

School of Nursing Policy FSP-03

Faculty (and Specified Staff) Health Requirements

Effective Date

Spring 1990

Last Revision Date

7/22/2024

Responsible Party

All faculty, nursing administration, and specified staff. Remote faculty and staff may be excluded or held to differing health requirements guided by state or health agency regulations.

Scope and Audience

Any nursing faculty, clinical instructors, and staff with work/research assignments on campus, off campus, and within any clinical sites.

Additional Authority

NA

1. Policy Purpose

To outline the health requirements of all nursing faculty, clinical instructors, and specified staff.

2. Policy Statement

All faculty and clinical instructors, except for remote faculty, and specific staff will present the following information to the School of Nursing compliance team by the first day of classes each academic year (even if entering clinical at a later date). Oversight of this policy rests with the Divisional Dean, Associate Divisional Dean/Chief Nurse Administrator, and the Program Directors in the School of Nursing.

Health Requirements

To be submitted before the first day of classes after initial hire or may be annually submitted per requirements.

Faculty only:

Idaho RN licensure or multi-state (upon initial employment and, thereafter, upon renewal).

Current CPR (BLS):

Adult, child, and infant. Card must not expire during the academic year. Renewal certification may be completed online.

Tuberculosis (TB) Status:

A verified negative 2-Step or Baseline TB skin test or blood test, such as T-spot or QuantiFERON Gold will be required prior to the beginning first semester as a faculty member or clinical instructor.

- Tine Tests are not accepted.
- Annual TB tests are not required.
- Additional testing may be required as dictated by specific clinical requirements.
 - A chest X-ray report indicating the absence of TB is obtained within six months prior to initial hire and must be submitted.
 - An [Annual Tuberculosis Symptom Screen](#) must be submitted every year thereafter. The questionnaire must be completed by a primary care provider.

Varicella (Chicken Pox):

Documentation of a positive antibody titer, a statement of history of illness from a primary care provider, or proof of two doses of the varicella vaccine.

Tdap (Tetanus, Diphtheria, and Pertussis):

Documented administration of a one dose of Tdap vaccine received within the past 10 years. Tdap booster every ten years thereafter is required.

MMR (Measles, Mumps, and Rubella):

Documentation of Measles, Mumps, and, Rubella status as outlined below:

- If born before January 1, 1957, no documentation is required.
- If born after January 1, 1957, must have a positive Measles, Mumps, and Rubella antibody titer OR two MMR vaccinations. Vaccination timeline protocols, as recommended by the CDC.

Hepatitis B:

Documentation of Hepatitis B immunization, 3 Hepatitis B immunizations, or positive Hepatitis B antibody titer. If receiving the Hep B series, two of these must be received prior to the first day of classes. The third is required six months after the second. The Hepatitis B immunization can be obtained by the Central District Health Department or at the University Health Services.

Influenza (Flu):

Proof of seasonal flu vaccination must be received by the School of Nursing Compliance department by November 1st each year. Exemptions may be requested. Requested exemptions must be submitted by signature of the Faculty/Adjunct COVID-19 and/or Influenza Vaccine Exemption form. The exemption form will be honored for subsequent years, unless otherwise requested by the Boise State School of Nursing or clinical healthcare agency partners. If there is a lapse in employment, a new exemption form must be submitted. Exemptions may be requested for the following circumstances:

- Medical Exemption
- Religious Exemption

Covid-19

Proof of vaccination compliance, as required by clinical settings and partnering healthcare agencies, may be required. As such, proof of vaccination or documentation of exemption, before beginning the assigned clinical course. Requested exemptions must be submitted by signature of the Faculty/Adjunct COVID-19 and/or Influenza Vaccine Exemption form. The exemption form will be honored for subsequent years, unless otherwise requested by the Boise State School of Nursing or clinical healthcare agency partners. If there is a lapse in employment, a new exemption form must be submitted. Exemptions may be requested for the following circumstances.

- Medical Exemption
- Religious Exemption

3. Forms

- [Annual Tuberculosis Symptom Screen](#)
- [Faculty/Adjunct COVID-19 and/or Influenza Vaccine Exemption](#)

4. Related Information

Vaccine exemptions may result in clinical sites refusing to accept assigned faculty and/or clinical instructors. This may limit clinical teaching options.

Serial health requirements are to be satisfied by deadlines indicated in this policy and as determined by the individual programs in collaboration with the Clinical Compliance department. Any faculty member, clinical instructor, or staff member not in compliance past the program specific deadline dates may not teach an assigned course or clinical experience until all requirements are satisfied.

All Clinical Health requirements, processes, and procedures are subject to change based on contractual agreements with clinical partners and/or CDC recommendations. Should changes occur after normal Health Requirement cycles, employees will be informed by the program director and/or the Compliance department. Clear directions will be given, to include deadlines for compliance, in order to remain eligible for program participation. Continuous compliance with clinical health requirements is mandatory for all school of nursing programs. Failure to maintain continuous health requirements may result in an employee separation.

Faculty, instructors, and staff are responsible for all costs related to health requirements for the School of Nursing and any partner health systems.

SON: Faculty and Staff Expectations (Policy FSP-02)

Last Review Date

7/22/2024

Revision History

Spring 1990, July 2020, April 2022, March 2023, July 2023, July 2024