

# Pre-licensure Nursing and RN to BSN/MSN or LPN to RN

## Approval and Onboarding

- Requires approval from unit leader, through the [centralized approval process](#). Questions, contact [AllinaAcademics@allina.com](mailto:AllinaAcademics@allina.com).
- Student may not engage in finding their own preceptor.
- Preceptor cannot be family, friend, nor teammate.
- There must be a Clinician Nexus Opportunity to match the experience.
- All students must complete onboarding, including Allina employees who are students.

## Pre-licensure Experience

- Cannot be completed on employee-student's home unit.

## RN to BSN/MSN or LPN to RN Experiences

- These requests are only approved for Allina Health employees.
- Leadership experiences may be completed on home unit; however, preceptor cannot be friend or family.
- This experience must be done on the student's own time and never during scheduled work hours.

## Leadership and Project Experiences

### Leadership

- No project involved.
- Most are 40 hours or less.
- Course objectives guide the experience.
- May be observation only – to follow the leader throughout the experience.
  - Leader will determine whether student may be involved in meeting or discussion as appropriate related to business confidentiality and HIPAA considerations.
  - Preceptor may be unit leader, Charge Nurse, or other leader role such as Quality, Administrative Supervisor, Care Manager, etcetera.
  - May include a leadership assignment (Such as an interview, an analysis, but not a project). See: [Differentiating Academic Clinical Leadership and Project Experiences](#)

### Project Experience

- Pre-licensure and RN to BSN/MSN or LPN to RN students **cannot implement** a change. 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 idea, the leader may propose a different idea to the student and faculty. This may be related to a topic helpful to the unit.
- If student will be presenting at their school. This must be pre-approved by the leader to ensure that it complies with business confidentiality and HIPAA.