

# **Oakland University School of Nursing**

## **Nursing Capstone Experience**

**NRS 4585 (475)  
CRN #10848**

**Faculty:**

**CARRIE BUCH, Ph.D., RN  
Associate Professor**

**This course has been determined to meet the  
General Education Requirement for  
Integration Knowledge and Capstone Experience**

**Winter 2018**

<b>COURSE NUMBER:</b>	<b>NRS 4585 (475) – CRN #10848</b>		
<b>CREDIT &amp; HOUR ALLOCATION:</b>	<b>Credits</b>	<b>Hrs/Wks</b>	<b>Total Hours Semester</b>
	<b>4</b>	<b>14</b>	<b>56</b>
<b>COURSE TITLE:</b>	<b>Nursing Capstone Experience</b>		
<b>CLASS TIME &amp; LOCATION:</b>	<b>January 3, 2018 – April 25, 2018</b>		
	<b>Online</b>		
<b>FACULTY OF RECORD:</b>	<b>Carrie Buch, Ph.D., RN</b>		
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	<b>Office Telephone: (248) 364-8715</b>		
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**This course has been determined to meet the Oakland University  
General Education Capstone Requirements**

**PREREQUISITES and/or CO-REQUISITES**

Prerequisites: NRS 3511 (310)

Prerequisites and/or Co-requisites: NRS 3531 (340), 3541 (355), 4561 (426), 4551 (450), 3071 (452), 4571 (474)

**NRS 4585 (475) must be taken the final semester.**

**Contacting Me and Office Hours**

Please contact me using the course email function in Moodle – either Internal Email or Quickmail. If you use Quickmail, an email you send will be sent to the person’s OU email and the response will be sent to your OU email, **so make sure you check your OU email regularly**. If Moodle is not available and you need another way to contact me, you can use my OU email at [buch@oakland.edu](mailto:buch@oakland.edu) or you can text or call me at 810-751-6183. I will have office hours by appointment either face to face, by phone, or through WebEx based on your preference and availability.

**OU GENERAL EDUCATION STUDENT LEARNING OUTCOMES**

**Capstone Experience**

The Capstone course prepares students to demonstrate:

- Appropriate uses of a variety of methods of inquiry and a recognition of ethical considerations that arise

- The ability to integrate the knowledge learned in general education and its relevance to the student's life and career

### **COURSE OVERVIEW**

This course is the capstone experience for the RN/BSN curriculum. The course provides students with the opportunity to assume primary responsibility for their learning while pursuing in-depth study of clinically relevant nursing phenomena. Students, in collaboration with nursing faculty, create capstone projects that reflect current perspectives of nursing/nursing practice as articulated in the nursing literature. Each student's unique nursing experiences and ways of knowing about nursing will be used as the context for learning to enhance each student's professional nursing practice and enrich their professional development.

### **COURSE OBJECTIVES**

1. Create capstone projects that involve in-depth study and evaluation of clinically relevant nursing phenomena.
2. Translate relevant empirically-based evidence from the nursing literature into professional nursing practice.
3. Integrate technological resources for evidence-based practice and patient safety into professional nursing practice.
4. Appraise legal, ethical, cultural, and scope of practice issues related to professional nursing for their relevance to one's own practice.
5. Demonstrate comprehensive knowledge of an area of a professional nursing practice.

### **TECHNICAL REQUIREMENTS**

All e-Learning courses at Oakland University are delivered using a learning management system called Moodle that allows instructors to design entire courses online or to enhance a classroom-based course. The Moodle software resides on a server allowing students to access it via a web browser, e.g. Mozilla, Firefox. Each course is uniquely designed by the instructor who may include some of the following components in his/her web-based or web enhanced course: course syllabus, course material/content, course assignments, quizzes/tests, hyperlinks to other websites on the Internet and/or other OU web pages, discussion boards, Internal email, and the course grade book.

## **TECHNICAL REQUIREMENTS (cont'd.)**

### **Logging into Moodle**

Students login to Moodle with their NetID (oakland.edu email) account password. Please remember that anytime you change your NetID password, it will be reflected in your Moodle login.

- Open the Moodle Login page: <https://moodle.oakland.edu>
- Log-in using the first part of your NetID username and password, e.g. if your email is [jwilson3@oakland.edu](mailto:jwilson3@oakland.edu) then:
  - Username: jwilson3
  - Password: whatever your Oakland University email password is

If you have any problems/issues with Moodle, you need to contact or fill out a help desk request form for e-Learning and Instructional Support.

To view course materials in MOODLE you will need the latest version of Adobe Reader that can be downloaded free of charge at [www.adobe.com](http://www.adobe.com)

### **General Policies**

All policies and procedures found in the Oakland University catalog and School of Nursing handbook will apply for this course. The Oakland University and School of Nursing academic year calendars will be followed for schedules, registration, holidays etc.

All times listed in this syllabus and on the course site are based on the EST/DST time zone. Please see part A of the syllabus for important course information including the course overview, course objectives, essential content, academic conduct, and special considerations.

### **Required Textbook**

American Psychological Association. (2010). *Publication manual of the American Psychological Association* (6<sup>th</sup> ed.). Washington, DC: Author. (ISBN-13: 978-1-4338-0561-5)

- Click [here](#) to order the APA book from Amazon.

### **Recommended Textbook**

American Nurses Association. (2015). *Nursing: Scope and standards of practice* (3<sup>rd</sup> ed.). Silver Spring, MD: Author. (ISBN-13: 978-1-5581-0619-2)

- Click [here](#) to order the ANA book from Amazon.

### PPT Presentations

Date & Time	Description	Meeting Type & Location
<p>Please choose one of the following days and times for your PPT presentation:</p> <ul style="list-style-type: none"> <li>• <b>Wednesday April 11, 2018 from 6:00 – 7:30 pm</b></li> <li>• <b>Friday April 13, 2018 from 9:00 – 10:30 am</b></li> <li>• <b>Monday April 16, 2018 from 9:00 – 10:30 am</b></li> </ul> <p><i>Click <a href="#">here</a> to sign up for a presentation day and time</i></p> <p>It is expected that you will remain online for the entire time slot to hear your classmates' presentations and participate in a discussion of each presentation. You only have to be online for the date and time slot when you are presenting. You do not have to be online for all of the dates. You are welcome to join any other WebEx session, but it is not required.</p>	<p>PPT Presentations of the Capstone Project</p> <p><b>Note:</b> It is highly recommended that you have a webcam to fully participate in the PPT presentations. You will lose one point off of your grade for the PPT presentation if you do not have a webcam.</p>	<p>WebEx Meeting</p> <p>Once you have completed your project, you will develop a PPT presentation on your project and present it to the class using WebEx. You do not need to come to campus. You just need a computer, microphone and webcam. More detailed information about the presentation is posted on the course site.</p>

## **Late Work**

You will lose one point off of your grade for every day that an assignment is late unless there are extenuating circumstances and the instructor is notified in advance and gives approval for the assignment to be submitted late.

## **Using Moodle**

Moodle is Oakland University's learning management system. You will use Moodle to participate in all course activities and to progress through the course. You can access Moodle at <http://moodle.oakland.edu> – login there with your university supplied NetID username and password.

## **Technical Skills Required**

Students enrolled in this course are expected to have a moderate level of computer proficiency. You should be comfortable doing all of the following:

- Using your chosen computer operating system and a web browser
- Following online directions for using a new program
- Typing at least 20 words a minute
- Troubleshooting basic computer problems
- Working through problems you cannot resolve on your own with remote support technicians

## **Required Technology**

In order to fully participate in this course you will need:

- An internet connected computer with a web browser installed. *Use of smartphones and tablets is not recommended.*
- A webcam and microphone.
- A backup plan to be able to log in from another computer or another location as needed in the event that your computer crashes or internet goes down.

## **Technical Assistance**

If you have general questions about the course (such as due dates, content, etc.), please contact the instructor using any of the contact methods described in this syllabus. For technical issues that you cannot resolve on your own, please contact the E-Learning and Instructional Support office:

- Phone : (248) 805-1625
- Submit a help ticket by clicking [here](#)

If you have trouble accessing any of the content in this course, please contact the instructor.

Since computer access is available worldwide, it is expected that students will always have access to the course site. Unexpected computer problems are not an acceptable reason for failure to submit an assignment on time. If you do not have access to a computer in your home, you are expected to find alternative resources at your local libraries or [Kresge Library](#) at OU.

### **Student and Instructor Expectations**

#### **Students are expected to:**

- Read the syllabus and all assignment directions carefully.
- Watch the weekly videos.
- Complete all reading assignments before completing the assignment for that week.
- Spend the time necessary to complete all assignments on time and with high quality.
- Login to the Moodle course site at least 4 – 5 times per week.
- Respond to emails and course postings within two days.
- Participate in course discussions in a thoughtful and respectful manner.
- Respect rules of [netiquette](#)
  - Respect your peers and their privacy
  - Provide constructive feedback
  - Refrain from engaging in inflammatory comments.
- Save files frequently and in multiple places including the hard drive, a flash drive, and/or an Internet cloud such as [Dropbox](#) to protect your work.
- Submit all papers as a **.doc or .docx** file types only
- Use the American Psychological Association (APA) 6<sup>th</sup> edition (2010) format for all written work in this course and for all text and reference citations of sources. Spelling, grammar, and APA format will be a part of the grade for all course assignments.
- Carefully check all work prior to submitting for grammar, spelling, and APA errors. It is highly recommended to have someone else proofread your work before you submit it.
- Review all files and URLs before submitting any assignments to ensure the fact that the correct file is submitted and the correct URL is included in the reference list, etc.

- Submit assignments on time regardless of vacation plans or computer problems. Since computer access is available worldwide, it is expected that students will always have access to the course site. Unexpected computer problems are not an acceptable reason for failure to submit an assignment on time. If you do not have access to a computer in your home, you are expected to find alternative resources at your local libraries or Kresge Library OU. In addition, if you have vacation plans this semester, it is expected that you will notify the instructor and submit all assignments before you leave for vacation, so that assignments are not submitted late.

**The instructor is expected to:**

- Adhere to part A and part B of the syllabus.
- Make sure assignment directions are clear and the Moodle course site is up to date and well-organized.
- Login to the Moodle course site every week day.
- Moderate conversations in forums.
- Communicate any changes to the course in a timely manner.
- Respond to forum postings and emails within 24 hours during the week. Emails and course postings sent on the weekend (after 3:00 pm on Friday) will typically be responded to on the following Monday.
- Grade all assignments within one week of submission.

### **Asynchronous Online Learning Activities**

In an online course, you are expected to participate in asynchronous activities, such as online discussions, papers, and/or quizzes. These activities do not require the entire class to “meet” in the traditional sense – instead you are expected to participate anytime that is convenient for you within a specific window of time. For instance, you may be expected to contribute to an online discussion two or three times a week. For information about specific asynchronous activities, please login to Moodle or refer to the schedule at the end of this syllabus. The more frequently you login to the course site and actively participate in the course, the better the learning experience will be for everyone.

### **Online Discussions**

Students are expected to make substantive comments when using the discussion forums. Substantive comments are those that show integration and synthesis of the readings and professional experience (evidence-based practice) used to discuss the issue. Simple declarations of agreement with the work of others are not sufficient. Whenever possible, students should refer to comments made by others in the group and give some indication of the influence those



comments may have had on their thinking. Students will be evaluated individually for the quality of their contributions to the discussions in the modules.

## **Grading**

Students will be graded based on the following assessments.

- |  |                    |
|--|--------------------|
| ● Week 1 Quiz                          | 5% of Final Grade  |
| ● Library Module                       | 5% of Final Grade  |
| ● Discussion Forum Postings            | 20% of Final Grade |
| ● Capstone Project Weekly Updates      | 30% of Final Grade |
| ● Responses to Project Updates         | 15% of Final Grade |
| ● PPT Presentation and Project Outcome | 25% of Final Grade |

Oakland University’s published grading policy will be used, which can be found on the Oakland University website by searching for “grading policy”. The School of Nursing Undergraduate Grade Conversion table can be found on the last page of Part A of the syllabus.

## **Course Schedule**

The due date for activities/assignments is the last day of the week by 11:59 pm.

### **Week 1: January 3 – 9**

#### **Topics**

- Course Overview
- Capstone Project

#### **Readings**

- Course syllabus – make sure to read both part A and part B of the syllabus in detail
- Familiarize yourself with the course – review and read all course links
- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Course Introduction Video
- Week 1 Video
- Week 1 Quiz: Syllabus & Course Introduction

- Week 1 Discussion Forum: Introduce Yourself
- Week 1 Capstone Project: Review Project Guidelines

### **Week 2: January 10 - 16**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 2 Video
- Week 2 Library Module
- Week 2 Capstone Project Update

### **Week 3: January 17 – 23**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 3 Video
- Week 3 Capstone Project Update
- Week 3 Course Survey

### **Week 4: January 24 – 30**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 4 Video
- Week 4 Capstone Project Update

### **Week 5: January 31 – February 6**

#### **Topics**

- AACN Essentials

- Capstone Project

### **Readings**

- [AACN Essentials](#) I – IV (pp. 1 – 20)
- Articles/Chapters/Websites for Capstone Project

### **Activities**

- Week 5 Video
- Week 5 Discussion Forum: AACN Essentials I – IV
- Week 5 Capstone Project Update

### **Week 6: February 7 – 13**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 6 Video
- Week 6 Capstone Project Update

### **Winter Recess: February 17 – 25**

### **Week 7: February 26 – March 6**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 7 Video
- Week 7 Capstone Project Update

### **Week 8: March 7 – 13**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 8 Video
- Week 8 Capstone Project Update

### **Week 9: March 14 – 20**

#### **Topics**

- AACN Essentials
- Capstone Project

#### **Readings**

- [AACN Essentials](#) V – IX (pp. 20 – 61)
- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 9 Video
- Week 9 Discussion Forum: AACN Essentials V – VIII
- Week 9 Capstone Project Update

### **Week 10: March 21 – 27**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 10 Video
- Week 10 Capstone Project Update

### **Week 11: March 28 – April 3**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 11 Video
- Week 11 Capstone Project Update

### **Week 12: April 4 – 10**

#### **Topics**

- Capstone Project

#### **Readings**

- Articles/Chapters/Websites for Capstone Project

#### **Activities**

- Week 12 Video
- Week 12 Capstone Project Update

**Weeks 13: April 11 – 17**

**Topics**

- Capstone Project PPT Presentation and Project Outcome

**Readings**

- Articles/Chapters/Websites for Capstone Project

**Activities**

- Weeks 13 Video
- Weeks 13 Capstone Project PPT Presentation and Project Outcome
- Weeks 13 Final Course Survey

**Week 14: April 19 – 25**

- No Final Exam

## **NRS 4585 Capstone Project Assignment Directions**

### **Capstone Project Overview**

- The main activity for this course is the Capstone Project. You will choose a topic and a practice setting. You will then develop, implement, and evaluate your Capstone Project.
  - Suggested topics are listed on the next page or you can design your own project.
  - The practice setting can be your own current practice setting or another setting where you have a connection. In either case, you must obtain approval to conduct your project in the setting.
- You will determine the goals you would like to accomplish with this project and how you will meet those goals. The project must relate to the General Education Student Learning Outcomes and to the Course Objectives (Syllabus Part A).
  - Since this is a capstone project, it is expected that you will incorporate prior learning from other courses in this program into your project.
  - You will post a weekly update on your project to help you stay on track.
- Once you have completed your project, you will develop a PPT presentation on your project and present it to the class using WebEx. You will sign up for a presentation day and time in the first two weeks of the class using the Sign-Up Genius link. The presentations will take place during week 13 of the class. You do not need to come to campus. We will use WebEx for the presentations; so you just need a computer, microphone and webcam. More detailed information about the presentation is posted on the course site.
- Please note: When you take on a project like this, you will not know exactly what the end product will look like until you get there because it is dependent on the information you gather in the process. In addition, because you are working with people, you can expect the unexpected. While the end product is important, the most critical piece of the capstone project is the journey. It is more about what you learn through the experience than it is about the final product. For some of you, the final product will be just what you thought it would be. For others, it will be much different. Some of you will be very happy with your final product and some of you may not be happy with it. Regardless of the outcome, my hope is that you will all have learned something valuable by completing this project. If the final outcome is not exactly what you want it to be, you can always tweak things later, after this class, in order to improve upon what you started. You are graded on the process of completing this project, not on having the perfect final product.

## Capstone Project Topic Ideas

- Here are some options you can choose from for your capstone project this semester:
  - Educate other healthcare providers regarding the safe and effective use of new technology and evaluate the results of the educational intervention.
  - Research and develop/write a healthcare policy. Then work with other stakeholders to have the policy approved by the state board of nursing.
  - Work with community leaders to develop and implement a disaster/emergency preparedness plan for a specific population in a community.
  - Collaborate with the facility information technology staff to design, implement, and/or evaluate an electronic health record.
  - Work with staff to write and implement an administrative policy that will improve communication among the units in your facility.
  - Participate in an interprofessional performance improvement team currently working on implementation and/or evaluation of national patient safety goals.
  - Conduct a mock root cause analysis on a near miss and share results with staff or shared governance council or participate in an actual Root Cause Analysis (RCA) and/or Failure Mode Effects Analysis (FMEA).
  - Teach vulnerable populations about avoiding environmental risks and evaluate the effectiveness of the educational intervention.
  - Collaborate with institutions, such as a day care center or a homeless shelter, to develop and implement policies to minimize transmission of communicable diseases.
  - Construct a genetic pedigree by collecting family history information to identify a risk profile. Develop, implement, and evaluate a plan of care, including patient education and appropriate referral.
  - Using an actual care team in a microsystem of care, evaluate and make decisions about the organization, prioritization, and appropriate delegation of care.
  - Consult with other professionals to improve transitions of elderly patients across care settings. Develop, implement, and evaluate a plan for an older patient to transition from one level of care to another within the same facility and from one facility to another.

- Evaluate the effectiveness of continuity of care by assessing the needs of an individual patient and family and then reviewing the discharge, referral, and case management processes and plans for that patient.
- Use a community assessment model, e.g. Community as Partner, to conduct a community assessment and then design, implement, and evaluate a community health and population-focused health promotion activity.
- Identify a quality care or patient safety problem/issue that exists on an inpatient unit or in an outpatient setting and create a one-page business proposal complete with goals, objectives, and strategies to address the identified issue. (Note: you will need to research how to write a business proposal.)
- Design your own experience; must be pre-approved.
- Complete a specialized training course focused on perioperative, critical care, or emergency department nursing. These courses are offered through the SON and satisfy the capstone course requirements. The course content is similar to the orientation education that registered nurses receive who transfer into the perioperative, critical care, or emergency department setting. The class has an immersion the first month of the semester where we would be meeting 2 to 3 times a week either in class or simulation at a hospital. The course meets in the evening, the simulations are on Saturdays usually in the morning. Please let me know if you are interested in more information about one of these courses.

### **Weekly Project Updates**

- In addition to completing your project and developing a PPT presentation, you will also be expected to provide weekly updates discussing the progress you are making on your capstone project. The first project update will be due in week two. More details about the weekly project updates will be posted in each week of the course as the update requirements will vary from week to week.
- Project updates must be copied and pasted directly to the discussion board. They should not be posted as an attachment. Project updates posted as an attachment will not be graded.
- *The weekly project updates are 30% of your final course grade.*

### **Responses to Weekly Project Updates**



- It is also expected that you will post at least five responses to classmates' weekly updates throughout the semester (weeks 2 through 12). Please note that you need to post a total of five responses over the entire semester (weeks 2 through 12), not five responses each week. You can post more than five responses if you would like to do so, but only five responses are required.
  - For your response to count as one of the five required responses, it must meet the following criteria:
    - Your response must be positive and encouraging AND
    - Your response must:
      1. answer a question asked,
      2. ask a question about the project, OR
      3. make a suggestion to improve the project.
    - In addition, your response must be posted within the week following the update. For example, a response posted to a week 2 project update must be posted sometime during week 2 or 3 to count as one of the five required responses.
  - You will receive four points for every response that meets the above criteria. So, you can earn a total of 20 points for the responses to weekly project updates.
  
- *The responses to the weekly project updates are 15% of your final course grade.*
  
- Note: This project is intended to be comprehensive and involve a significant amount of time. It is expected that you will spend about 8 hours per week working on this project. This includes time spent posting weekly updates and reading and responding to classmates' postings. Reading and responding to each other is an important part of the learning experience with the capstone project. You will have the following week after the project updates are posted to respond to updates. So, for example, you will have all of week 3 to reply to week 2 updates.

**Table Linking Course Assignments to Course Objectives, SON Undergraduate Program Outcomes, and AACN Essentials**

<b>Assignments</b>	<b>Course Objectives</b>	<b>SON Undergraduate Program Outcomes</b>	<b>AACN Essentials</b>
Capstone Project	<p>Create capstone projects that involve in-depth study and evaluation of clinically relevant nursing phenomena.</p> <p>Translate relevant empirically-based evidence from the nursing literature into professional nursing practice.</p> <p>Integrate technological resources for evidence-based practice and patient safety into professional nursing practice.</p> <p>Appraise legal, ethical, cultural, and scope of practice issues related to professional nursing for their relevance to one's own practice.</p> <p>Demonstrate comprehensive knowledge of an area of a professional nursing practice.</p>	<p>Use best-evidence in nursing practice.</p> <p>Apply knowledge of health policy, economics, legal, and political principles to nursing practice.</p> <p>Demonstrate a commitment to professional development and lifelong learning.</p>	<p>Essential III: Scholarship for Evidence-Based Practice</p> <p>Essential VIII: Professionalism and Professional Values</p> <p>Essential IX: Baccalaureate Generalist Nursing Practice</p>
Discussion Forums	Appraise legal, ethical, cultural, and scope of practice issues related to	Apply knowledge of health policy, economics, legal, and	Essential VIII: Professionalism and Professional Values

	<p>professional nursing for their relevance to one's own practice.</p> <p>Demonstrate comprehensive knowledge of an area of a professional nursing practice.</p>	<p>political principles to nursing practice.</p> <p>Demonstrate a commitment to professional development and lifelong learning.</p>	<p>Essential IX: Baccalaureate Generalist Nursing Practice</p>
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## Oakland University School of Nursing GRADE CONVERSION

**Note: 70% = 2.5**

<u>PERCENTAGE</u>	<u>GPA</u>
<u>100.00</u>	<u>4.0</u>
<u>98.00 – 99.99</u>	<u>3.9</u>
<u>96.00 – 97.99</u>	<u>3.8</u>
<u>94.00 – 95.99</u>	<u>3.7</u>
<u>92.00 – 93.99</u>	<u>3.6</u>
<u>90.00 – 91.99</u>	<u>3.5</u>
<u>88.00 – 89.99</u>	<u>3.4</u>
<u>86.00 – 87.99</u>	<u>3.3</u>
<u>84.00 – 85.99</u>	<u>3.2</u>
<u>82.00 – 83.99</u>	<u>3.1</u>
<u>80.00 – 81.99</u>	<u>3.0</u>
<u>78.00 – 79.99</u>	<u>2.9</u>
<u>76.00 – 77.99</u>	<u>2.8</u>
<u>74.00 – 75.99</u>	<u>2.7</u>
<u>72.00 – 73.99</u>	<u>2.6</u>
<u>70.00 – 71.99</u>	<u>2.5</u>
<u>68.00 – 69.99</u>	<u>2.4</u>
<u>66.00 – 67.99</u>	<u>2.3</u>
<u>64.00 – 65.99</u>	<u>2.2</u>
<u>62.00 – 63.99</u>	<u>2.1</u>
<u>60.00 – 61.99</u>	<u>2.0</u>
<u>58.00 – 59.99</u>	<u>1.9</u>
<u>56.00 – 57.99</u>	<u>1.8</u>
<u>54.00 – 55.99</u>	<u>1.7</u>
<u>52.00 – 53.99</u>	<u>1.6</u>
<u>50.00 – 51.99</u>	<u>1.5</u>
<u>48.00 – 49.99</u>	<u>1.4</u>
<u>46.00 – 47.99</u>	<u>1.3</u>
<u>44.00 – 45.99</u>	<u>1.2</u>
<u>42.00 – 43.99</u>	<u>1.1</u>
<u>40.00 – 41.99</u>	<u>1.0</u>

Approved Faculty Assembly 2/20/03  
Updated WI 05