropriate nursing care and treatment is provided through effective performance of the nursing regimen and the prescribed psychosocial, medical or psychiatric regimen for each student/patient; and participating in developing, implementing, evaluating and modifying the comprehensive individualized nursing care and treatment plan for each student/patient. Work also includes identifying nursing direct care staff learning needs; making training recommendations; providing ongoing orientation; and on-the-job training for substitute and direct care professional and non-professional university health services center personnel; participating in and evaluating staff development programs to further enhance professional nursing skills; and assisting in planning future improvements of the university health services center facility and operation.

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

EXAMPLES OF WORK: Serves as charge nurse by ensuring the development, implementation and evaluation of a comprehensive individualized nursing care and treatment plan for each student/patient for assigned shifts, and by directing and coordinating the shift to shift continuity of nursing care in a health services center, consistent with the university and health services center goals and objectives.

Serves as charge nurse by directing and coordinating the delivery of nursing care and treatment for students/patients on a single shift, in a university health services center.

Charge nurses assess students'/patients' physical, psychosocial and/or mental health status; determine immediate and long range nursing care and treatment plans, goals, staff utilization, supply and equipment needs; schedule employees, assign work and direct the work efforts of assigned professional, paraprofessional and non-professional health services center personnel; coordinate services, coverage of services and maintenance of records; monitor nursing care through observation, peer review and updates to nursing care documents, records and reports; and develop, recommend and direct changes in the administration of nursing care and treatment methods and plans.

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, 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.

Staff nurses may be responsible in such nursing care and treatment areas as, but not limited to such specialized nursing activities as, infection control, or the health services center's quality assurance/improvement/risk management functions by reviewing, monitoring, reporting, and developing/recommending corrective action plans for nursing department procedures and nursing staff performance in these activities.

Provides complete nursing care and treatment in a health services center at a State System of Higher Education University, and/or assists a physician/Certified Registered Nurse Practitioner with physical examinations, and provides needed clinical treatments and required immunizations, or emergency health care coordination services for students/patients, and/or for university employees, as appropriate; assists with and/or administers the needed nursing care and treatments; and documents, prepares and maintains appropriate records and reports regarding clinical services provided.

Coordinates nursing care services, coverage of services and maintenance of nursing care records; monitors nursing care and treatments through observation, review and updating of nursing documents, including the students'/patients' care and treatment charts, records and reports; and develops, recommends and directs changes in the administration of nursing care and treatment methods and plans.

Compiles, reviews, monitors and interprets nursing database regarding vital signs, symptoms, observations, and the students'/patients' physical, behavioral and mental conditions; and evaluates nursing care and treatment plans to ensure appropriate performance of a nursing regimen and the prescribed medical, psychosocial or psychiatric regimen for each assigned student/patient cared for and treated at the university health services center.

Observes, interprets, records and reports the effects of pharmacological agents and therapeutic treatments administered to students/patients, noting deviations or adverse effects in students/patients' physical, behavioral or emotional conditions to the physician/Certified Registered Nurse Practitioner or the supervisor.

Provides guidance to nursing services staff in developing, implementing, reviewing and modifying nursing care activities; and coordinates nursing infection control and quality assurance/ improvement/risk management procedures with other facility staff.

Provides health/wellness promotion, education, and guidance by organizing, planning, developing, and implementing wellness programs/activities for students/patients and university employees.

Provides nursing expertise to the ITT at a State System of Higher Education university, and participates in developing, implementing, evaluating and modifying a comprehensive individualized care and treatment plan for each student/patient.

Plans and coordinates the activities of the assigned nursing care staff and the resources of other disciplines required to provide individualized care and treatment.

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

Develops and maintains a therapeutic, safe, and sanitary health services center environment for students/patients and staff.

Participates in nursing and university committee activities.

Identifies nursing direct care staffs' learning needs; makes staff development and training recommendations; orients new employees to the health services center policies and procedures, rules and regulations of the State System of Higher Education university; provides and/or participates in on-the-job training for professional, paraprofessional and non-professional health services center nursing care personnel; and recommends, participates in, and evaluates staff development programs to further enhance professional nursing skills.

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

Reviews pre-entrance physicals and documents medical concerns and needs of students/patients for provision of appropriate services.

Communicates to faculty and staff special medical needs or restrictions of students/patients who have supplied written permission.

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 insure that staff utilization is proper for the nursing care and treatment needs of the students/patients.

Ability to plan, prioritize, and coordinate activities of the nursing direct care staff 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' 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 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.