

Pre-licensure and RN to BSN Nursing Leadership or Project Experiences

- ❖ All Leadership and project experiences are approved separately from clinical experiences through the semester approval process (through TCCP). **This includes employees who are also students.**
 - Leadership experiences may include a leadership assignment, but not an academic project. Academic Project experiences are requested separately. See the document “Differentiating Academic Clinical – Leadership – Project Experiences”.
 - If a leader has a student requesting or expecting leadership or project hours that have not been previously approved by the Academics team, notify the academic affiliations team at AllinaAcademics@allina.com.
 - The student may not do any leadership or project hours until approved formally and all onboarding is complete.
 - The course objectives guide the experience. The student/faculty must provide these.
 - Most are 40 hours or less. The actual hours on the unit may be less if the student is supposed to complete a course assignment.
- ❖ Students are not granted Excellian or Omnicell access. **They must not use their employee access to view patient data while completing any assignment or project as this would be a HIPAA violation.**
- ❖ Students (including employee students) should not be reviewing patient records.
- ❖ Leadership experiences:
 - Some are strictly observation of the leader in action – attending meetings, rounding, etc. The leader must determine if the content of the meeting may be a business confidentiality or HIPAA issue. If so, the leader will determine if it is best to exclude the student from that meeting.
 - Many schools that have observation expectations only, may include following a charge nurse, nursing supervisor, infection control, or quality.
 - Leadership experiences may include a leadership assignment, refer to the “Differentiating” document.
- ❖ Project experiences: Pre-licensure and RN to BSN students **cannot implement** a change, so projects are limited to data finding and designing/proposing a plan.
 - The student is expected to come with a project idea.
 - If the leader does not approve the project, the leader may propose a different idea to the student and faculty. This may be related to a current unit project.
 - If it is a project the student is presenting back at school, they do need to vet it with the leader to ensure that it complies with business confidentiality and HIPAA.
- ❖ If you have additional questions, please contact the faculty or AllinaAcademics@allina.com.
 - FYI –Advanced Practice leadership and project experiences have different requirements.

Specifics for RN to BSN Students:

- These experiences are only granted to current Allina employees in an RN to BSN program.
- This experience must be done on the students own time and never during scheduled work hours.
- Student process for this type of student follows standard student onboarding process to include rosters provided by school.

See the Link: Differentiating Clinical – Leadership – Project Experiences