

*Blessing-Rieman College of Nursing
And
Health Sciences
2020-2021*



*Program Catalog and
Student Handbook
Spring 2021 Issue*

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BLESSING-RIEMAN COLLEGE OF NURSING AND HEALTH SCIENCES



3609 North Marx Drive
Quincy, Illinois 62305
217-228-5520
1-800-877-9140
www.brcn.edu

The *Program Catalog and Student Handbook* (catalog/handbook) provides information about the policies, procedures, and services governing academic programs and student life at Blessing-Rieman College of Nursing and Health Sciences (hereinafter referred to as “the College”).

The College reserves the right to change courses, requirements, and policies stated in this catalog/handbook without advance notice. Students will be informed of changes by email, mail, flyers, posters, and/or announcements.

The College does not practice or condone discrimination in any form against students, employees, applicants, third parties, or community members because of race; color; national or ethnic origin; age; religion; disability; sex; sexual orientation; gender; gender identity and expression; including a transgender identity; genetics; veteran status; and any other characteristic protected under applicable federal or state law, herein called “protected categories.”

TABLE OF CONTENTS

Sections	Pages
PART 1. PROGRAM CATALOG	1
GENERAL INFORMATION, ACADEMIC CALENDAR, AND TUITION AND FEES	2
General Information	2
Academic Calendar	9
Tuition and Fees	11
CURRICULA AND COURSES	12
Bachelor of Science in Nursing	12
Masters of Science in Nursing	29
Associate of Science in Health Information Management	35
Associate of Science in Laboratory Technology	39
Associate of Science in Respiratory Care	42
PART 2. STUDENT HANDBOOK	52
ACADEMIC POLICIES AND PROCEDURES	52
Admissions and Readmission Policies and Procedures	53
Progression Policies and Procedures	56
Graduation Policies and Procedures	60
Grading, Add/Drop Courses, Dismissal, Probation, and Withdrawal Policies and Procedures	62
Transferring Credit Policies and Procedures	66
General Academic Policies and Procedures	68
Program Specific Policies and Procedures	82
MSN Program	82
Respiratory Care Program	86
FINANCIAL AID POLICIES AND PROCEDURES	87
General Information	87

Sections	Pages
Financial Aid	88
Student Responsibilities	93
Accounts, Payment, and Refunds	94
Federal Tax Statements	100
Other Financial Aid Policies	100
STUDENT POLICIES AND PROCEDURES	106
Student Conduct Policies and Procedures	106
Grievance/Appeals Procedures	111
General Policies and Procedures	114
Computer Usage Policies and Procedures	155
STUDENT SERVICES	161
OTHER POLICES AND PROCEDURES	164
Non-discrimination/Equal Opportunity Policy	164
Sexual Harassment Policy	171
Sexual Harassment Hearing Procedure	199
COVID-19 Policy	201

*Blessing-Rieman College of Nursing
And
Health Sciences*



Part 1. Program Catalog

GENERAL INFORMATION, ACADEMIC CALENDAR, TUITION AND FEES

MISSION

The mission of the College is to provide excellence in professional nursing and healthcare career education.

VISION

The College will be recognized as a caring and engaged learning community, committed to preparing healthcare leaders for success and life-long learning enriched by promoting whole person care, quality, and safety.

VALUES

The College's values are:

Compassion
Dedication
Leadership
Professionalism
Quality
Respect
Safety

RELATIONSHIP BETWEEN THE COLLEGE AND BLESSING HOSPITAL

The College's parent organization is Blessing Hospital, a not-for-profit, not-tax supported, independent hospital. The College is a non-profit educational institution of higher learning and an operating division of the hospital.

Blessing Hospital is a major supporter of the College, providing financial subsidies, clinical sites, and facilities. The hospital, located in Quincy, Illinois, is the primary site for students' clinical experiences.

The hospital is a regional healthcare provider, serving the tristate area of west-central Illinois, northeast Missouri, and southeast Iowa. The hospital offers a breadth of services that provide students with a wide range of experiences in healthcare.

HISTORY OF THE COLLEGE

Blessing Hospital is a member of the Blessing Health System and overseeing the activities of the system is Blessing Corporate Services (BCS). The mission of BCS is to "improve the health of our communities."

The building of Blessing Hospital, the College's parent organization, was a goal of the "The Charitable Aid and Hospital Association of Quincy," a group of prominent citizens working with the city's poor. Their vision was to provide a place to care for the sick and, in May 1875, they opened Blessing Hospital. In 1878, the hospital's Board of Trustees formed a Board of Lady Managers to manage the hospital. From the very beginning, the Board of Lady Managers expressed concerns about nursing and the need for a training school at the hospital.

The Blessing Hospital Training School for Nurses accepted the first class of nursing students in 1891 and they graduated in September 1894. Since 1894, classes have graduated every year with the exception of 1906 (the program changed from two to three years in 1904) and 1988 (the last diploma class graduated in 1987 and the first baccalaureate class graduated in 1989).

The Blessing Nurses Alumni Association began in 1900, just a few years after the establishment of the national nursing organization, the American Nurses Association. In 1909, the Illinois Department of Registration and Education, organized in 1908, accredited the school, making it one of the first accredited diploma programs in the state of Illinois. As an accredited diploma school, Blessing graduates sat for the licensure exam and after passing the examination became registered nurses (RN).

Throughout the years of the training school, clinical hours, class time, and educational requirements changed the nursing program from a service-centered to a learning-centered education, becoming Blessing Hospital School of Nursing. General education classes were added and Quincy College taught these courses from 1946 to 1960 and Culver-Stockton College from 1960 to 1985.

In 1985, Blessing Hospital School of Nursing became Blessing College of Nursing and formed a partnership with Culver-Stockton College to provide a joint baccalaureate in nursing program, conferring the

Bachelor of Science in Nursing (BSN) degree. With a multi-million-dollar endowment from Cedric H. Rieman in memory of his wife, Lucille, a former member of the Advisory Committee of the School of Nursing, the College became Blessing-Rieman College of Nursing. In 1998, Blessing-Rieman College of Nursing added Quincy University as a partner to offer another joint BSN program.

Both partner institutions are independent, fully accredited coeducational four-year liberal arts colleges. Culver-Stockton College was chartered in 1853 as Christian University and Quincy University was chartered in 1873 as St. Francis Solanus College. Both institutions offer the traditional life of a small college campus: intercollegiate sports, fine arts, cultural events, student organizations, residence halls, and a small student-to-faculty ratio.

The College has grown and expanded educational programs since 1998, becoming Blessing-Rieman College of Nursing and Health Sciences in 2016. The College now offers a second-degree track for students seeking the BSN, a RN-BSN track, a master's degree in nursing (MSN) program, and associate of science degree (AS) programs in health information management. In 2020, the respiratory care program transitioned from an AS degree program to a Bachelor of Science (BS) degree program. Also in 2020, a BS degree program in radiologic sciences and an AS program in medical laboratory technology were added.

ACCREDITATION/INSTITUTIONAL MEMBERSHIPS

Institutional Accreditation

The College as an institution of higher education is accredited by The Higher Learning Commission (HLC).

230 South LaSalle Street, Suite 7-500 • Chicago, IL 60604-1411

www.hlcommission.org

info@hlcommission.org

800-621-7440/312-263-0456

State Approvals

The College as an institution of higher learning is approved by the Illinois Board of Higher Education (IBHE) and the Missouri Department of Higher Education and Workforce Development.

Nursing Program

The baccalaureate degree in nursing/master's degree in nursing at Blessing-Rieman College of Nursing and Health Sciences is accredited by the Commission on Collegiate Nursing Education, 655 K Street, NW, Suite 750, Washington, DC 20001, 202-887-6791. The baccalaureate nursing program is approved by the Illinois Department of Financial and Professional Regulation (IDFPR) and is fully approved by the Missouri State Board of Nursing.

Respiratory Care Program

The Associate of Science in Respiratory Care Program, 200616, at Blessing-Rieman College of Nursing and Health Sciences in Quincy, Illinois, holds Provisional Accreditation from the Commission on Accreditation for Respiratory Care (www.coarc.com). This status signifies that a program with an Approval of Intent has demonstrated sufficient compliance with the Standards (through submission of an acceptable Provisional Accreditation Self Study Report (PSSR) and any other documentation required by the CoARC, as well as satisfactory completion of an initial on-site visit), to be allowed to admit students. It is recognized as an accredited program by the National Board for Respiratory Care (NBRC), which provides enrolled students who complete the program with eligibility for the Respiratory Care Credentialing Examination(s). The program will remain on Provisional Accreditation until it achieves Continuing Accreditation.

Accreditation status can be verified by contacting CoARC at:

CoARC

264 Precision Boulevard

Telford, TN 37690

817-283-2835

www.coarc.com

Health Information Management

The Associate Degree Health Information Management Program is in Candidacy Status, pending accreditation review by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM).

Medical Laboratory Technology

The Associate of Science in Medical Laboratory Technology is accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), which ensures that the program maintains a high educational standard. They are located at 5600 North River Road, Suite 720, Rosemont, IL 60018-3597. Phone: (773) 714-8880. Fax: (773) 714-8886.

Memberships

The College is a member of the American Association of Colleges of Nursing, the National League for Nursing, the Illinois Council of Deans and Directors of Baccalaureate and Higher Degree Programs in Nursing, and the Missouri Association of Administrators of Baccalaureate and Higher Degree Programs in Nursing.

The College is a member of the American Association of College Registrars and Admissions Officers and the National Association of Student Financial Aid Administrators (NASFAA) as well as the Midwest Association of Student Financial Aid Administrators (MASFAA) and the Illinois Association of Student Financial Aid Administrators (ILASFAA).

Parent Organization

Blessing Hospital, the College's primary clinical site and parent organization, is licensed by the State of Illinois and accredited by DNV GL Healthcare. Clinical sites are licensed and/or certified.

Distance Education

The College is a SARA approved institution. SARA is the acronym for the State Authorization Reciprocity Agreements. This agreement is voluntary whereby institutions, states, and U.S. territories choose to be members of the National Council State Authorization Reciprocity Agreements (NC-SARA). The purpose of NC-SARA is to ensure that SARA approved institutions, such as the College, incorporate national standards for interstate post-secondary distance education courses and programs.

SARA approval allows the College to enroll into its online programs (HIM, RN-BSN, and MSN) and courses any distance education student who resides or is stationed in NC-SARA member states and U.S.

territories. Currently, the College can enroll distance education students from all states and territories except California and the Commonwealth of Northern Mariana Islands (CNMI), which are not members of NC-SARA.

For online students, whether living in Illinois or a NC-SARA member state, the Illinois Board of Higher Education (IBHE) has the responsibility and authority to resolve complaints against Illinois institutions, including the College. The link to the IBHE Complaint Process is <http://complaints.ibhe.org/>

FILING A COMPLAINT WITH AN ACCREDITING OR APPROVAL AGENCY

IBHE

The IBHE website (www.ibhe.org) includes an online complaint system. The system can be accessed from the home page of the College's website and the IBHE home page under *File a Complaint Online*. The direct URL for this link is <http://complaints.ibhe.org>

The institutional complaint system page provides directions and explains the process for filing a complaint about the College. The purpose of the IBHE complaint system is to provide students assistance with unresolved complaints. Before filling the complaint, IBHE expects that students have made "all attempts to resolve the matter directly with the institution [Blessing-Rieman College of Nursing and Health Sciences]."

HLC

Students, faculty, staff, and members of the public may submit a complaint about an HLC-accredited or candidate institution. The complaint process is designed to identify substantive problems with an institution's ability to meet the Criteria for Accreditation. Complaints are submitted using the form on the HLC website (www.hlcommission.org) under the Student Resources tab.

NCLEX-RN PASS RATE, GRADUATION/RETENTION RATES, CRIME RATES DISCLOSURE STATEMENT

The following statistics can be obtained from the College's website or on request from the College.

- Licensure/certification exam pass rate.

- Graduation and retention rates.
- Campus Safety Report.

COLLEGE BOARD OF TRUSTEES

Mr. Bill Daniels, Chair
President, Harborstone Group

Mr. David Boster
Blessing Hospital Board of Trustees

Mrs. Nikki Cain
First Bankers Trust Company

Dr. Thomas C. Dickerson
Financial Advisor
Northwestern Mutual

Ms. Cathy S. Meckes
Owner, Care Coordination Concepts Inc.

Mr. Chuck Scholz
Attorney

Mr. Kenton Snyder, APRN-FNP
Alumni

Julie Stratman
Assistant Regional Superintendent of Schools
Adams, Brown, Cass, Morgan, Pike, and Scott
Counties, Illinois

Celeste Gauthier Taylor
Community Leader

Dr. Brenda Beshears
President/CEO
Blessing-Rieman College of Nursing and Health
Sciences
(Ex-Officio)

Mr. Pat Gerveler
Senior VP/CFO
Blessing Health System
(Permanent Guest)

Mrs. Maureen Kahn
President/CEO
Blessing Health System

ADMINISTRATION

Jan Akright (2015)
Academic Dean
Associate Professor
Diploma, Burge School of Nursing
BSN, Hannibal-LaGrange College
MSN, University of Missouri- Columbia
PhD, University of Missouri- Columbia

Brenda Beshears (1991)
President/CEO
Professor
ASN, Hannibal-LaGrange College
BSN, Hannibal-LaGrange College
MS, Southern Illinois University-Edwardsville
PhD, University of Missouri-Columbia

Jenna Crabtree (2008)
Dean of Enrollment Management/Business Manager
BA, Concordia University Chicago
MBA, William Woods University

Karen Mayville (1982)
Administrative Coordinator - Accreditation
Professor
BSN, University of Wisconsin- Milwaukee
MSN, Marquette University
PhD, Capella University

Reta Richmond (2017)
Administrative Assistant
AAS, John Wood Community College

STAFF

Lisa Berry (2014)
Public Services Librarian
BS, Quincy University

Nancy Campbell (2004)
Student Accounts Representative/Bursar
John Wood Community College

Jane Cleaves (2019)
Financial Aid Assistant
BS, Quincy University

Rachel Cramsey (2004)
Registrar
BS, Culver-Stockton College
MBA, William Woods University

Julie Dietrich (2002)
Coordinator of Library Services, 2002
BS, Quincy University
MSLIS, Drexel University

Steve Downing (2010)
Network Administrator

Scott Geschwandner (2006)
Student Services Officer
BS, Quincy University

Debbie Giesing (2002)
Coordinator of Admissions
AS, John Wood Community College
BA, Hannibal-LaGrange University

Carole Hackett (2012)
Registrar Assistant
John Wood Community College
Quincy University

Erin McHargue (2017)
Financial Aid Coordinator
BS, Hannibal-LaGrange University

Heather Mutter (1998)
Admissions Counselor
BS, University of Arkansas

Shantry Miller (2017)
Technical Services Librarian
BA, Northwestern College- Iowa

Sarah Mueller (2013)
Counselor
Quincy University, BA
St. Louis University, MSW

Karen Peter (2014)
Secretary

Jordan Smith (2015)
Support Center Analyst II/IT Help Desk
Western Illinois University

Kevin Williams (2017)
Admissions Counselor
BS, Quincy University
MBA, Quincy University

FACULTY

Nursing Faculty

Erica Alexander (2011)
Associate Professor
BSN, Blessing-Rieman College of Nursing and Health Sciences/ Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences
PhD, University of Missouri-Kansas City

Jessica Bliven (2016)
Instructor
BSN, Blessing-Rieman College of Nursing and Health Sciences/ Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences

Linda Burke (1998)
Assistant Professor
BSN, University of Connecticut
MSN, University of Southern Maine
Doctoral Studies, Nova Southeastern University

Sheila Capp (1984)
Professor
BSN, Olivet Nazarene College
MS, University of Missouri- Columbia
PhD, University of Missouri- Columbia

Ashley Darbyshire (2012)
Assistant Professor
BSN, Iowa Wesleyan College
MS-Nsg. Ed., Grand Canyon University

Kim Erskine (2017)
Assistant Professor
BSN, College of St. Catherine
MSN, Walden University

Susan Grist (2012)
Assistant Professor
BSN, Central Methodist College
MS, University of Missouri- Columbia

Josey Harris (2012)
Assistant Professor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences
Doctoral Studies, Nebraska Methodist College

Lisa King (2018)

Instructor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Quincy University
MSN, Blessing-Rieman College of Nursing and Health Sciences
Doctoral Studies, Clarkson College

Erika Knuffman (2017)

Instructor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Quincy University
MSN, Blessing-Rieman College of Nursing and Health Sciences

Jessica Loos (2017)

Instructor
ADN, John Wood Community College
BSN, Southern Illinois University- Edwardsville
MSN, Blessing-Rieman College of Nursing and Health Sciences
Doctoral Studies, Clarkson College

Susan McReynolds (2007)

Assistant Professor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Culver-Stockton College
MS, Southern Illinois University- Edwardsville

Sarah Miller (2018)

Assistant Professor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Quincy University
MSN, Blessing-Rieman College of Nursing and Health Sciences
Doctoral Studies, Clarkson College

Shaila Odear (2020)

Instructor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences

Lacey Petersen (2011)

Assistant Professor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences
Doctoral Studies, Nebraska Methodist College

Deborah Race (2010)

Associate Professor
BSN, Blessing-Rieman College of Nursing and Health Sciences/ Culver-Stockton College
MSN, University of Phoenix
PhD, University of Missouri-Kansas City

Joan Ruhs (2011)

Assistant Professor
Diploma, Blessing Hospital School of Nursing
BSN, Blessing-Rieman College of Nursing and Health Sciences
MSN, Blessing-Rieman College of Nursing and Health Sciences

Marianne Schmitt (2005)

Assistant Professor
BSN, University of Illinois- Chicago
MS, University of Illinois- Chicago

Brandi Venvertloh (2011)

Associate Professor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences
PhD, University of Northern Colorado

Renee Volk (2020)

Instructor
BSN, Blessing-Rieman College of Nursing and Health Sciences/Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences

Debra Walton (1995)

Professor
Diploma, Blessing Hospital School of Nursing
BSN, Hannibal-LaGrange College
MS, Southern Illinois University- Edwardsville
PhD, St. Louis University

Lila Warning (2007)

Assistant Professor
BSN, Truman State University
MSN, Blessing-Rieman College of Nursing and Health Sciences

Christian White (2017)

Assistant Professor
BA, University of Iowa
MBA Western Illinois University
ADN, Southeastern Community College
BSN/MSN, Blessing-Rieman College of Nursing and Health Sciences
Doctoral Studies, Capella University

Rebecca White (2014)

Assistant Professor
BSN, Blessing-Rieman College of Nursing and Culver-Stockton College
MSN, Blessing-Rieman College of Nursing and Health Sciences

Jennie Whitlock (2017)

Assistant Professor
BSN, Blessing-Rieman College of Nursing and Quincy University
MSN, Grand Canyon University

Kimi Yuchs (2017)

Assistant Professor
BSN, Marycrest College
MAN, University of Iowa
DNP, University of Southern Indiana

Health Information Management Faculty

Kimberly Pitcher, RHIA (2018)

Program Director
Assistant Professor
BA, Ashford University

Laura Triplett, MBA, RHIA (2018)

Assistant Professor
BS, Hannibal LaGrange College
MBA, William Woods University

Medical Laboratory Faculty

Monsavahn Lithila (2020)

Assistant Professor
Program Director
AS, John Wood Community College
BA, American InterContinental University
MBA, William Woods University

Respiratory Care Faculty

Danielle Lorensen (2015)

Assistant Professor
Director of Clinical Education
BS, University of Missouri- Columbia
MBA, Western Governors University

Mark Lotz (2014)

Assistant Professor
Program Director
BA, Ottawa University
St. Mary School for Respiratory Therapy
MSML, Western Governors University

Emeriti

Pamela Brown

Professor, Nursing

Arlis Dittmer (1988)

Coordinator of Library Services

Beth Kenney

Assistant Professor, Nursing

Carol Ann Moseley

Professor, Nursing

Ann O'Sullivan

Associate Professor, Nursing

ACADEMIC CALENDAR 2020-2021

Fall 2020 Semester

August

Thurs- Fri	13-14	BRCN required check-in days (3609 N. Marx Drive), 9:00 AM-12:00 PM
Fri	14	Sophomore Orientation, 3:00-5:30 PM
Mon	17	BRCN & QU classes begin (QU at 5:00 PM)
Mon-Tues	17-18	BRCN required check-in days (3609 N. Marx Drive), 9:00 AM-1:00 PM, 2:00-4:30 PM
Fri	21	BRCN Junior Skills Fair (1st semester juniors only)
Mon	24	BRCN last day to add/drop a course
Mon	24	CSC classes begin
Tues	25	QU last day to add/drop a course
Fri	28	Commitment to Care, 1:00 PM (JWCC)
Fri	28	CSC last day to add/drop a course

September

Mon	7	Labor Day - No classes at BRCN, CSC, QU
Mon	21	Last day to withdraw from a 1st 8-week BRCN course

October

Sun	4	Teddy Bear Clinic (12:00 – 3:00 PM)
Mon	5	CSC Midterm Break - No Classes at CSC
Thurs- Fri	8-9	QU Fall Break - No Classes at QU
Fri	9	BRCN Midterm Break – No Classes at BRCN
Fri	9	1st 8-week BRCN session ends
Mon	12	2nd 8-week BRCN session begins
Mon	12	BRCN Midterm Grades Due (noon)
Fri	16	CSC last day to withdraw from 12-week course
Mon	19	Last day to add/ drop a 2nd 8-week BRCN course
Fri	23	Research Day
Fri	30	QU last day to withdraw from full semester course

November

Mon	2	Last day to withdraw from a BRCN course
Mon	16	Last day to withdraw from a 2nd 8-week BRCN course
Mon	16	CSC last day of 12-week session
Tues	17	CSC Reading Day
Wed- Fri	18-20	CSC Final Exams (12-week)
Sat- Sun	21-29	Thanksgiving Break No classes - BRCN, CSC, QU
Mon	30	CSC first day of 3-week session

December

Tues	1	CSC last day to add/drop a 3-week course
Fri	4	BRCN & QU Last day of classes
Mon-Thurs	7-10	BRCN & QU Final Exams
Thurs	10	BRCN graduating senior grades due (8:00 AM)
Fri	11	BRCN Commencement
Mon	13	BRCN Grades Due (8:00 AM)
Thurs	18	CSC Last day of 3-week session

Spring 2021 Semester

January

Mon	11	BRCN, CSC & QU classes begin, 8:00 AM
Fri	15	BRCN Junior Skills Fair (1st semester juniors only)
Fri	15	CSC last day to add/drop a 12-week course
Mon	18	Martin Luther King Day - No classes BRCN, CSC, QU
Tues	19	BRCN last day to add/drop a course
Wed	20	QU last day to add/drop a course

February

Mon	15	Last day to withdraw from a 1st 8-week course- BRCN
Mon	15	President's Day (No classes at QU until 5:00 PM)
Sat-Sun	27-7	BRCN, CSC, QU Spring Break – No Classes

March

Fri	12	CSC last day to withdraw from 12-week course
Mon	15	2nd 8-week session begins - BRCN, QU
Mon	15	BRCN Midterm Grades Due (noon)
Mon	22	BRCN last day to add/drop a 2nd 8-week course

April

Thurs	1	QU last day to withdraw from a full semester course
Fri-Mon	2-5	Easter Break – No Classes BRCN, CSC, QU
Tues	6	Last day to withdraw from BRCN course(s)
Mon	12	CSC last day of 12-week session
Tues	13	CSC Reading Day
Wed-Fri	14-16	CSC Final Exams (12-week)
Mon-Tues	19-21	CSC Term Break- No Classes at CSC
Thurs	22	CSC first day of 3-week session
Fri	23	CSC last day to add/drop a 3-week course
Mon	26	Last day to withdraw from a 2nd 8-week BRCN course
Fri	30	BRCN & QU last day of classes

May

Mon-Thurs	3-6	BRCN & QU Final Exams
Wed	5	BRCN Senior Grades Due (8:00 AM)
Fri	7	QU Baccalaureate
Fri	7	BRCN Commencement
Sat	8	QU Commencement
Mon	10	BRCN grades due (8:00 AM)
Wed	12	Last day of classes CSC 3-week
Fri	14	CSC Baccalaureate
Sat	15	CSC Commencement

TUITION AND FEES 2020-2021

Baccalaureate and Masters Nursing Programs

Nursing students can expect to have additional expenses after graduation for testing, licensing, and fingerprinting. Students are encouraged to plan ahead and if needed, use financial aid sources available to them while still a student

Undergraduate Tuition (12-18 hours):

\$13,200/semester

\$26,400.00/year

Other Tuition

Audit Fee per Credit Hour: \$440

Part Time or Overload per Credit Hour: \$880

Summer per Credit Hour: \$400

RN-BSN and MSN Tuition

BSN Tuition per Credit Hour: \$575

MSN Tuition per Credit Hour: \$675

Distance Education Fee: \$150/semester, \$450/year

Sophomore Fees

Lab Fee: \$200 per clinical course

Testing Fee: \$350

NSNA: \$35

SNO: \$10

Junior and Second Degree Transfer 1 Fees

Lab Fee: \$200 per clinical course

Testing Fee: \$350

NSNA: \$35

SNO: \$10

Technology Fee: \$200

Senior and Second Degree Transfer 2 Fees

Lab Fee: \$200 per clinical course

Testing Fee: \$350

NSNA: \$35

SNO: \$10

Technology Fee: \$200

Graduation Fees

BRCN BSN: \$160.00

BRCN MSN: \$200

BRCN/CSC: \$ 285.00

BRCN/QU: \$360.00

Course Fees

NSG 489: Crucial Conversations, \$230.00

NSG 402 & 405 only (Lobby Day Fee), \$25

NSG 485: Stress Management, \$50.00

NSG 498: Art of Nursing, \$50

NSG 215: Health Assessment, \$105

Additional Charges

Background Check: \$55

Drug Screening: \$30

Castlebranch Document Tracking: \$35

A2 Assessment Fee: \$47.00

Associate Degree Programs

Respiratory Car

Full-time (12-18 credit hours): \$5,000/semester

Part-time: \$358/credit e Program

Lab Fees: \$100/ semester

Course Fees: \$252/semester

NBRC SAE (Self-assessment Exam): \$50 (one-time fee, last semester)

Graduation Fee: \$160

Background Check: \$55

Drug Screening: \$30

Castlebranch Document Tracking: \$35

A2 Assessment Fee: \$47.00

Health Information Management (HIM) Program

Full-time (12-18 credit hours): \$5,000/semester

Part-time: \$341/credit

AHIMA VLab Subscription: \$100 (one-time fee, 2nd semester)

Distance Education Fee: \$150/semester

AHIMA Student Membership: \$45 (1st and 3rd semester fee)

Graduation Fee: \$160

Background Check: \$55

Drug Screening: \$30

Castlebranch Document Tracking: \$35

Medical Laboratory Technology (MLT) Program
Full-time (12-18 credit hours): \$5,000/semester
Part-time: \$417/credit

Lab Fees: \$100/semester
Graduation Fee: \$160

Background Check: \$55
Drug Screening: \$30
Castlebranch Document Tracking: \$35

Curricula and Courses

BACHELOR OF SCIENCE IN NURSING CURRICULA AND COURSES

GOALS/PURPOSES

The goals of the baccalaureate nursing program are to:

1. Prepare professional nurses to practice in multiple roles as part of the healthcare team in a variety of settings.
2. Prepare students to provide patient/client centered care with sensitivity and respect for the diversity of human experiences.
3. Develop leadership abilities and skills necessary to collaborate with others to positively influence healthcare.
4. Promote the personal and professional development of each student.
5. Provide a foundation for advanced educational preparation.

ELIGIBILITY TO TAKE THE NCLEX-RN LICENSURE EXAMINATION

Completion of degree requirements for the Bachelor of Science in Nursing degree does not guarantee eligibility to take the licensure examination (NCLEX-RN) to become a Registered Nurse (RN). In addition to completing the program, there are other requirements mandated by the state including, but not limited to, a minimum age and good moral character as evident by a criminal background check and/or references. Licensure requirements can be obtained from the State Board of Nursing or the Department of Professional Regulation of the state in which application for a license is being requested.

STATUTORY REQUIREMENTS FOR THE STATES OF ILLINOIS AND MISSOURI

The Nurse Practice Acts of Illinois and Missouri include criteria for eligibility to apply for licensure as a professional registered nurse. Regulations include statements about age, substance abuse, moral integrity, and conviction for criminal acts. Regulations mandate that students are informed of these regulations and show proof by signing a verification form. The form is obtained and returned to the College's Admissions Office before enrolling in the nursing program.

Section 335.066 (1) of the Missouri Nursing Practice Act

This act states:

The board may refuse to issue or reinstate any certificate of registration or authority, permit or license required pursuant to chapter 335 for one or any combination of causes stated in subsection 2 of this section or the board may, as a condition to issuing or reinstating any such permit or license, require a person to submit himself or herself for identification, intervention, treatment, or rehabilitation by the impaired nurse program as provided in section 335.067. The board shall notify the applicant in writing of the reasons for the refusal and shall advise the applicant of his or her right to file a complaint with the administrative hearing commission as provided by chapter 621, RSMo.

The Missouri Board of Nursing may refuse to issue or reinstate the professional registered nurse license for such causes as: a) use or unlawful possession of any controlled substance; b) use of an alcoholic beverage to an extent that such use impairs a person's ability to perform the responsibilities of a professional registered nurse; c) found guilty, or entered a plea of guilty or nolo contendere, for a criminal act associated with fraud, dishonesty, deception, misrepresentation, violence, or any offense involving moral turpitude, whether or not a sentence was imposed; d) use of fraud, deception, misrepresentation or bribery to secure a certificate, permit or

license; e) displayed incompetence, misconduct, gross negligence, fraud, misrepresentation or dishonesty in the performance of a professional registered nurse; f) willingly helped a person practice without a license, certificate, or permit; g) violated any professional trust or confidence; and h) failed to successfully complete an impaired nurse program.

Criminal Background Questions on Licensure Applications

Applying for RN licensure is completed online, and an application cannot be saved and retrieved at a later date for editing. Therefore applicants must be prepared to complete the entire application, attach or upload requested documents, and submit before leaving the website.

If the answer will be "yes" to the following two questions on the application, students are advised to collect the requested documents and have them ready to attach or upload when completing the online application for RN licensure.

1. Have you been convicted of any criminal offense in any state or in federal court (other than minor traffic violations)? *If yes, attach a certified copy of the court records regarding your conviction, the nature of the offense and date of discharge, if applicable, as well as a statement from the probation or parole office.*
2. Have you been convicted of a felony?

The above questions must be answered honestly and the requested documents must accompany the application. Failure to do so will result in disciplinary action by the state agency that regulates professional nursing.

NURSING STANDARDS

The curriculum is founded on and incorporates the *AACN Essentials of Baccalaureate Education for Professional Nursing Practice*, the *ANA Scope and Standards of Nursing Practice*, and the QSEN initiatives. Individual courses also incorporate nursing standards and QSEN knowledge, skills, and attitudes specific to course content.

CURRICULUM FRAMEWORK

The curriculum framework is *Whole Person Nursing*. This framework provides a foundation for understanding the practice of nursing, focusing on the person as a whole be that person an individual, family or community. The central concern is human beings who require nursing care to promote, maintain and restore health or to provide comfort for the dying. Each concept within the framework is introduced during the sophomore year of the nursing program and developed with increased complexity through the ensuing years.

PHILOSOPHY

We believe that a person is an integrated physiological, psychological, sociocultural, and spiritual being who interacts with the internal and external environment on a developmental continuum. Each person is unique, has inherent worth and potential for learning, personal growth, and wellness.

We believe health is a dynamic state of existence influenced by genetics, life style, and environment. Persons, families, and communities differ in the manner in which they perceive and value health and have the right to determine and participate in those activities that affect their health.

We believe nursing is the art and science of diagnosing and treating human responses to health experiences with the goals of protecting, promoting, and/or optimizing health. This includes the prevention of illness and injury, the alleviation of suffering, comfort for the dying, and advocacy in the care of individuals, families, and communities. Outcomes are achieved through an environment of collaboration and partnership with the whole person across both the health and developmental continuums. The goals of nursing are advanced when the environment is recognized as a major influence on health and health outcomes.

We believe teaching is a planned, creative, collaborative process in which the teacher and student co-create an environment that facilitates learning and enhances scholarship. Learning is the acquisition of knowledge, skills, and values that involves participation and self-direction. Learning is a lifelong process.

We believe baccalaureate nursing education is facilitated when the environment supports relationship based care and professional collaboration. Baccalaureate education requires courses in liberal arts, the natural, biological and behavioral sciences, and nursing. Nursing and non-nursing concepts are integrated in various ways throughout the program to provide an educational experience that promotes the professional and personal development of the student. We believe that professional and personal development involves a commitment to professional, college, and community service. This educational program is designed to stimulate students to develop clinical reasoning, communication skills, and an appreciation for human diversity. We believe baccalaureate nursing education prepares the professional nurse to practice in a dynamic environment and to address the future needs of nursing.

CURRICULUM OBJECTIVES

1. Provide professional nursing care for the whole person at the individual, family, and community/population levels to coordinate care and support health throughout the life span.
2. Integrate theoretical and empirical knowledge from nursing, the arts, the sciences, and the humanities into professional nursing practice
3. Use clinical reasoning to make decisions that promote health and prevent disease.
4. Provide high quality, safe nursing care that is evidenced base.
5. Use professional and therapeutic communications to collaborate and deliver high quality, safe patient/client centered care.
6. Incorporate the inherent values of altruism, autonomy, human dignity, integrity and social justice when meeting standards of professional nursing practice.
7. Accept responsibility and accountability for own nursing practice.
8. Use leadership skills in a variety of nursing roles and settings.
9. Use technology and information management tools to support safe practice and quality improvement.

DEGREE PLAN FOR THE BASIC TRACK STUDENTS ENTERING FALL 2020 IN THE JOINT PROGRAM WITH CULVER-STOCKTON COLLEGE

General Education (26 hours)

Courses	Credits
FYE 100: First Year Experience	3
PED 100: Introduction to Fitness	1
ENG 101: Composition I	3
ENG 202: Composition II	3
COM 115: Fundamentals of Speech	3
REL 1XX: Religion	3
ART 1XX: Fine Arts (ART, MUS, THE)	3
GED 101: Academic and Cultural Events*	1
EXP 101: Intro. to Experiential Learning	3
EXP 301: Problem Based Learning	3
Intercultural Understanding (met with NSG 409)	
Quantitative Literacy (met with MAT 205)	
Science (met with BIO 210)	
Social Science (met with PSY 101)	
Humanities (met with PHI 304)	

*Must attend 24 ACE events and leadership lectures by graduation.

Support Courses (27 hours)

Courses	Credits
BIO 210: Human A & P I**	4
BIO 211: Human A & P II	4
BIO 260: Microbiology	4
BIO 310: Pathophysiology	3
PSY 101: Intro. To Psychology	3
PSY 200: Lifespan Development	3
MAT 205: Elementary Statistics	3
PHI 304: Ethics	3

**Students with an ACT score of 18 or below must first take an introductory biology course, which may extend the length of this degree plan.

Electives (10 hours)

Nursing or Non-nursing electives

Nursing Courses (61 hours)

Courses	Credits
NSG 201: Fund. of Nutrition	2
NSG 206: Fund. of Nursing I	3
NSG 207: Fund. of Nursing II	3
NSG 209: Pharmacology I	1
NSG 211: Pharmacology II	2
NSG 215: Health Assessment	3
NSG 304: Psych./Mental Health	4
NSG 320: Nursing Concepts I	4
NSG 321: Nursing Concepts II	6
NSG 322: Maternal and Child Nursing	6

NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evidence Based Nursing	3
NSG 405: Leadership in Nursing	5
NSG 407: Gero. And Chronic Illness	2
NSG 409: Community/Population Health	5
NSG 427: Professionalism	2
NSG 428: Trans. to Professional Practice	1
NSG XXX: Nursing Electives	4

TOTAL: 124 Semester Credit Hours

Part-time students and students returning following withdrawal are held to any changes in the curriculum.

**SAMPLE CLASS SCHEDULE FOR THE BASIC TRACK
STUDENTS ENTERING FALL 2020 IN THE JOINT
PROGRAM WITH CULVER-STOCKTON COLLEGE**

Freshman

Semester I Courses	Credits
+ BIO 210: Human A & P I ***	4
COM 115: Fundamentals of Speech	3
EXP 101: Intro to Experiential Learning	3
FYE 100: First Year Experience	3
PSY 101: Introductory Psychology	3
Total Hours	16

* Offered Fall Semester only.

*** Students with an ACT score of 18 or below must first take an introductory biology course, which may extend the length of this degree plan.

Semester II Courses	Credits
++BIO 211: A & P II	4
ENG 101: Composition I	3
XXX: Fine Art	3
PSY 200: Lifespan Development	3
XXX Elective	2
PED 100: Introduction to Fitness	1
Total Hours	16

** Offered Spring Semester only.

Sophomore

Semester I Courses	Credits
NSG 209: Pharmacology I	1
NSG 206: Fundamentals of Nursing I	3
NSG 215: Health Assessment	3
REL 10X: Religion	3
ENG 202: Composition II	3
XXX: Elective	3
Total Hours	16

Semester II Courses	Credits
NSG 201: Fundamentals of Nutrition	2
NSG 207: Fundamentals of Nursing II	3
NSG 211: Pharmacology II	2
BIO 260: Microbiology	4
XXX: Elective	3
Total Hours	14

CSC students must use their CSC travel study grants/scholarships during their freshman or sophomore year. The College provides additional travel student grants to support the junior or senior year.

Junior

Semester I Courses	Credits
NSG 320: Nursing Concepts I	4
NSG 322: Maternal and Child Nursing	6
PHI 304: Ethics	3
NSG XXX: Nursing Elective	2
Total Hours	15

Semester II Courses	Credits
Psych/Mental Health Nursing	4
NSG 321: Nursing Concepts II	6
BIO 310: Pathophysiology++	3
MAT 205: Elementary Statistics	3
Total Hours	16

Senior

Semester I Courses	Credits
NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evid. Based Nsg. Pract.	3
NSG 409: Community/Population Health	5
NSG XXX: Nursing Elective	2
GED 101: Academic & Cultural Events	1
Total Hours	16

One hour of academic credit is awarded after student attends 24 ACE events.

Semester II Courses	Credits
NSG 405: Leadership in Nursing	5
NSG 407: Gero. & Chronic Illness	2
NSG 427: Professionalism	2
NSG 428: Trans. to Professional Practice	1
EXP 301: Problem Based Learning	3
XXX: Elective	2
Total Hours	15

TOTAL: 124 Semester Credit Hours

Part-time students and students returning following withdrawal are held to any changes in the curriculum plan.

**DEGREE PLAN FOR THE BASIC TRACK STUDENTS
ENTERING FALL 2020 IN THE JOINT PROGRAM
WITH QUINCY UNIVERSITY**

If a course or requirement is waived, e.g. a transfer course for fewer hours than stated on the degree plan is accepted for credit for a required course, the difference in credit hours must be taken as nursing or non-nursing electives, so the total hours required remain 124. Students must take ENG 111 and ENG 112, plus 2 other Writing Enriched (W:) courses, one that must be in their major. This requirement is met with NSG 404 and NSG 407. *Part Time students and students returning following withdrawal are held to any changes in the curriculum.*

A. University Courses	Hours
BPP 410: Bonaventure Program Portfolio	0
Global Course (G): met with TRS 116	
Diversity Course (D): met with NSG 409	

D:/G courses: One needs to be at least at the 200 level.
Global course will be waived if student has spent one semester abroad

B. Written/Oral Communication (9 hours)	Hours
ENG 111: Composition	3
ENG 112: Composition & Texts	3
COM 101: Fund. of Public Speaking	3

C. Philosophy/Theology/Ethics (6 hours)	Hours
TRS 116: Western Religious Traditions	3
TRS XXX: Theology	3
Philosophy (met by support course requirement)	
Ethics (met by support course requirement)	

D. Humanities/Fine Arts (6 hours)	Hours
ENG 2XX: Literature (200 level)	3
Art, Music, Theatre, or Film	3

E. Social Sciences (3 hours)	Hours
HIS XXX: History	3

F. Natural Science/Mathematics	Hours
Science (met by support course requirement)	
Mathematics (met by support course requirement)	

G. Support Courses (26 hours)	Hours
BIO 282: Human A&P I	4
BIO 283: Human A&P II	4
BIO 232: Microbiology	3
BIO 354: Pathophysiology	3
MAT 150: Basic Statistics	3
PHI 323: Bioethics	3
PSY 100: Intro. to Psychology	3
PSY 236: Child Psych or Growth/Dev	3

H. Electives (13 hours)
Nursing or Non-nursing Electives

I. Major Courses (61 hours)	Hours
NSG 201: Fund. of Nutrition	2
NSG 206: Fund. of Nursing I	3
NSG 207: Fund. of Nursing II	3
NSG 209: Pharmacology I	1
NSG 211: Pharmacology II	2
NSG 215: Health Assessment	3
NSG 304: Psych./Mental Health	4
NSG 320: Nursing Concepts I	4
NSG 321: Nursing Concepts II	6
NSG 322: Maternal and Child Nursing	6
NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evidence Based Nursing	3
NSG 405: Leadership in Nursing	5
NSG 407: Gero. And Chronic Illness	2
NSG 409: Community/Population Health	5
NSG 427: Professionalism	2
NSG 428: Trans. to Professional Practice	1
NSG XXX: Nursing Electives	4

TOTAL: 124 Semester Credit Hours

Credit for some courses is available through testing: consult the Quincy University Registrar.

Part-time students and students returning following withdrawal are held to any changes in the curriculum.

Students are also required to complete the "Quincy University Service Learning requirement." See QU catalog for more details.

**SAMPLE CLASS SCHEDULE FOR THE BASIC TRACK
STUDENTS ENTERING FALL 2020 IN THE JOINT
PROGRAM WITH QUINCY UNIVERSITY**

Students must take ENG 111 and ENG 112, plus 2 other Writing Enriched (W:) courses, one that must be in their major. This requirement is met with NSG 404 and NSG 407. D:/G: courses: one needs to be at least at the 200 level and one at the 300 level or above. Global course will be waived if student has spent one semester abroad.

Freshman	
Semester I Courses	Credits
BIO 282: Human A & P I+	4
ENG 111: Composition	3
HIS XXX: History	3
PSY 100: Intro to Psychology	3
TRS 116: Western Religious Traditions	3
Total Hours	16

Semester I Courses	Credits
BIO 283: Human A & P II ++	4
ENG 112: Composition & Texts	3
GED XXX: Fine Arts	3
COM 101: Fund. of Public Speaking	3
PSY 236: Child Psychology	3
Total Hours	16

Sophomore

Semester I Courses	Credits
NSG 206: Fundamentals of Nursing I	3
NSG 209: Pharmacology I	1
NSG 215: Health Assessment	3
GED XXX: Electives	3
TRS XXX: Theology	3
+BIO 232: Microbiology	3
Total Hours	16

Semester II Courses	Credits
NSG 201: Fundamentals of Nutrition	2
NSG 207: Fundamentals of Nursing II	3
NSG 211: Pharmacology II	2
GED XXX: Elective (NSG or non-NSG)	3
ENG 2XX: Literature (200 level)	3
GED XXX: Elective (NSG or non-NSG)	3
Total Hours	16

Junior

Semester I Courses	Credits
NSG 320: Nursing Concepts I	4
NSG 322: Maternal and Child Nursing	6
PHI 323: Bioethics	3
NSG XXX: Nursing Elective	2
Total Hours	15

Semester II Courses	Credits
NSG 304: Psych/Mental Health Nursing	4
NSG 321: Nursing Concepts II	6
BIO 354: Pathophysiology++	3
MAT 150: Basic Statistics++	3
Total Hours	16

Senior

Semester I Courses	Credits
NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evid. Based Nsg. Pract.	3
NSG 409: Community/Population Health	5
GED XXX: Elective (NSG or non-NSG)	2
Total Hours	15

Semester I Courses	Credits
BPP 410: Bonaventure Program Portfolio	0
NSG 405: Leadership in Nursing	5
NSG 407: Gero. & Chronic Illness	2
NSG 427: Professionalism	2

NSG 428: Trans. to Professional Practice	1
GED XXX: Elective (NSG or non-NSG)	2
NSG XXX: Nursing Elective	2
Total Hours	14

TOTAL: 124 Semester Credit Hours

- +Offered Fall Semester only.
- ++Offered Spring Semester only.
- +++Must be taken concurrently.

Part-time students and students returning following withdrawal are held to any changes in the curriculum plan.

DEGREE PLAN FOR ADVANCED TRANSFER STUDENTS ENTERING FALL 2020

Prerequisite Courses for Entering the Program*

The following courses must be completed before enrollment.

General Education Courses (18 hours)*	Credit
Composition and Text I	3
Composition and Text II	3
Fundamentals of Speech	3
Fine Arts – Any	3
Humanities:	
History, Literature, Philosophy, etc.	6

Support Courses (26 hours)*	Credit
General/Intro to Psychology	3
Human Growth & Dev. Psychology	3
Ethics	3
Statistics	3
Anatomy & Physiology I	4
Anatomy & Physiology II	4
Microbiology	3
Pathophysiology	3

Liberal Arts Electives (6 hours)*

Choose 6 hours from the following:
Political Science, Economics, Religion, Sociology, Foreign Language, Chemistry, Physics

Electives (13 hours)*
13 hours of any electives

Nursing Courses (61 hours)	Credit
NSG 201: Fund. of Nutrition	2
NSG 206: Fund. of Nursing I	3
NSG 207: Fund. of Nursing II	3
NSG 209: Pharmacology I	1

NSG 211: Pharmacology II	2
NSG 215: Health Assessment	3
NSG 304: Psych./Mental Health	4
NSG 320: Nursing Concepts I	4
NSG 321: Nursing Concepts II	6
NSG 322: Maternal and Child Nursing	6
NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evidence Based Nursing	3
NSG 405: Leadership in Nursing	5
NSG 407: Gero. And Chronic Illness	2
NSG 409: Community/Population Health	5
NSG 427: Professionalism	2
NSG 428: Trans. to Professional Practice	1
NSG XXX: Nursing Electives	4

TOTAL: 124 Semester Credit Hours

Part-time students and students returning following withdrawal are held to any changes in the curriculum.

Note: If a course or requirement is waived, the credit hour requirement is added under Nursing Electives.

**SAMPLE CLASS SCHEDULE FOR ADVANCED
TRANSFER STUDENTS ENTERING FALL 2020**

Sophomore

Semester I Courses	Credits
NSG 206: Fundamentals of Nursing I	3
NSG 209: Pharmacology I	1
NSG 215: Health Assessment	3
NSG XXX: Nursing Elective	2
Total Hours	9

Semester I Courses	Credits
NSG 201: Fundamentals of Nutrition	2
NSG 207: Fundamentals of Nursing II	3
NSG 211: Pharmacology II	2
NSG XXX: Nursing Elective	2
Total Hours	9

Junior

Semester I Courses	Credits
NSG 320: Nursing Concepts I	4
NSG 322: Maternal and Child Nursing	6
Total Hours	10

Semester II Courses	Credits
Psych/Mental Health Nursing	4

NSG 321: Nursing Concepts II	6
Total Hours	10

Senior

Semester I Courses	Credits
NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evid. Based Nsg. Pract.	3
NSG 409: Community/Population Health	5
Total Hours	13

Semester II Courses	Credits
NSG 405: Leadership in Nursing	5
NSG 407: Gero. & Chronic Illness	2
NSG 427: Professionalism	2
NSG 428: Trans. to Professional Practice	1
Total Hours	10

TOTAL: 124 Semester Credit Hours

**DEGREE PLAN FOR SECOND DEGREE STUDENTS
ENTERING SUMMER 2020**

General Education and Support Courses

General Education Courses (18 hours)*	Credit
Composition and Text I	3
Composition and Text II	3
Fundamentals of Speech	3
Fine Arts – Any	3
Humanities:	
History, Literature, Philosophy, etc.	6

*Met through general education requirements of Bachelor's degree institution.

Support Courses (26 hours)	Credits
General/Intro to Psychology	3
Human Growth & Dev. Psychology	3
Ethics	3
Statistics	3
Anatomy & Physiology I	4
Anatomy & Physiology II	4
Microbiology	3
Pathophysiology	3

Electives (6 hours)

Choose 6 hours from the following:
Political Science, Economics, Religion, Sociology,
Foreign Language, Chemistry, Physics

Electives (13 hours)

13 hours of any electives

Nursing Courses (61 hours)	Credit
NSG 201: Fund. of Nutrition	2
NSG 206: Fund. of Nursing I	3
NSG 207: Fund. of Nursing II	3
NSG 209: Pharmacology I	1
NSG 211: Pharmacology II	2
NSG 215: Health Assessment	3
NSG 304: Psych./Mental Health	4
NSG 320: Nursing Concepts I	4
NSG 321: Nursing Concepts II	6
NSG 322: Maternal and Child Nursing	6
NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evidence Based Nursing	3
NSG 405: Leadership in Nursing	5
NSG 407: Gero. And Chronic Illness	2
NSG 409: Community/Population Health	5
NSG 427: Professionalism	2
NSG 428: Trans. to Professional Practice	1
NSG XXX: Nursing Electives	4

TOTAL: 124 Semester Credit Hours

Part-time students are held to any changes in the curriculum.

Note: If a course or requirement is waived, the hour credit requirement is added under Electives: Nursing or Non-Nursing.

**SAMPLE CLASS SCHEDULE FOR
SECOND DEGREE TRANSFER STUDENTS
ENTERING SUMMER 2020**

This option is for individuals who have a baccalaureate undergraduate (BA or BS) and/or graduate degrees in other fields. Students who have a previous degree may be able to complete the program in approximately 2 years.

Prerequisite Courses for Entering the Program

The courses below **must be completed** before enrolling in any nursing course.

Courses	Credit
Anatomy and Physiology I	4
Anatomy and Physiology II	4
Microbiology	3
Intro to Psychology	3
Human Growth and Development or Dev. Psy or Child Psy	3

Speech	3
Composition and Text I	3
Composition and Text II	3
Ethics	3

Other Requirements (may be taken at any time prior to graduation): Humanities (6 hours), Fine Arts (3 hours), Electives as listed on other side (19 hours).

First Year

Summer Courses- Semester I	Credit
NSG 204: Science of Pharmacology	3
NSG 215: Health Assessment	3
NSG 216: Fundamentals of Nursing Care	6
Total Hours	12

Fall Courses- Semester II	Credit
NSG 201: Fundamentals of Nutrition	2
NSG 320: Nursing Concepts I	4
NSG 322: Maternal and Child Nursing	6
Statistics	3
Total Hours	15

Spring Courses- Semester III	Credit
NSG 304: Psych./Mental Health Nursing	4
NSG 321: Nursing Concepts II	6
NSG XXX: Nursing Elective Pathophysiology	2
	3
Total Hours	15

Second Year

Fall Courses- Semester IV	Credit
NSG 402: Advanced Nursing Concepts	5
NSG 404: Fund. of Evid. Based Nsg. Pract.	3
NSG 409: Community/Population Health	5
Total Hours	12

Spring Courses- Semester V	Credit
NSG 405: Leadership in Nursing	5
NSG 407: Gero. & Chronic Illness	2
NSG 427: Professionalism	2
NSG 428: Trans. to Professional Practice	1
NSG XXX: Nursing Elective	2
Total Hour	12

TOTAL: 124 Semester Credit Hours

**DEGREE PLAN FOR RN-BSN STUDENTS ENTERING
2020-2021**

40 hours must be 300 level or above; and 30 hours must be from a 4-year college or university.

30 hours must be earned from the College.

General Education and Support Courses

General Education Courses (15 hours)	Credit
Composition and Text I	3
Composition and Text II	3
Fundamentals of Speech	3
Fine Arts/Humanities	6

Support Courses (24 hours)	Credit
General/Intro to Psychology	3
Human Growth & Dev. Psychology	3
Ethics	3
Statistics	3
Anatomy & Physiology I	4
Anatomy & Physiology II	4
Microbiology	3

Electives (21 hours)

Students must take 21 hours of electives of which 10 credits are 300/400 level courses.

These courses are of your choosing.

Articulated Nursing Courses (30 hours)

Nursing Courses (30 hours)

Course	Credit
NSG 308: Conceptual Basis	3
NSG 309: Health Assessment through the Lifespan	3
NSG 410: Evidence Directed Nursing Practice*	3
NSG 411: Applied Pathophysiological Concepts	5
NSG 412: Management and Leadership Concepts	4
NSG 413: Community Health Concepts	4
NSG 414: Health Policy	3
NSG XXX: Nursing Electives	5

* Indicates courses completed during the Blessing Hospital nurse residency program.

TOTAL: 120 Semester Credit Hours

Part-time students are held to any changes in the curriculum.

Note: If a course or requirement is waived, the hour credit requirement is added under Electives: Nursing or Non-nursing.

**SAMPLE CLASS SCHEDULE FOR RN-BSN
STUDENTS ENTERING 2020-2021**

Students may in start any 8-week session.

Summer

NSG 308: Conceptual Basis (3)

Fall Semester

1st 8-weeks

NSG 410: Evidence Directed Nursing Practice (3) *

2nd 8-weeks

NSG 413: Community Health Concepts (4)

* Indicates courses completed during the Blessing Hospital nurse residency program.

Spring Semester

1st 8-weeks

NSG 412: Management and Leadership Concepts (4)

2nd 8-weeks

NSG 414: Health Policy (3)

Summer

Session I

NSG 309: Health Assessment through the Lifespan (3)

Session II

NSG 411: Applied Pathophysiological Concepts (5)

NSG Electives (5 hours)

The student may choose which term to complete these 5 hours.

TOTAL: 120 Semester Credit Hours

BSN BASIC TRACK REQUIRED NURSING COURSES

See the Culver-Stockton College or Quincy University College catalog for non-nursing course descriptions.

NSG 201: Fundamentals of Nutrition (2 hours)

The science of nutrition course covers fundamental nutritional concepts throughout the lifespan, menu modifications based on dietary and cultural needs, contemporary problems associated with nutrition, nutrition solutions during health alterations, and application of the nursing process to patient-centered nutritional care of the whole person. Upon course completion, students will be able to safely apply basic nutritional concepts to patient care situations related to health promotion and health altering conditions. Prerequisites: Admission to the nursing major, or consent of instructor. (Offered every semester.)

NSG 206: Fundamentals of Nursing I (3 hours)

This course introduces the student to the diverse nature of professional nursing. The Whole Person Nursing framework is introduced as an organizing framework for nursing practice. Students are guided in use of therapeutic communication and development of basic nursing skills derived from theoretical principles and concepts. Competencies related to integration of cognitive knowledge and psychomotor skills are practiced and tested in laboratory and clinical settings. Prerequisites: Admission to the nursing major.

NSG 207: Fundamentals of Nursing II (3 hours)

This course focuses on the application of Whole Person Nursing and expands on interprofessional and therapeutic communication and collaboration. Emphasis is placed on the development of skills related to health promotion and disease prevention of adults experiencing health alterations. The use of evidence based practice and the nursing process guide the development of clinical reasoning and content application. Competencies related to integration of cognitive knowledge and psychomotor skills are practiced and tested in laboratory and clinical settings. Prerequisites: NSG 206. Prerequisite or concurrent: NSG 201 and 215; and Microbiology. (Offered every semester)

NSG 209: Fundamentals of Pharmacology I (1 hour)

This course will focus on the introduction of pharmacologic agents as an intervention to

promote, maintain, or restore health across the life span. An introduction to concepts such as pharmacotherapeutics, pharmacodynamics, pharmacokinetics, and principles of drug administration will be presented. Basic calculations necessary to safely administer medications will be mastered upon successful completion of the course. Emphasis will be placed upon the individualization of drug therapies based on the unique physiological, psychological, sociocultural, and spiritual needs of the recipient. Prerequisites: Admission to the nursing major, or permission of instructor. (Offered every semester)

NSG 211: Fundamentals of Pharmacology II (2 hours)

This course focuses on the use of pharmacologic therapies as interventions to promote, maintain, and/or restore health. Pharmacotherapeutics, pharmacodynamics, pharmacokinetics, and principles of drug classifications and safe medication administration will be studied. The nursing process as related to pharmacologic therapies is examined. Prerequisites: NSG 206 and 209, or permission of instructor. (Offered every semester)

NSG 215: Health Assessment (3 hours)

This course focuses on the assessment component of nursing care. The course integrates the elements/skills of health and physical assessment with the College's curriculum framework of Whole Person Nursing. Assignments focus on acquiring assessment skills, exploring the biological-psychosocial-spiritual basis of assessment, developing a systematic method for completing comprehensive assessments across the lifespan, and examining the role of clinical reasoning as part of the assessment process. Emphasis is placed on skill acquisition. Prerequisite: Admission to the nursing major. (Offered every semester)

NSG 304: Psychiatric/Mental Health Nursing (4 hours)

This course focuses on individuals and families throughout the lifespan who are experiencing varying states of mental health. The environmental influences affecting the mental health of the individual are examined within the context of the family and/or community. The use of self within the nurse/patient relationship is emphasized as the foundation for communication and therapeutic nursing interventions. Interprofessional collaboration with other health team members and/or community resources is explored as a way to address the needs of the whole person/family using

various treatment modalities. Prerequisites: NSG 201, 206, 207/216, 209, 211, and 215; Human Growth & Development or Child Psychology; and Speech or Interpersonal Communications.

NSG 320: Nursing Concepts I (4 hours)

This course focuses on the growth and development and health of the middle-aged through older adults and their families within the Whole Person Nursing Framework. The experience of these individuals and families with acute and chronic responses to health will be examined in the context of health promotion, illness, and health management. The concepts that will be covered include biopsychosocial responses to illness, fluid and electrolyte imbalances, acid-base alterations, care of the perioperative patient, mobility, sensation, digestion, protection, and excretion. Application of competencies related to nursing assessment, diagnosing, planning, implementation, and evaluation will be expected. Prerequisites: NSG 201, 206, 207/216, 209, 211, and 215; Human Growth & Development or Child Psychology; and Speech or Interpersonal Communications.

NSG 321: Nursing Concepts II (6 hours)

This course focuses on the growth and development and health of the young adult through older adults and their families within the Whole Person Nursing Framework. The experience of individuals and families with acute and chronic responses to health are examined in the context of health promotion, illness, and health management. Concepts include immune response, oxygenation, cardiac perfusion, metabolism, and hematology. Application of competencies related to nursing assessment, diagnosing, planning, implementation, and evaluation take place in the clinical acute care setting and the community. Prerequisites: NSG 201, 206, 207/216, 209, 211, and 215; Human Growth & Development or Child Psychology; and Speech or Interpersonal Communications.

NSG 322: Maternal and Child Nursing (6 hours)

This course applies the Whole Person Nursing Framework to the care of children, childbearing women, and their families. Emphasis is on the unique needs of these individuals and families along the health and developmental continuums. Students participate as a member of the interprofessional health team to promote, maintain, or restore health with common, acute and chronic health responses with the childbearing and childrearing experiences.

The focus of clinical is the practice of these concepts in the acute care and community settings. Clinical also provides the opportunity to develop the professional nursing roles. Prerequisites: NSG 201, 206, 207/216, 209, 211, and 215; Human Growth & Development or Child Psychology; and Speech or Interpersonal Communications.

NSG 402: Advanced Nursing Concepts (5 hours)

This course focuses on applying Whole Person Nursing to persons experiencing complex multisystem health problems. Pathophysiological concepts and principles related to complex, multisystem health problems are analyzed. Nursing care principles and standards related to high acuity situations are emphasized. Clinical experience occurs in the acute, subacute, home and community settings. Prerequisites: Successful completion of all nursing 300 courses; English Comp II; Pathophysiology; and completed the junior level standardized assessment exam. Pre-requisite or concurrent: Nursing 404.

NSG 404: Fundamentals of Evidence-Based Nursing Practice (3 hours)

This course introduces students to the research process as an integral link between theory and practice. Legal, moral, and ethical questions relative to research and use of human subjects are explored. Scientific inquiry, synthesis of literature, critical analysis of published nursing research, and appraisal of evidence for nursing practice are emphasized. Prerequisites: NSG 304, 320, 321, and 322; Statistics; English Composition II; Ethics; and senior standing. (Writing Enriched Course)

NSG 405: Leadership in Nursing (5 hours)

The focus of this course is on the leadership role of the professional nurse as a provider, manager and coordinator of care in a variety of settings. The emphasis is on developing leadership skills and abilities needed to collaborate with others to positively influence healthcare. Professional values, teaching-learning principles, effective communication, and leadership/management skills are emphasized and evaluated through group assignments and clinical experiences. Clinical reasoning, prioritization, delegation and the provision of high quality, safe patient centered care are essential components of this advanced clinical experience. Students are expected to evaluate personal, professional and peer development. Strong emphasis is as well practice peer evaluation

and mentoring of underclass students. Prerequisites: NSG 402 and 404.

NSG 407: Gerontological Nursing and Chronic Illness Management (2 hours)

Gerontological Nursing and Chronic Illness Management (2 hours) Gerontological Nursing and Chronic Illness Management will provide an overview of gerontology and the subspecialty of Gerontological nursing. The diagnosis, management, and effects of chronic illness will be explored. The importance of cultural diversity will be examined in relation to its impact on the life trajectory. The inclusion of Quality and Safety Education for Nurses (QSEN) standards will expand the students understanding of strategies in caring for older adults. Prerequisite or concurrent: Senior standing. (Writing Enriched Course) (Offered via distance education)

NSG 409: Community and Population Health Nursing (5 hours)

This course offers an introduction to principles and concepts of community health nursing throughout the lifespan. Coordination and use of community resources are stressed to ensure quality, accessibility, cost effectiveness and continuity of health care. Clinical experiences are provided in official and private agencies, school systems, and other health care delivery systems with an emphasis on population-focused care. Family nursing is explored through a family assessment. Prerequisite or concurrent: Senior standing and NSG 404.

NSG 427: Professionalism (2 hours)

This course provides the student with the opportunity to explore professional concepts within the discipline of nursing. The internal and external environmental influences, including a culturally diverse society that shaped the evolution of nursing are appraised. The student is challenged to expand his or her knowledge by analyzing legal and ethical parameters of nursing practice. Professional contemporary nursing is placed within the context of a global and ever-changing health care environment. The student will develop tools and skills to prepare them for seeking employment (resume, cover letter, interviewing skills). Prerequisite or concurrent: Senior standing and NSG 402.

NSG 428: Transition to Professional Practice (1 hour)

This capstone experience provides the student the opportunity to synthesize knowledge and skills from the curriculum and to integrate them into an

individualized clinical nursing experience. In the capstone experience, the student participates in a professional mentorship experience. If the student is taking another clinical course(s) and receives a clinical failure in that course, the student may not continue in the capstone experience and will be withdrawn from NSG 427. Prerequisite or concurrent: Senior standing and NSG 402.

BSN SECOND DEGREE REQUIRED NURSING COURSES

NSG 204: Science of Pharmacology (3 hours)

This course will focus on the use of pharmacologic agents as an intervention to promote, maintain, or restore health. Pharmacotherapeutics, pharmacodynamics, pharmacokinetics, and principles of drug administration will be studied. Prerequisites: Anatomy and Physiology I & II, or permission of instructor.

NSG 216: Fundamentals of Nursing Care (6 hours)

This clinical course utilizes the whole person nursing framework and expands communication and nursing process skill to guide nursing practice. The focus is on the development of health promotion and care of adults experiencing uncomplicated health alterations. Scientific knowledge from nursing, physiological and psychological theories and other support courses is the basis for planning, implementing, and evaluating the outcomes of nursing actions. Prerequisite: Acceptance into the second degree program. Concurrent: NSG 215.

Course descriptions for NSG 201, 215, 304, 320, 321, 322, 402, 404, 405, 407, 409, 427, and 428 are under BSN Basic Track Required Nursing Courses.

RN-BSN REQUIRED NURSING COURSES

NSG 308: Conceptual Basis (3 hours)

This course explores the concepts of professional nursing. The rich heritage, professional role development and history of nursing are emphasized. Current theories and models of professional nursing are compared and contrasted with BRCN's Whole Person Nursing Framework. Issues and trends that affect Evidence Based Practice and challenges for the future are discussed. Prerequisite: Acceptance into the RN-BSN program or permission of the course instructor. (Offered distance education.)

NSG 309: Health Assessment through the Lifespan (3 hours)

This course focuses on the assessment component of nursing care. The course integrates the elements/skills of health and physical assessment with the college's curriculum framework of Whole Person Nursing. Assignments focus on expanding assessment skills, examining the biological-psychosocial-spiritual basis of assessment, developing a systematic method for completing comprehensive assessments across the lifespan, and using clinical reasoning as part of the assessment process. Emphasis is placed on incorporating these principles into current practice. Prerequisite: Acceptance into the RN-BSN program or permission of the course instructor. (Offered distance education.)

NSG 410: Evidence Directed Nursing Practice (3 hours)

This course will focus on building a sound working knowledge of research methods, as well as making clinical decisions using the best available research evidence, clinical expertise and patient preferences. Prerequisite: Statistics and acceptance into the RN-BSN program. (Offered distance education.)

NSG 411: Applied Pathophysiological Concepts (4 hours)

This course offers an in-depth analysis of pathophysiological concepts related to patients experiencing complex, multisystem health imbalances. Comprehensive, whole person nursing care for individuals and their families across the lifespan is emphasized. Prerequisite: Acceptance into the RN-BSN program or permission of the course instructor. (Offered distance education.)

NSG 412: Management and Leadership Concepts (5 hours)

The focus of this course is on the leadership/management role of the professional nurse as a change agent, educator, manager, and professional role model in an every-changing society. Synthesis of leadership/management principles and concepts are incorporated into the professional practice role of the nurse to accomplish group goals and to assume the leadership role in managed care health delivery systems. The course includes experiential learning that provides students the opportunity to apply coursework to clinical work as a registered nurse. Prerequisite: Acceptance into the RN-BSN program or permission of the course instructor. (Offered distance education.)

NSG 413: Community Health Concepts (4 hours)

This course offers an introduction to principles and concepts of community health nursing throughout the lifespan. Coordination and use of community resources are stressed to ensure quality, accessibility, cost effectiveness and continuity of health care. The course includes experiential learning that provides students the opportunity to apply coursework to clinical work as a registered nurse. Prerequisite: Acceptance into the RN-BSN program or permission of the course instructor. (Offered distance education.)

NSG 414: Health Policy (3 hours)

This is an introductory course in health policy and politics for nurses. Political activism as it relates to the nursing care of patients is explored within the context of contemporary health care delivery and financing in the United States. Application of the concepts of policy and politics are applied to the workplace, professional nursing organizations, community, and government. More specifically, the student is challenged to learn how to take action for advocacy and to recognize how the nurse, individually and through professional organizations, can influence and shape health policy to improve patient care outcomes. This course also focuses on the investigation and analysis of health care and nursing practice issues in both national and international arenas. Students explore personal issues and trends in health care, nursing practice, education, and research in a global society. The student will examine these issues to detect the influence of both individual and global cultures. Prerequisite: Acceptance into the RN-BSN program or permission of the course instructor. (Offered distance education.)

Nursing Electives: See course descriptions under BSN Nursing Electives.

BSN NURSING ELECTIVES

A nursing elective is a study of specific issues not offered in other nursing courses or subjects covered with more depth than in the general nursing curriculum. These courses are offered when a sufficient number of students request a course. An elective course may be offered only once or only when requested by a sufficient number of students. Some electives are routinely offered every year.

NSG 280: Medical Terminology(2 hours)

This course is designed for anyone desiring a background in the language of medicine and health care. The course is presented utilizing a system of learning medical terms from root words, combining forms, prefixes and suffixes. At the completion of this course the student will be able to recognize, build, define, and correctly spell medical terms. Prerequisites: None. (Open to all majors. Maybe distance education.)

NSG 380: Health Assessment (2 hours)

This course offers RN and upper-division students the opportunity to expand their skills in adult Whole Person health and physical assessment. Whole Person health and physical assessment focuses on physiological, psychological, sociocultural, and spiritual data, and includes a health history, physical examination, and analysis of diagnostic data. Whole Person Nursing is used as the foundation framework for health assessment principles and skills. Emphasis is placed on incorporating principles and skills into current practice of clinical courses. Individualized practice provides students with the opportunity to focus their experiences in areas of greatest need as well as clinical preference. Prerequisites: RN or upper-division standing. (Maybe distance education.)

NSG 391: Core Concepts I (5 hours)

This course emphasizes the core concepts of nursing practice. Students analyze previous personal performance and develop an individualized success and action plan. Students are expected to use critical thinking processes to apply core concept knowledge and principles to clinical situations. The diagnosis and treatment of human responses to health experiences is emphasized. Students will incorporate diagnostic findings, pharmacological and nutritional interventions, as well as growth and development stages into patient plans of care. Prerequisites: Successful completion of sophomore courses, or permission of the instructor.

NSG 460: Service Learning for Life with Travel to Dominican Republic (3 hours)

This course will explore professional nursing service and volunteering responsibilities/opportunities/activities that are a part of our human civic duty. Students will identify their personal areas of service interest locally and develop a service activity to support that cause. Students will also study the

cultural beliefs, healthcare needs, and community resources of the people of the central mountain region of the Dominican Republic prior to traveling to that location for a week-long service learning adventure. Reflective journaling, as well as other means of reflection and written assignments, will be utilized throughout this course for evaluation of learning through service. An 8 day/7night trip to the Dominican Republic for experiential/service learning is required for this course. Travel expenses and fees are not included in tuition and fees.

NSG 461: End of Life: Concepts of Care (3 hours)

This course explores holistic concepts and interventions that are essential for caregivers to utilize in assuring quality end of life care. An interdisciplinary focus is the framework for understanding the needs and issues that patients and caregivers face at the end of life. Historical perspectives of death and dying will provide the foundation for an examination of current issues in hospice and palliative care. The experiential project will provide the student the opportunity to apply concepts examined during this course. Prerequisite: Status as a junior, senior, or RN-BSN student.

NSG 470: Professional Nursing Internship (1 hour)

A Professional Nursing Internship is defined as an authentic in-depth, learning experience, which take place outside of the classroom and is characterized by (1) exposure to situations not generally acquired in the classroom or regular clinical setting, (2) supervision by a recognized authority in the field, (3) academic guidance from a faculty member, and (4) evaluation of the internship. The internship is an organized program that occurs in an appropriate health care agency such as a hospital, nursing home, clinic or other approved setting. The student works under the supervision of a registered professional nurse to gain knowledge and to refine and advance their skill level. Prerequisites: NGPA 2.7 GPA; employer acceptance into an internship program and advisor approval.

NSG 471: Diabetes through the Lifespan (2 hours)

This course provides an overview of diabetes care through the life span. The course will utilize the College's Whole Person framework to plan interventions to promote, maintain, or restore the dynamic state of diabetes health. (May be distance education.)

NSG 472: Cognitive Concepts: Strategies for Success (2 hours)

This course emphasizes a multifaceted approach to program completion and NCLEX preparation. This course combines cognitive behavioral techniques, metacognitive strategies, test taking strategies, and simulated NCLEX experience with practice questions. This course will incorporate the development of an individualized success plan. Prerequisite: Successful completion of the sophomore level. Prerequisite: Successful completion of NSG 402.

NSG 473: Gerontology: Concepts of Care (3 hours)

This course will assist the student to develop judgment and notice what is happening by assessing the person's functional status as well as the strengths, resources, needs, cultural traditions, wishes, and expectations of the older adult and caregiver. Instructor and student use evolving, evidence based geriatric knowledge, technology, and best practices to encourage a spirit of inquiry and provide competent care for the older adult. This elective includes classroom, lab, and clinical. Prerequisite: RN enrolled in the RN-BSN program.

NSG 474: Performance Improvement for Nursing (2 hours)

Emphasizing hospital operational improvements, nursing practice, and physician medical practices, this course focuses on the application of Lean Six Sigma in the healthcare industry. Utilization of Lean Six Sigma methodologies showing significant results that can be obtained will be demonstrated. The course will include applications to approach clinical practice with a process improvement mentality, preparing to adjust as Healthcare evolves. Prerequisite: NSG 404.

NSG 475: MONA Convention (2 hours)

This course examines current and emerging issues affecting nurses, nursing practice, patient care, and strategies for thriving in the health care workforce. Students will attend the Missouri Nurses Association Biennial Convention, which includes continuing education sessions, House of Delegates meetings, issues, research, and finance forums. Prerequisite: Junior, senior, LPN, or RN status; or with permission of the instructor.

NSG 476: Nursing Informatics (2 hours)

This course offers an introduction to the dynamic field of nursing informatics. Students will learn about the use of technology in providing nursing

care including documentation, communication (including social media), decision support tools, and telenursing. Students will also explore the use of nursing informatics for professional education and career management and the future of nursing informatics. Prerequisites: Admission to the nursing major.

NSG 479: Core Concepts III (2 hours)

This course emphasizes the core concepts of nursing practice and examines closely the clinical reasoning students need to apply knowledge and principles in clinical situations. Students will also analyze previous personal performance and develop an individualized success and action plan. In addition, students will explore the diagnosis and treatment of human responses to health experiences. Students will integrate diagnostic findings, pharmacological and nutritional interventions, as well as growth and developmental stages into case studies while analyzing the steps of the nursing process for evidence-based care. Analysis of test taking skills and strategies for improvement are also an integral part of this course. Prerequisites: Successful completion of junior level courses; permission of course instructor.

NSG 480: Independent Study (1 hour)

The purpose of the independent study is to allow students to increase knowledge in an area of particular interest and/or carry out a research project to receive academic credit. Students in good academic standing may earn academic credit through the completion of independent study. A maximum of two credits may be earned during the academic career at the College of Nursing. Independent studies are offered at the discretion of the student, faculty member, and administration. Each credit hour awarded requires a minimum of fifteen hours of study. Prerequisites: Consent of instructor.

NSG 481: Critical Care Nursing (2 hours)

This course offers the senior student an opportunity for in-depth study of critical care nursing of clients with the more common medical/surgical crisis situations. Emphasis is placed on synthesizing the pathophysiology, assessment findings, and treatment of selected imbalances of critically ill clients. Prerequisite: NSG 402 or consent of instructor.

NSG 482: Faith Community Nursing (2 hours)

This course focuses on the nursing scope and standards of practice of parish nursing. The past, present, and future of parish nursing are explored. Major concepts of holistic nursing care, spirituality and spiritual assessment, prayer and healing are analyzed in the parish nurse role. Community resources, team building, complementary methods of caring, and stress management are discussed. Prerequisite: Upper-division standing or consent of instructor. (Maybe offered distance education.)

NSG 483: Patient Education (2 hours)

This course offers the student an opportunity for in-depth study and application of the teaching/learning process to promote, maintain, and/or restore health. Emphasis is placed on using learning theories and nursing literature to provide patient education when giving Whole Person Nursing. Prerequisite: Upper-division standing. (Maybe offered distance education.)

NSG 484: Spirituality in Health Care (2 hours)

This course will focus on: the person as a spiritual being; the concept of spirituality and its relationship to health care; the role culture and religious beliefs play in a person's; spirituality, spiritual growth and support in health care; and ethical issues and research in providing spiritual support in health care. Prerequisites: None. (Open to all majors. Maybe offered distance education.)

NSG 485: Stress Management (2 hours)

This course will focus on non-pharmacological methods of stress management. The whole person approach to wellness will be emphasized and the class will be conducted in an interactive and experiential framework. The student will analyze the stresses in his or her own life and develop a plan to manage stress effectively. There will be presentations and activities in areas such as music, massage, meditation, water exercise, aroma, relaxation, guided imagery, cognitive-behavioral techniques, dance/movement, physical exercise, nutrition, communication, spirituality, and others as determined by the class. The student, using principles and techniques learned in the course, will conduct a primary level health promotion activity with a(n) individual or group of their choice. Prerequisites: None.

NSG 486: Integrative Nursing: Incorporating Complementary and Alternative Health Practices into Person Centered Care (3 hours)

This course will examine the current evidence underlying traditional and emerging complementary and alternative health practices that support whole person healing. The student will explore and integrate biomedical approaches with evidence-informed integrative therapies and healing practices to promote the health and well-being of people, families and communities. The foundations of integrative nursing, methods to optimize wellbeing, symptom management and integrative nursing applications will be addressed. Prerequisites: None. (Open to all majors. Maybe offered distance education.)

NSG 487: Research Practicum (1 hour)

This course provides hands on experience in the research process. Students will select a research study and become part of the research team participating in the design development, literature searches, data collection, data entry, data analysis, and presentation preparation. Prerequisites: Computer requirement and NSG 404, or permission of instructor.

NSG 489: Selected Topics in Nursing

These courses, which are studies of selected issues not covered in other nursing courses or subjects covered with more depth than the general nursing curriculum, are offered at the discretion of the faculty and at the request of a sufficient number of students to justify a course offering. Selected topics courses may or may not be offered more than once.

The Bedside Scientist Institute (3 hours)

This course introduces the bedside scientist to the research process. It is designed to help the nurse find, understand, and use clinical research. Legal, moral, and ethical questions relative to research and the use of human subjects are explored. Scientific inquiry, synthesis of the literature, critical analysis of published literature, and development of a bedside scientist project are emphasized.

Health Policy Summit (1 hour)

This course examines current and emerging issues affecting nurses, nursing practice, patient care, and strategies making a difference in the workplace. Students will

attend the AACN Student Policy Summit, which includes continuing education sessions, visits to Capitol Hill, and networking forums.

Caring for the Culturally Diverse Client (3 hours)

The focus of this course is to begin developing the knowledge and skills necessary to competently care for culturally diverse populations. The course will cover topics that include age, race, gender orientation, socio-economic status, nationality, and disabilities. Healthy People 2020 will be the framework used for exploring health care needs of culturally diverse populations.

NSG 490: Genetics in Nursing (3 hours)

Scientific knowledge in human genetics has expanded significantly in the last decade largely due to the Human Genome Project. This course will increase the ability of a professional nurse to think genetically when approaching a clinical situation or problem that may not appear to be genetic in nature. The course will examine basic mechanisms of inheritance and transmission of chromosomes and genes, understanding of genetic contributions to human diversity, and information about common inherited genetic disorders and conditions. Prerequisite: Introduction to Biology or consent of the instructor. (Open to all majors. Maybe distance education.)

NSG 491: Usui System of Reiki Natural Healing (1 hour)

This course will prepare the student to become a Reiki practitioner at the First and Second Degree Level, explore the ways in which the student uses the self as a therapeutic instrument and explore the uses of Reiki in the clinical setting as well as for personal growth and self-healing. Prerequisites: None.

NSG 492: Core Concepts II (1 hour)

This course focuses on review of core concepts of nursing in preparation for the HESI exam for graduating seniors. In addition to review of pertinent content and curriculum, students will also review test-taking strategies, learning styles, and stress reduction techniques in order that they may be better prepared for standardized testing such as HESI and NCLEX. Prerequisites: Concurrent enrollment in NSG. 405 and students preparing to

take the HESI prior to graduating; or permission of instructor.

NSG 495: INA Convention (2 hours)

This course examines current and emerging issues affecting nurses, nursing practice, patient care, and strategies for thriving in the health care workforce. Students will attend the Illinois Nurses Association Biennial Convention, which includes continuing education sessions, House of Delegates meetings, issues, research, and finance forums. Prerequisite: Junior, senior, LPN, or RN status; or with permission of the instructor.

NSG 496: Skin and Wound Care (2 hours)

This course provides an overview of skin and wound care thru the life span. Interventions in this course will focus on patient centered care, safe patient care, quality assessments and the search of enhanced skin care through evidenced based care and informatics. The course will utilize BRCN's Whole person framework to plan interventions to promote, maintain, or restore the dynamic state of skin health (alterations in skin integrity). Prerequisites: Junior or senior nursing student, or permission of instructor. (Maybe distance education.)

NSG 497: Forensic Nursing (2 hours)

This course is designed to introduce the student to the specialty practice area of forensic nursing. Forensic nursing is the application of nursing science to the administration of justice. The course will incorporate principles of assessment and interviewing with those of investigation, evidence collection, and documentation within the scope of nursing practice. Prerequisite: Junior, senior, LPN, or RN status; or with permission of the instructor. (Maybe offered distance education.)

NSG 498: The Art of Nursing (3 hours)

Students will have the opportunity to do an intensive exploration of a patient's "holistic experience of being" that will culminate into a unique artistic expression depicting the patient as interpreted by the student. A variety of mediums in the arts and humanities will be explored to guide the student in finding the art form that would be most representative of their patient. A 3 day/2 night trip to Chicago for experiential learning is required this course. Travel expenses and fees are not included in tuition and fees. Prerequisite: Junior or senior standing.

MASTERS OF SCIENCE IN NURSING CURRICULA AND COURSES

The College confers the Master of Science Degree in Nursing (MSN) through its own graduate program. The purpose of this program is to prepare registered nurses for roles in nursing administration and nursing education. In conjunction with Culver-Stockton College, students may enroll in master's level business courses to also earn the Masters of Business Administration (MBA).

GOALS OF THE MSN PROGRAM

The MSN Program's goals are to:

- Prepare professional nurses to practice as nurse administrators or nurse educators.
- Graduate masters-prepared professional nurses who can competently function as a member, leader, and change agent within an interdisciplinary team of healthcare providers or educators.
- Make the commitment to enhance the personal and profession development of each MSN student.
- Provide a foundation for the doctorate degree in nursing, PhD or DNP.

MSN PROGRAM PHILOSOPHY

Students in the MSN program are expected to develop sophisticated and complex skills beyond the baccalaureate program. At the graduate level, emphasis is placed on students critically analyzing facts and theories. Students will make collaborative judgments based on nationally accepted quality measures and benchmarks in the practice setting, ensuring quality healthcare outcomes. In addition, students will synthesize innovative solutions to problems. All MSN students are expected to:

- Critically and independently think.
- Employ efficient and effective search strategies to locate reliable sources of evidence.
- Critically appraise original research related to their area of interest.
- Master the competencies for the role as nurse administrator or nurse educator.
- Substantially contribute to their course of study.
- Apply concepts, principles, and theories to create original work.

- Appreciate the values of and champion the principles of the QSEN initiative in all care settings.

NURSING STANDARDS

The curriculum is founded on and incorporates the *AACN Essentials of Master's Education in Nursing* (2011) and the QSEN initiative. The curriculum and individual courses incorporate the *ANA Scope and Standards of Nursing Practice*, *ANA Code of Ethics*, *ANA Scope and Standards for Nurse Administrators*, and the *National League for Nursing Scope of Practice for Academic Nurse Educators*.

CURRICULUM FRAMEWORK

The MSN Program curriculum reflects a commitment to the College's curriculum framework, Whole Person Nursing, and therefore core courses focus on developing an in-depth understanding of the framework's concepts.

OVERVIEW OF THE PROGRAM AND CURRICULUM

The MSN program is part-time whereby students enroll in 6 to 8 credit hours of nursing courses per semester, completing the program in approximately two calendar years.

Graduate Curriculum

The graduate curriculum incorporates two areas of content: core and the functional area. All master's degree nursing students complete all core courses regardless of their chosen functional area.

Core courses provide foundational content that is essential for all students who pursue a master's education, providing course work in nursing theory, nursing science, research, health policy, informatics, and professional role development. Core courses also provide content in Whole Person Nursing care, providing advanced content in health assessment, pathophysiology, and pharmacology as well as content in health promotion and disease prevention. Functional area courses provide content essential for students who are pursuing an advanced nursing role in nursing administration or nursing education, providing didactic and hands-on learning experiences with these roles.

The required total number of graduate semester credit hours is 44 for those students who chose to complete the thesis. For those students who chose to complete a project, the required total number of semester credit hours to graduate is 42.

Courses Delivery

The delivery of courses involves distance education using the Internet. For those courses that are synchronous involving participation by video streaming, courses will be scheduled to facilitate the working student. Whether the course is synchronous or asynchronous, students are expected to meet deadlines for online discussions as learning experiences are enhanced by group interaction.

MSN PROGRAM OUTCOMES

The following outcomes are based on the assumption that graduate education builds on a baccalaureate nursing education, expanding his or her knowledge in depth and scope. Therefore, at the completion of the program, the student will:

1. Applies and integrates theories and research findings from nursing and other fields to plan, deliver, manage, and evaluate patient-centered care.
2. Demonstrates a strong theoretical foundation in Whole Person Nursing when promoting health, preventing illness, maintaining and restoring health, and maximizing the function of individuals, families, and communities.
3. Exerts a leadership role with creating effective working relationships that use ethical and critical decision making and a systems approach to promote high quality, safe patient care.
4. Uses informatics and quality improvement methods, tools, performance measures, standards, and principles to continuously improve quality and safety within the organization.
5. Uses research and best evidence with clinical expertise as the basis for making educational, clinical, and organizational decisions that resolve problems, effect change, improve nursing practice, and improve the safety and quality of health care.
6. Uses patient-care, information, and communication technologies to integrate, coordinate, deliver, and enhance patient care.

7. Uses policy development processes and advocacy strategies at the system level to influence decisions that affect clinical practice, health care delivery, and nursing education.
8. Functions as a leader not only in the profession but in the health care system, advancing health and nursing care as well as influencing regulatory, legislative, and public policy in the private and public sectors.
9. Serves as a member and leader within interprofessional teams, communicating, collaborating, consulting, and promoting shared decision-making to achieve safe, quality patient care.
10. Integrates new knowledge, functions, and activities into one's professional nursing practice to implement interventions that influence healthcare outcomes for individuals, families, communities, populations, or systems.

DEGREE PLAN: MSN PROGRAM FOR STUDENTS ENTERING JUNE 2020

Graduate Nursing Core Courses (31 - 33 hours)

Courses	Credit
NSG 501: Nursing Theory and Nursing Science	2
NSG 503: Professional Role Development and Principles of Advanced Practice	2
NSG 505: Statistic for the Health Professional	2
NSG 511: Introduction to Nursing Research	1
NSG 513: Advanced Research Methods for the Nurse Scientist	3
NSG 601: Health Policy	2
Total Hours	12

Research/Project Core Courses

Courses	Credit
NSG 590: Introduction to Nursing Research Project/Thesis	1
NSG 690: Nursing Research Project I or NSG. 692: Nursing Research Thesis I	1
NSG 691: Nursing Research Project II or NSG 693: Nursing Research Thesis II	2 or 4
Total Hours	4 or 6

Whole Person Nursing Care Core Courses

Courses	Credit
NSG 507: Advance Health Assessment	3
NSG 508: Advance Physiology/Pathophysiology	3
NSG 509: Advanced Pharmacology	3
NSG 514: Population-based Health Promotion and Disease Prevention	2
NSG 515: Advanced WPN Practicum	2

NSG 516: Nursing Informatics and Practice 2
Total Hours 15

Functional Area (Track) Courses (11 hours)

Nurse Administrator Courses	Credit
NSG 602: Nursing Systems and Models of Care Delivery	3
NSG 604: Economics in Health Care and Nursing Services	3
NSG 606: Organizational Cultural and Behavioral Patterns	3
NSG 615: Nurse Administrator Practicum I	1
NSG 617: Nurse Administrator Practicum II	1

Nurse Educator Courses	Credit
NSG 603: Theoretical Foundations of Teaching and Learning	3
NSG 605: Theoretical Foundations of Curriculum and Course Design	3
NSG 607: Assessment and Evaluation in Nursing Education	3
NSG 616: Teaching Practicum	2

TOTAL 42 – 44 Semester Credit Hours

COURSE SCHEDULE: MSN PROGRAM FOR STUDENTS ENTERING JUNE 2020

Year 1: Core for All MSN Students

Summer 2020

NSG 501: Nursing Theory and Nursing Science (2)
NSG 505: Statistic for the Health Professional (2)
NSG 511: Advanced Evidence Based Research (1)
NSG 590: Introduction to Nursing Research Project/Thesis (1)*
Total Hours: 6

*Completed during the first semester of enrollment.

Fall 2020

NSG 503: Professional Role Development and Principles of Advanced Practice (2)
NSG 508: Advance Physiology/ Pathophysiology (3)
NSG 513: Research Methods for the Nurse Scientist (3)
Total Hours: 8

Spring 2021

NSG 514: Population-based Health Promotion and Disease Prevention (2)
NSG 516: Nursing Informatics and Practice (2)

NSG 515: Advanced WPN Practicum (2)
Total Hours: 6

Year 2: Immersion in Track and Research/Project Experience

Nurse Administrator Track

Summer 2021

NSG 509: Advanced Pharmacology (3)
NSG 601: Health Policy (2)
NSG 602: Nursing Systems and Models of Care Delivery (3)
Total Hours: 8

Fall 2021

NSG 507: Advance Health Assessment (3)
NSG. 606: Organizational, Cultural, and Behavioral Patterns (3)
NSG 615: Nurse Administrator Practicum I (1)
NSG 690: Nursing Research Project I (1)
OR NSG 692: Nursing Research Thesis I (1)
Total Hours: 8

Spring 2021

NSG 604: Economics in Health Care and Nursing Services (3)
NSG 617: Nurse Administrator Practicum II (1)
NSG 691: Nursing Research Project I (2)
OR NSG 693: Nursing Research Thesis II (4)
Total Hours: 6-8

Nurse Educator Track

Summer 2021

NSG 509: Advanced Pharmacology (3)
NSG 601: Health Policy (2)
NSG 603: Theoretical Foundations of Teaching and Learning (3)
Total Hours: 8

Fall 2021

NSG 507: Advance Health Assessment (3)
NSG 605: Theoretical Foundations of Curriculum and Course Design (3)
NSG 690: Nursing Research Project I (1)
OR NSG 692: Nursing Research Thesis I (1)
Total Hours: 7

Spring 2021

NSG 607: Assessment and Evaluation in Nursing (3)
NSG 616: Teaching Practicum (2)
NSG 691: Nursing Research Project I (2)
OR NSG 693: Nursing Research Thesis II (4)
Total Hours: 7-9

TOTAL 42 – 44 Semester Credit Hours

COURSE REQUIREMENTS FOR THE MSN/MBA
DUAL DEGREE FOR MSN STUDENTS ENTERING
JUNE 2020

Prerequisites

- MSN student in the Nurse Administrator track.
- Principles of Accounting I and II

Required Courses Transferred from the MSN Program

NSG 505: Statistic for the Health Professional (2)
NSG 511: Introduction to Nursing Research (1)
NSG 513: Advanced Research Methods for the Nurse Scientist (3)
NSG 601: Health Policy (2)
NSG 604: Economics in Health Care and Nursing Services (3)
NSG 606: Organizational Cultural and Behavioral Patterns (3)
NSG 615: Nurse Administrator Practicum I (1)
NSG 617: Nurse Administrator Practicum II (1)

*** Required Courses from Culver-Stockton College**

BUS 515: Global Marketing Strategy (3)
BUS 540: Legal Environment (3)
ACT 555: Financial Reporting and Analysis (3)
ACT 556: Managerial Accounting Decision Making (3)
BUS 530: Human Resource Management (3)

*These courses can be taken concurrently with nursing courses or completed after earning the MSN. These courses are subject to change as Culver-Stockton College revises coursework for the MBA.

Contact the Admission's Office at Culver-Stockton College to learn more about the MBA Program. See the Culver-Stockton MBA Handbook at www.culver.edu for more information.

MSN NURSING CORE COURSES

NSG 501: Nursing Theory and Nursing Science (2 hours)

This course provides an overview of the relationship between philosophy, theories or conceptual frameworks, and nursing science. Concepts will be analyzed relative to their use in theory building. Students are expected to conduct an in-depth analysis of a major nursing theory or conceptual framework. Appreciation of the role nursing theory

development plays in providing a basis for scientific inquiry is emphasized. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 503: Professional Role Development (2 hours)

This course provides an overview of social role theory and explores its relevance to professional role development. Gender differences are explored within an historical context. A history of advanced nursing practice role development is reviewed, and emerging roles in advanced practice are critiqued. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 505: Statistic for the Health Professional (2 hours)

A general overview of statistical methods commonly used by the nurse scientist to conduct and analyze research is provided. The emphasis is for the student to conceptually understand and apply statistical concepts and methods to the interpret research data. The specifics of the course will include: understanding the data through the use of descriptive statistics and underlying principles of statistical inference; and statistical methods including Chi-Square, McNemar, Kruskal-Wallis, the Wilcoxin, Friedman, Mann-Whitney U, *t*-tests, ANOVA, Correlation, and Regression. Additionally, students have the opportunity to collect data and to enter that data into SPSS and analyze the data using SPSS. Pre-requisites: Undergraduate research and undergraduate statistics or permission of the instructor.

NSG 507: Advance Health Assessment of the Whole Person (3 hours)

This course is designed to develop cognitive and physical assessment skills with differential diagnosing, going beyond the basic history and physical examination. The course builds and expands students' basic preparation with health assessment, focusing on the concept of a specific chief complaint rather than the generic head-to-toe assessment, focused history, key questions, focused physical examination, laboratory and diagnostic studies, and diagnostic reasoning. The course also addresses the assessment of the psychological, sociocultural, developmental, and spiritual dimension of the whole person across. Although the emphasis of the course is the adult, assessment issues across the lifespan are also discussed. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 508: Advance Physiology/ Pathophysiology (3 hours)

A concepts approach using quality improvement methods will be used to examine in depth physiological processes across the lifespan. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 509: Advanced Pharmacology (3 hours)

This course encompasses an in-depth analysis of pharmacodynamics, pharmacokinetics, and pharmacotherapeutics for broad categories of pharmacological agents. Pharmacogenomic considerations, lifespan development, and cultural issues are explored relative to safe drug choice and effective medication management. Evidence based drug regimens to manage common health alterations are reviewed. The impact of information technology, healthcare system changes and economics on pharmacotherapy are examined within the context of patient-centered care. Issues and trends in pharmacotherapy are explored along with the legal and ethical considerations. The course also focuses on the application of pharmacotherapeutics used by nurse practitioners in the management of health problems. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 511 Introduction to Nursing Research (1 hour)

This course addresses the role of research in professional nursing practice including utilizing research sources and translating evidence-based findings to practice. This course also provides a review of the basic concepts of nursing research including, but not limited to, key concepts, terminology, and ethical principles. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 513: Research Methods for the Nurse Scientist (3 hours)

This course focuses on interpreting, designing, and conducting nursing research using quantitative and qualitative research methodologies. Problem identification, literature review, hypothesis formation, research design, sampling, data collection, and analysis will be explored. Students will identify a healthcare problem in their area of interest and design a research study to address this problem. Pre-requisites: NSG 505 or graduate statistics and NSG 511; or permission of the instructor.

NSG 514: Population-based Health Promotion and Disease Prevention (2 hours)

This course focuses on population-based health, health promotion, and disease prevention. Health promotion theories and models, health determinants, health literacy, national health goals, and evaluation and measurement of health promotion in the primary and acute care setting are examined. Basic principles of epidemiology and quality improvement models will be described. As an outcome of the course, students will have the knowledge and skills to develop a health promotion plan for a specific population that is evidence-based and will meet local and/or national outcomes for health. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 515: Advanced WPN Practicum (2 hours)

This practicum gives students the opportunity to integrate and practice concepts from NSG 514 and earlier course work. Emphasis is placed on planning practicum experiences that integrate foundational Whole Person Nursing concepts with advanced assessment and clinical decision making with the management of a selected population. Students are expected to log 120 hours of practice time. Students entering the nurse educator track must spend a concentrated time in the nursing specialty that they wish to teach so they are prepared to teach that specialty. Pre-requisites or concurrent: NSG 514.

NSG 516: Nursing Informatics and Practice (2 hours)

This course covers a broad understanding of data systems and their impact on the delivery of quality patient care and patient safety. Concepts include the role of nursing in informatics with reviewing, monitoring, improving and evaluating health care services; use of computer technology for clinical documentation, communication, and workflows; problem identification; project implementation; and best practices. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 601: Health Policy (2 hours)

This course focuses on national and state health policy in relation to the U.S. health system within the context of global health policy. A key behavior is to develop your voice as a nurse. Students explore the broader aspects of health policy processes and development. Key policies are analyzed and critiqued in order to recognize inherent assumptions. Students also develop an action framework for challenging existing health policies or

in creating new policies. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 590: Introduction to Nursing Research Project/Thesis

During this directed study, each student will be expected to communicate with their advisor to identify a topic and determine if the topic will be completed as a project or thesis. The student and the advisor will establish a timeline for project/thesis completion. Pre-requisites: Acceptance into the MSN program or permission of the instructor.

NSG 690: Nursing Research Project I (1 hour)

During this directed study, each student is expected to develop a proposal for an individual scholarly project. Each student provides a brief overview of their scholarly project to their Project Committee. Pre-requisites: Completion of the graduate core courses.

NSG 691: Nursing Research Project II (2 hours)

During this directed study, each student will complete the individual scholarly project based on the agreement made with the Project Committee. Pre-requisites: NSG 690.

NSG 692: Nursing Research Thesis I (1 hours)

During this directed study, each student is expected to develop a formal written proposal for an individual research thesis and obtain IRB approval for the research. Pre-requisites: Completion of the graduate core courses.

NSG 693: Nursing Research Thesis II (4 hours)

During this directed study, each student will complete the research thesis based on the agreement made with the Thesis Committee. Pre-requisites: NSG 692.

NSG 694: Nursing Research Thesis/Project Continuous Enrollment (1 hour)

Students who have not completed their project/thesis at the end of NSG 691 or NSG 693 must remain enrolled in a continuous enrollment course until it is completed. During this directed study, each student will continue to work towards completion of the project/thesis.

NSG 695: Nursing Research Thesis/Project Continuous Enrollment II (1 hour)

Students who have not completed their project/thesis at the end of NSG 694 must remain enrolled in a continuous enrollment course until it is completed. During this directed study, each student will continue to work towards completion of the project/thesis.

NSG 696: Nursing Research Thesis/Project Continuous Enrollment III (1 hour)

Students who have not completed their project/thesis at the end of NSG 695 must remain enrolled in a continuous enrollment course until it is completed. During this directed study, each student will continue to work towards completion of the project/thesis.

NSG 697: Nursing Research Thesis/Project Continuous Enrollment IV (1 hour)

Students who have not completed their project/thesis at the end of NSG 696 must remain enrolled in a continuous enrollment course until it is completed. During this directed study, each student will continue to work towards completion of the project/thesis.

FUNCTIONAL AREA: NURSE ADMINISTRATOR COURSES

NSG 602: Nursing Systems and Models of Care Delivery (3 hours)

This course provides a comprehensive overview of nursing systems and models of care delivery within the United States and other countries. Critical assessment of nursing and healthcare outcomes management and assessment provides a framework for the judicious use of current best evidence in making system and care delivery decisions. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 604: Economics in Health Care and Nursing Services (3 hours)

This course provides an introduction to accounting and financial management, within the health-care industry. Students are expected to critically read and/or analyze financial reports, cost behavior, profit analysis, cost allocation, pricing and servicing decisions, managerial accounting, planning and budgeting, time value analysis and financial risk. Pre-

requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 606: Organizational Cultural and Behavioral Patterns (3 hours)

This course provides insight into organizational culture and behavior patterns by analyzing individual and group behavior within a variety of work place settings. Key issues such as perceptions, attitudes, stress, conflict, negotiations, group dynamics, team building, and managing change are emphasized. Students are expected to discern workplace dynamics, and plan change to enable organizational success through increasing job satisfaction and productivity. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 615: Administration Practicum I (1 hour)

This 45 hour practicum focuses on the nursing administrator's role in providing quality nursing care in an environment of reduced resources. Practicum faculty and students will develop individual plans to increase knowledge and skills through a variety of experiences focusing on:

1. Critically reading and analyzing financial reports.
2. Cost behavior.
3. Profit analysis.
4. Cost allocation.
5. Pricing and servicing decisions.
6. Managerial accounting.
7. Planning and budgeting.
8. Time value analysis.
9. Financial risk.

NSG 617: Administration Practicum II (1 hour)

This 45 hour practicum focuses on the nursing administrator's role in assessing and leading cultural change within a health care organization. Practicum faculty and students will develop individual plans to increase knowledge and skills through a variety of experiences focusing on:

1. Healthy culture.
2. Assessment of culture.
3. Managing people in an evolving organization.
4. Managing social and organizational processes.
5. Ethical decision making.

FUNCTIONAL AREA: NURSE EDUCATOR COURSES

NSG 603: Theoretical Foundations of Teaching and Learning (3 hours)

The course examines learning experiences and teaching strategies for the classroom,

lab/simulation, Internet, and clinical setting. Learning theories, student characteristics, and the roles of the nurse educator and nursing student are explored. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 605: Theoretical Foundations of Curriculum and Course Design (3 hours)

The course provides a beginning theoretical foundation in curriculum and course design. The course examines the history and future of nursing education, analyzing the influence of past, present, and future professional, health, societal, and educational trends on curriculum content. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 607: Assessment and Evaluation in Nursing Education (3 hours)

The course explores the assessment and evaluation of nursing education. Issues with measuring student learning, identifying clinical competency, minimizing grade inflation, meeting accreditation standards, evaluating program effectiveness, assessing clinical reasoning, and evaluating safety are examined. Students will learn to construct evaluative instruments such as tests, clinical evaluation tools, and rubrics. Issues and ethical decision-making with student behavior, performance, plagiarism, and cheating will be discussed. Pre-requisites: Acceptance into the MSN Program or permission of the instructor.

NSG 616: Teaching Practicum (2 hours)

This practicum gives students the opportunity to integrate clinical knowledge with the role, responsibilities, and activities of the nurse educator, be it in academia, staff development, or patient education. For students wishing to teach in a specialty area, they are expected to log 120 hours of practice time in that area. Concurrent or course pre-requisites: NSG 603, 605, and 607.

**ASSOCIATE OF SCIENCE IN HEALTH
INFORMATION MANAGEMENT (HIM)
CURRICULUM AND COURSES**

The Health Information Management (HIM) Program is a new program for the College, receiving Higher Learning Commission (HLC) approval in July 2018. The program will seek accreditation from the

Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) in 2019. According to CAHIIM policy, the College cannot begin the process towards accreditation until six months before the first graduating class. The timeline for accreditation will include a pre-application assessment in October 2019, candidacy status in November 2019, a self-assessment in December 2019, and a site visit by CAHIIM reviewers sometime between March and May 2020.

The program is designed to be completed in three semesters and the total semester credit hours is 64. General education requirements are completed at other regionally accredited institutions of higher education and transferred into the program. HIM courses are completed at the College.

HIM PROGRAM MISSION STATEMENT

The mission of the College's Health Information Management Program is to offer the highest quality of education in a learning environment that fosters critical thinking, encourages professional leadership, and instills a strong appreciation of ethical values and human diversity. The program emphasizes an assurance of accessibility, accuracy, availability, integrity, and security of protected health information. Following the standards established by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) and the AHIMA Code of Ethics, the curriculum provides students with the opportunity to develop the knowledge, skills, and attitudes necessary to be outstanding health information management specialists.

HIM PROGRAM PURPOSE

The purpose of this program is to prepare graduates with demonstrated competence in the cognitive (knowledge), technological (skills), and affective (behavior) learning domains of health information management in an environment created to improve the health of our community.

HIM PROGRAM GOALS

- Prepare health information graduates to serve in multiple roles, following ethical principles as part of the healthcare team in a variety of settings.

- Prepare students to preserve, protect, and secure health information with sensitivity and respect for the inherent dignity and worth of every person.
- Develop leadership abilities and skills necessary to collaborate with others to positively influence healthcare, advocating for appropriate uses of information resources across the healthcare ecosystem.
- Promote the personal and professional development of each student.
- Provide a foundation for advanced educational preparation.
- Advance health information management knowledge and practice through continuing education, research, publications, and presentations.

CURRICULUM FRAMEWORK

The curriculum framework is Whole Person. This framework provides a foundation for understanding the practice of health information management, focusing on the person as a whole be that person an individual, family or community. The central concern is human beings who requirement management of health information data.

DEGREE PLAN FOR THE HIM PROGRAM ENTERING FALL 2020

General Education (9 hours)

Courses	Credit
Fundamentals of Public Speaking (Speech)**	3
History, Literature, or Fine Arts**	3
English Composition I*	3

Support Courses (11 hours)

Courses	Credit
Anatomy & Physiology I*	4
Anatomy & Physiology II	4
Introduction to Psychology or Sociology	3

*Required prior to start of program

**Required prior to end of degree completion

HIM Core Courses (44 hours)

Courses	Credit
HIM 134: Fundamentals of Health Information Management	4
HIM 211: CPT Coding (8-wk, 1st term)	3
HIM 212: Rev Cycle & Reimbursement (8-wk, 1st term)	3
HIM 213: Law & Ethics (8-wk, 2nd term)	2
HIM 214: Quality & Leadership (8-wk, 2nd term)	3
HIM 215: Informatics & Data Management	3
HIM 233: Health Information Systems	3
HIM 236: ICD-10 Coding	4
HIM 240: Practical Experience I - Technical (8-wk, 1st term)	2
HIM 241: Coding Lab (8-wk, 2nd term)	2
HIM 242: Practical Experience II – Advanced (8-wk, 2nd term)	2
HSE 213: General Pharmacology for Healthcare (8-wk, 1st term)	3
HSE 217: Pathophysiology for Healthcare (8-wk, 2nd term)	3
HSE 218: Computer Applications for Healthcare Careers (8-wk, 2nd term)	2
HSE 235: Statistics for Healthcare Careers	3
HSE 280: Medical Terminology (8-wk, 1st term)	2

Total: 64 Semester Credit Hours

SAMPLE CLASS SCHEDULE FOR THE HIM PROGRAM ENTERING 2020

General Education (9 hours)

Courses	Credit
Fundamentals of Public Speaking (Speech)**	3
History, Literature, or Fine Arts**	3
English Composition I*	3

Support Courses (11 hours)

Courses	Credit
Anatomy & Physiology I*	4
Anatomy & Physiology II	4
Introduction to Psychology or Sociology	3

*Required prior to start of program

**Required prior to end of degree completion

Fall 2020

Courses	Credit
HSE 213: General Pharmacology for Healthcare (8-wk, 1st term)	3
HIM 134: Fundamentals of Health Information Management	4
HSE 280: Medical Terminology (8-wk, 1st term)	2
HSE 217: Pathophysiology for Healthcare (8-wk, 2nd term)	3
HSE 218: Computer Applications for Healthcare Careers (8-wk, 2nd term)	2
Total Hours	14

Spring 2020

Courses	Credit
HIM 233: Health Information Systems	3
HIM 240: Practical Experience I – Technical (8-wk, 1st term)	2
HIM 236: ICD-10 Coding	4
HIM 241: Coding Lab (8-wk, 2nd term)	2
HIM 213: Law & Ethics (8-wk, 1st term)	2
HIM 214: Quality & Leadership (8-wk, 2nd term)	3
Total Hours	16

Fall 2020

Courses	Credit
HSE 235: Statistics for Healthcare Careers	3
HIM 211: CPT Coding (8-wk, 1st term)	3
HIM 212: Rev Cycle & Reimbursement (8-wk, 1st term)	3
HIM 242: Practical Experience II – Advanced (8-wk, 2nd term)	2
HIM 215: Informatics & Data Management	3
Total Hours	14

Total: 64 Semester Credit Hours

HIM COURSE DESCRIPTIONS

HIM 134: Fundamentals of Health Information Management (4 credits)

This course presents the fundamentals of the health information management profession and healthcare delivery systems. Topics include healthcare settings, policies, the patient record within the context of electronic health records (EHR's), data collection standards, coding and reimbursement.

Prerequisites: English Comp I.

HIM 211: CPT Coding (3 hours)

CPT classification, conventions and coding procedures are introduced and practiced. Abstracting medical information from health documentation for coding facility outpatients, physician and professional billing is presented, discussed and practiced. Prerequisites: HIM 136.

HIM 212: Rev Cycle & Reimbursement (3 hours)

This course explains classification systems in detail and impact on the following: Federal reimbursement systems, coding compliance, quality auditing, peer review organizations, and database reporting. Prerequisites: HIM 134.

HIM 213: Law & Ethics (2 hours)

Legal, regulatory, and ethical dimensions of healthcare are examined. Analysis of statutes and court decisions affecting healthcare. Ethical dimensions of healthcare organizations, their personnel and professionals considered. Prerequisites: HIM 134.

HIM 214: Quality & Leadership (3 hours)

A study of continuous quality improvement, utilization management, and risk management in health care. Also includes study of credentialing, accreditation standards, quality improvement organizations, and medical staff services. In addition, students will discuss the management of HIM functions. Prerequisites: HIM 134.

HIM 215: Informatics & Data Management (3 hours)

This course will explore healthcare data analytics. Application of data analytic methodologies to improve decision making, performance, healthcare quality and strategic planning will be presented and practiced. Students will become familiar with internal and external data sources in healthcare, including data abstraction, qualitative data analysis, interpretation and basic data analytics. Prerequisites: HIM 134 and HSE 218.

HIM 233 Health Information Systems (3 hours)

This course continues to build understanding of electronic health record terminology and the information systems life cycle is explored. The use of data dictionary, data models, database management and design for electronic health records are introduced. Prerequisites: None.

HIM 236: ICD-10 Coding (4 hours)

This course provides an introduction to hospital diagnosis coding concepts, nomenclature and ICD-10-CM classification systems, as well as procedure coding using ICD-10 PCS for hospital inpatient claims Prerequisites: HSE 213, HSE 217, and HSE 280.

HIM 240: Practical Experience I (Technical) (2 hours)

Skills and classroom learning will be applied within a healthcare organization related to technical functions such as release of information, deficiency assignment and medical record management. Prerequisites: HIM 134.

HIM 241: Coding Lab (2 hours)

Practical application of coding concepts. Skills and learning from the classroom and laboratory are reinforced and practiced. Prerequisite or concurrent: HIM 136.

HIM 242: Practical Experience II (Advanced) (2 hours)

This course provides more in-depth opportunities for observation, participation and practical application of health information management skills in the institutional setting. Prerequisites: HIM 240.

HSE 218: Computer Applications for Healthcare Careers (2 hours)

This course prepares students to develop the technical skills for the pursuit of academic and professional achievements. Basic computer terminology and concepts using Microsoft Windows as well as other Microsoft Office products are presented along with hands-on assignments. Prerequisites: None

HSE 235: Healthcare Statistics (3 hours)

This course covers maintenance, compilation, analysis, and presentation of healthcare statistics and research protocols and techniques. Topics include basic statistical principles, indices, databases, registries, vital statistics, descriptive statistics, research protocol monitoring. Prerequisites: HIM 134.

HSE 213: General Pharmacology for Healthcare Careers (3 hours)

This course is a general introduction to pharmacological concepts. The focus is on the use of medications to promote, maintain, and/or restore health. The course will also focus on the concepts of

drug classification, adverse reactions, poisoning, and management of common diagnoses.

Prerequisites: A&P I and A&P II.

HSE 217: Pathophysiology for Healthcare Careers (3 hours)

This course is a general introduction to the etiology, identification, and classifications of diseases of the human body. The focus is on the impact of diseases on body systems and health. The course will discuss common treatments and therapies. Prerequisites: A&P I, A&P II.

HSE/NSG 280: Medical Terminology (2 hours)

This course is designed for anyone desiring a background in the language of medicine and health care. The course is presented utilizing a system of learning medical terms from root words, combining forms, prefixes and suffixes. At the completion of this course the student will be able to recognize, build, define, and correctly spell medical terms.

Prerequisites: Prerequisites: A&P I and A&P II.

**ASSOCIATE OF SCIENCE IN MEDICAL
LABORATORY TECHNOLOGY (MLT)
CURRICULUM AND COURSES**

MLT PROGRAM MISSION

The mission of the Medical Laboratory Technology Program is to provide high quality education to students of diverse backgrounds that will cultivate the necessary knowledge, technical skills, attitudes and values required to provide quality medical laboratory services that will enhance the health of our community, promote lifelong learning, and exceed market demands.

The mission is accomplished in an environment dedicated to promoting personal care and professional expertise in the field of medical laboratory education. Educational experiences will encourage critical thinking, problem solving, effective communication and overall commitment to excellence, while providing the opportunity to use the current technology and resources of the hospital.

MLT PROGRAM PURPOSE

The purpose of the Blessing School of Medical Laboratory Program is to prepare graduates who are competent in medical laboratory science. Graduates of this program receive a certificate in medical laboratory technician and are prepared take the Board of Registry that is prepared by the American Society of Clinical Pathologists.

The primary responsibility of the program is to guide students in achieving educational goals. A comprehensive curriculum is provided that consists of opportunities for students to develop skills in conceptual understanding, analytical judgment, critical thinking, and the ability to problem solve in the performance of laboratory procedures. Students are encouraged to identify individual learning styles and develop study methods that permit the acquisition and retention of knowledge and concepts. Principles of ethics are demonstrated that build character and professional attributes. Clinical skills are developed that instill appropriate attitudes and foster affective growth in providing care and responding to patients' needs during imaging procedures.

MLT PROGRAM GOALS

The goals of the Medical Laboratory Technology Program are to:

1. Provide students with a superior education in the field of Medical Laboratory Science.
2. Prepare competent entry-level medical laboratory technicians in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains.
3. Prepare students with the skills and abilities to:
 - perform laboratory tests competently.
 - problem solve and think critically.
 - communicate with patients and colleagues effectively and professionally.
4. Prepare graduates to model professional behavior and ethics.
5. Prepare graduates who demonstrate an awareness and understanding of cultural diversity among patients and peers.
6. Promote the value and need for lifelong learning.

MLT PROGRAM STUDENT OUTCOMES

Upon completion of the program, the graduate will be able to:

1. Perform and report results of laboratory procedures accurately and efficiently.
2. Apply modern clinical methodologies to solve problems pertaining to specimen collection, testing and performing preventive and corrective maintenance on instruments.
3. Analyze diverse types of information and choose an appropriate course of action in order to perform laboratory tests and solve problems accurately and efficiently.
4. Operate common laboratory equipment and perform routine calibration and maintenance according to established procedures.
5. Monitor and evaluate quality control measures.
6. Demonstrate the ability to use laboratory information systems and instrument computer applications effectively.
7. Communicate effectively using professional interpersonal skills with patients, peers, other health care professionals and the public, treating them with respect, caring and thoughtfulness.
8. Behave in a manner consistent with the standards of the laboratory profession.
9. Act upon individual need for continued study and knowledge to grow and adapt professionally and share such knowledge with colleagues, other health care professionals and the general public.
10. Describe the importance of continuing education in lifelong learning and in obtaining and maintaining professional credentialing
11. Recognize and comply with workplace practices and policies, including safety and HIPAA /patient confidentiality.

CERTIFICATION EXAMINATION

Awarding an AS degree is not contingent upon certification exam scores. Students who have successfully completed their course of study are eligible and encouraged to take one or more of the national certification examinations. Information regarding the MLT examination can be obtained from the Board of Certification, American Society of Clinical Pathology, www.ascp.org.

DEGREE PLAN FOR THE MLT PROGRAM ENTERING SUMMER 2020

GENERAL EDUCATION COURSES (9 HRS)*

Courses	Credit
Fundamentals of Public Speaking (Speech)	3
English Composition I	3
History, Literature, or Fine Arts	3

SUPPORT COURSES (25 HRS)*

Courses	Credit
Ethics	3
College Algebra or Statistics	3
Anatomy & Physiology I	4
Anatomy & Physiology II	4
Microbiology	4
General Chemistry	4
Introduction to Psychology	3

*To be completed before entry into program.

REQUIRED MEDICAL LABORATORY TECHNOLOGY COURSES (36 HRS)

Courses	Credit
MLT 100: Phlebotomy Principles	3
MLT 101: Introduction to Clinical Lab	3
MLT 102: Clinical Microscopy	3
MLT 121: Concepts of Clinical Lab	3
MLT 204: Immunology Serology	2
MLT 205: Fundamentals of Clinical Chemistry	3
MLT 206: Hematology	4
MLT 207: Medical Microbiology	4
MLT 208: Immunohematology	3
MLT 224: Clinical Practicum I	4
MLT 225: Clinical Practicum II	4

TOTAL: 70 HOURS

SAMPLE CLASS SCHEDULE FOR THE MLT PROGRAM ENTERING SUMMER 2020

Completed Before Entry into Program

General Education Courses (9 Hrs.)

Courses	Credit
Fundamentals of Public Speaking (Speech)	3
English Composition I	3
History, Literature, or Fine Arts	3

Support Courses (25 Hrs.)

Courses	Credit
Ethics	3
College Algebra or Statistics	3
Anatomy & Physiology I	4
Anatomy & Physiology II	4
Microbiology	4
General Chemistry	4
Introduction to Psychology	3

Summer

Courses	Credit
MLT 100: Phlebotomy Principles	3
MLT 101: Introduction to Clinical Lab	3
MLT 102: Clinical Microscopy	3
MLT 121: Concepts of Clinical Lab	3
Total Hours	12

Fall

Courses	Credit
MLT 206: Hematology	4
MLT 207: Medical Microbiology	4
MLT 224: Clinical Practicum I	4
Total Hours	12

Spring

Courses	Credit
MLT 204: Immunology Serology	2
MLT 205: Fundamentals of Clinical Chemistry	3
MLT 208: Immunohematology	3
MLT 225: Clinical Practicum II	4
Total Hours	12

and classmates. Students will utilize good communication skills that were taught in MLT 100 while interacting with their classmates. They will adhere to strict safety and infection control guidelines during their phlebotomy procedures.

MLT 101 Introduction to the Clinical Laboratory (3 hours)

A course designed to introduce the MLT student to the basic principles of each area of the clinical laboratory. Basic normal hematology, coagulation methods, and chemistry profile tests will be introduced. Students will learn aseptic techniques, specimen collection, growth requirements of bacteria, media and techniques used to culture microorganisms. Students will also be introduced to basic blood typing, antibody identification procedures and compatibility procedures in blood bank. Laboratory safety, infection control and blood borne pathogens prevention and patient confidentiality will also be discussed. Prerequisites: Completion of college level Anatomy & Physiology and admission to MLT program.

MLT 102 Clinical Microscopy (Urinalysis & Body Fluids) (3 hours)

A course designed to give students a thorough background in urine formation including function & diseases of kidney. Physical, chemical & microscopic features of urine; diagnostic test principles and clinical correlations of lab results will be covered. Students will also study miscellaneous fluid analysis, including CSP, synovial, seminal and fecal analysis. Prerequisites: Completion of college level Anatomy & Physiology and admission to MLT program.

MLT COURSE DESCRIPTIONS

MLT 100 Phlebotomy Principles (2 hours)

A course designed to give students a thorough background in blood collection techniques. Course topics include safety precautions and infection control, collection equipment, anticoagulants, venipunctures procedures, skin puncture and special collection procedures. Communication skills, professional ethics and legal issues will also be discussed. This course along with ML T 120, Clinical Practicum I may also be completed by students interested in obtaining phlebotomy certification.

MLT 100 L Phlebotomy Lab (1 hour)

Students will practice and demonstrate various phlebotomy techniques on prosthetic dummy arms

MLT 121 Concepts of Clinical Laboratory (3 hours)

Students will practice basic hematology and blood banking skills in the wet lab while under the direct supervision of a preceptor. They will apply the knowledge and skills they learned in the classroom during their supervised laboratory sessions. Clinical practice in phlebotomy will be included. Prerequisites: Completion of college level Anatomy & Physiology and admission to MLT program.

MLT 204 Immunology & Serology (2 hours)

Immune functions and processes related to natural body defenses will be studied. Included will be antigen - antibody reactions, complement action, cellular response and humoral immune response. Also serological procedures to detect diseases such

as syphilis, hepatitis, rheumatoid arthritis, mononucleosis, etc. Prerequisites: Completion of MLT 101 and admission to MLT program.

MLT 205 Fundamentals of Clinical Chemistry (3 hours)

The study and analysis of electrolytes, proteins, lipids, carbohydrates, enzymes, minerals, hormones and various other biochemical compounds in the body. Emphasis will be placed on basic laboratory techniques, principles of instrumentation and automation, quality control and clinical correlation of lab results. Prerequisites: Completion MLT 101 and admission to MLT program.

MLT 206 Hematology (4 hours)

A study of red blood cells, white blood cells and platelets and principles and procedures in hemostasis. This course focuses on cell maturation, normal cell function, and the changes in normal and disease states. The pathogenesis of various anemias and leukemias and other hematological disorders is included. Emphasis is placed on identification of immature and abnormal cells and correlation of test results with disease states. The coagulation pathways and the role of coagulation factors and platelets in normal hemostasis and various disease states are studied. Testing principles, disease correlation and problem solving are stressed. Prerequisites: Completion of MLT 101 and admission to the MLT program.

MLT 207 Medical Microbiology (4 hours)

A study of clinically relevant bacteria. Emphasis will be placed on organism identification, biochemical & staining characteristics and clinical correlation with infectious disease. Antibiotic susceptibility testing methods and interpretation will also be studied. Prerequisites: Completion of college microbiology, MLT 101 and admission to the MLT program.

MLT 208 Immunohematology (3 hours)

A study of the principles of transfusion medicine. This course will cover the collection and processing of donor blood and the preparation of components for transfusion. Major topics of discussion include antigens and antibodies of the blood group systems, antibody identification, HDN and the adverse effects of transfusion. Prerequisites: Completion of MLT 101 and admission to MLT program.

MLT 224A Clinical Laboratory Practicum I (4 hours)

Students will rotate through the clinical departments of advanced microbiology, clinical microscopy, and immunohematology applying the knowledge & skills learned in the classroom. The students will be scheduled for three seven-hour days per week.

Prerequisites: Admission to MLT program, completion of MLT 101, MLT 102, MLT222, MLT205, ML T206, MLT207 and MLT208 or courses in progress.

MLT 224B Clinical Laboratory Practicum II (4 hours)

Students will rotate through the clinical departments of advanced hematology and clinical chemistry applying the knowledge & skills learned in the classroom. The students will be scheduled for three seven-hour days per week. Prerequisites: Admission to MLT program; completion of MLT 101, MLT 102, MLT 204, MLT222, ML T205, MLT206, MLT207, MLT208 and MLT209.

ASSOCIATE OF SCIENCE IN RESPIRATORY CARE CURRICULUM AND COURSES

RESPIRATORY CARE MISSION STATEMENT

The mission of the College's Respiratory Care Program is to offer the highest quality of education in a learning environment that fosters critical thinking, encourages professional leadership, and instills a strong appreciation of ethical values and human diversity. The program emphasizes critical care, acute care, neonatal/pediatrics, cardiac care, home care, polysomnography, and pulmonary diagnostics. Following the standards established by the Commission on Accreditation for Respiratory Care (CoARC), the curriculum provides students with the opportunity to develop the knowledge, skills, and attitudes necessary to be outstanding patient care providers as respiratory therapists.

RESPIRATORY CARE PROGRAM GOAL

The purpose of this program is to prepare graduates with demonstrated competence in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains of respiratory care practice as performed by registered respiratory therapists (RRTs). In addition, the program is to prepare leaders for the field of respiratory care by including curricular content that includes objectives

related to acquisition of skills in one or more of the following: management, education, research, AND/OR advanced clinical practice (which may include an area of clinical specialization).

CURRICULUM FRAMEWORK

The curriculum framework is *Whole Person*. This framework provides a foundation for understanding the practice of respiratory care, focusing on the person as a whole be that person an individual, family or community. The central concern is human beings who require respiratory care to promote, maintain and restore health or to provide comfort for the dying. Each concept within the framework is introduced during the respiratory care program.

PHILOSOPHY

We believe that a person is an integrated physiological, psychological, sociocultural, and spiritual being who interacts with the internal and external environment on a developmental continuum. Each person is unique, has inherent worth and potential for learning, personal growth, and wellness.

We believe health is a dynamic state of existence influenced by heredity, life style, and environment. Persons, families, and communities differ in the manner in which they perceive and value health and have the right to determine and participate in those activities that affect their health.

We believe respiratory care is the art and science of diagnosing and treating human responses to health experiences with the goals of protecting, promoting, and/or optimizing health. This includes the prevention of illness and injury, the alleviation of suffering, comfort for the dying, and advocacy in the care of individuals, families, and communities. Outcomes are achieved through an environment of interdisciplinary collaboration and partnership with the whole person across both the health and developmental continuums. The goals of respiratory care are advanced when the environment is recognized as a major influence on health and health outcomes.

We believe teaching is a planned, creative, collaborative process in which the teacher and learner co-create an environment that facilitates

learning and enhances scholarship. Learning is the acquisition of knowledge, skills, and values that involves learner participation and self-direction. Learning is a lifelong process.

We believe respiratory care education is facilitated when the environment supports caring and collaborative relationships. Respiratory care education requires courses in liberal arts, the natural, biological and behavioral sciences, and respiratory care. Respiratory care and non-respiratory care courses are integrated in various ways throughout the program to provide an educational experience that enhances the professional and personal development of the learner. We believe that professional and personal development is exemplified by a commitment to professional and community service. This educational program is designed to stimulate learners to develop critical thinking and communication skills that support a broad view of the world, and an appreciation for human diversity while fostering clarification of values in a Judeo-Christian environment. We believe that respiratory care education in a college setting prepares the beginning professional respiratory care practitioner to practice in a dynamic environment that is affected by evolving health care systems, technology and information, health policy and economics, and the global community.

CURRICULUM OBJECTIVES/OUTCOMES/COMPETENCIES

Curriculum Objectives	Outcome/Competency Statements
1. Provide professional respiratory care for the whole person that is caring, goal-directed, therapeutic, and patient centered.	<p>Graduates are competent to practice respiratory care that:</p> <ul style="list-style-type: none"> • Reflects a whole person perspective. • Demonstrates caring. • Demonstrates an appreciation for human diversity. • Is goal-directed. • Is therapeutic.
2. Integrate theoretical and empirical knowledge from respiratory care, the sciences, and humanities into	<p>Graduates are competent to base professional practice on:</p> <ul style="list-style-type: none"> • Respiratory care science. • The sciences and humanities.

Curriculum Objectives	Outcome/Competency Statements
professional respiratory care practice.	
3. Use critical thinking, reflection, and problem-solving skills to manage respiratory health care for individuals, families, and communities within the constructs of quality improvement.	<p>Graduates are competent to:</p> <ul style="list-style-type: none"> • Make decisions that reflect critical thinking. • Use the case management process to design care that meets the unique health care needs of the whole person. • Manages health information and health care technologies to provide care for individuals, families, and communities.
4. Evaluate evidence-based practice where available and consensus-based practice where not available.	<p>Graduates are competent to</p> <ul style="list-style-type: none"> • Use research findings to solve clinical problems. • Participate in research activities. • Use information technology to do literature searches.
5. Incorporate professional values and standards into the legal, moral, and ethical aspects of respiratory care.	<p>Graduates are competent to:</p> <ul style="list-style-type: none"> • Practice respiratory care based on professional values and standards. • Approach legal, ethical, and/or moral issues/dilemmas based on professional values and standards. • Assume a leadership role in professional and community service activities. • Use the political process to shape health care policy.
6. Accept responsibility and accountability for evaluation of the effectiveness of their own respiratory care practice.	<p>Graduates are competent to:</p> <ul style="list-style-type: none"> • Conduct their own practice in a responsible and accountable manner. • Use self-evaluation to guide own practice.
7. Collaborate with others on the interdisciplinary managed-care	<p>Graduates are competent to:</p> <ul style="list-style-type: none"> • Serve as a member and leader within

Curriculum Objectives	Outcome/Competency Statements
team to meet emerging health care needs of individuals, families, and communities in a changing environment.	<p>interdisciplinary health care teams.</p> <ul style="list-style-type: none"> • Demonstrate an awareness of the impact of social, political, and economic issues on practice. • Demonstrate an awareness of how the global environment impacts health, health care delivery systems, and health policy.
8. Use leadership skills in a variety of roles to promote quality health care.	<p>Graduates are competent to:</p> <ul style="list-style-type: none"> • Design, manage, and coordinate care. • Promote quality health care using leadership skills. • Modify care using evaluative data.
9. Use communication skills to facilitate the respiratory care-patient relationship and interdisciplinary collaboration in a variety of settings.	<p>Graduates are competent to:</p> <ul style="list-style-type: none"> • Use communication skills to facilitate the respiratory care/patient relationship in a variety of settings. • Use communication skills to establish and maintain working relationships within an interdisciplinary team. • Document interventions and outcomes in a thorough and accurate manner. • Provide information/education using a variety of media.

ELIGIBILITY TO TAKE THE CREDENTIALING EXAMINATION

Completion of degree requirements for the Associate of Science in Respiratory Care does not guarantee eligibility to become a Registered Respiratory Care Practitioner. In addition to completing the program, there are other requirements that may be mandated by the state. The National Board for Respiratory Care (NBRC) is the credentialing agency that evaluates professional competency through the use of national board exams. Graduates can apply on-line to take the

NBRC board exams at www.nbrc.org or call (913) 599-4200 for more information. The first exam taken by graduates is the Therapist Multiple Choice exam (TMC), which has two pass points. Achieving the lower pass point entitles the candidate to receive the Certified Respiratory Therapist (CRT) credential. Achievement of the higher pass point entitles the candidate to sit for the Clinical Simulation Exam. Passing the clinical simulation exam entitles the candidate to the credential of Registered Respiratory Therapist (RRT). Awarded credentials are valid in all 50 states. Credentials are valid for five years, and must be renewed. The NBRC website details the requirements of the Continuing Competency Program.

All states except Alaska require a license to practice respiratory care. Each state sets its own rules and regulations to apply for a state license to practice. Contact the state licensing agency to obtain all necessary information. The NBRC website provides direct links to each state licensure board. When graduates pass the NBRC credentialing exam, they are NOT automatically granted a state license to practice. Graduates must apply to the state in which they are requesting licensure and complete that state's requirements. In addition to completing paperwork, most states require successful completion of the CRT exam, a criminal background check, and payment of the licensure fee. The associated fees are not included in the program costs.

Statutory Requirements for the States of Illinois and Missouri

Illinois Department of Financial & Professional Regulation

[Implementing the Respiratory Care Practice Act [225 ILCS 106] and authorized by Section 2105-15(7) of the Civil Administrative Code of Illinois [20 ILCS 2105/2105-15(7)]

The Department shall authorize examinations of applicants as respiratory care practitioners at the times and places as it may determine. The examination shall test the competence and qualifications of the applicant to practice respiratory care.

Missouri Revised Statutes – Chapter 334 – Section 334-800-334.930

- No person in the state of Missouri, unless such person holds a current and valid license issued pursuant to sections 334.800 to 334.930, shall:
 - (1) Provide the services of a respiratory care practitioner, unless such person is otherwise exempt pursuant to section 334.900; and
 - (2) Represent himself or herself as, or hold himself or herself out, to the public by any title or description including the words, respiratory therapist, respiratory therapy technician, or inhalation therapist, or as having any similar description; and
 - (3) Advertise as, or take any action that would imply or lead the public to believe that such person is, a legitimate provider of respiratory care.
- Nothing in sections 334.800 to 334.930 shall be construed to authorize or permit a respiratory care practitioner to practice medicine.

ADVISORY COMMITTEE

An advisory committee is a group of persons who are chosen to advise educators regarding an educational program. Committee members provide advice and support to the program through regular attendance at annual meetings and participation in program issues throughout the year. The members are comprised of representatives from area employers, community members, college administrators and faculty members who support the curriculum of the respiratory care program. There are no term limits for advisory committee members.

ARTICULATION TO THE BACCALAUREATE LEVEL

The curriculum of the respiratory care program was designed to facilitate articulation to the baccalaureate level. The curriculum's general education courses were selected to not only provide the science foundation for the respiratory care program but to also provide the general education for the Bachelor of Science (BS) degree in either respiratory care, another allied health field, or health management. The curriculum's respiratory care courses were designed to meet licensure requirements as well as meet content requirements for credits to transfer to a baccalaureate level respiratory care program. The goal is articulation

whereby 60 to 64 credits acquired from the proposed respiratory care program are transferred and applied to a BS respiratory care program, a common practice between CoARC accredited associate and baccalaureate degree programs.

DEGREE PLAN FOR THE RESPIRATORY CARE PROGRAM STUDENTS ENTERING MAY 2020

If a course requirement is waived or a transfer course for fewer hours than stated on the degree plan is accepted for credit for a required course, the difference in credit hours must be added to the total in Electives, so the total hours remain 75.

Support Prerequisite Courses (32 Hrs.)

To be completed before entry into program.

Courses	Credit
Fundamentals of Public Speaking (Speech)	3
English Composition I	3
Ethics	3
History, Literature, or Fine Arts	3
College Algebra or Statistics	3
Anatomy & Physiology I	4
Anatomy & Physiology II	4
Microbiology	3
General Chemistry	3
Introduction to Psychology	3

Required Respiratory Care Courses (43 Hrs.)

Courses	Credit
RCS 100: Respiratory Care Therapeutic Modalities	1
RCS 101: Fundamentals of Respiratory Care	4
RCS 110: Respiratory Assessment	4
RCS 111: Cardiopulmonary A&P	3
RCS 112: Cardiopulmonary Pharmacology	2
RCS 115: Cardiopulmonary Disease Management I	3
RCS 120: Clinical Practicum I	2
RCS 200: Respiratory Care Seminar	1
RCS 210: Mechanical Ventilation	4
RCS 211: Pediatrics/Neonatal Respiratory Care	4
RCS 212: NBRC Exam Prep	1
RCS 215: Cardiopulmonary Disease Management II	3
RCS 220: Clinical Practicum II	4
RCS 230: Clinical Practicum III	4
RCS 240: Advanced Respiratory Care	3
TOTAL: 75 Semester Credit Hours	

SAMPLE CLASS SCHEDULE FOR THE RESPIRATORY CARE PROGRAM STUDENTS ENTERING MAY 2020

Support Prerequisite Courses (32 Hrs.)

To be completed before entry into program.

Courses	Credit
Fundamentals of Public Speaking (Speech)	3
English Composition I	3
Ethics	3
History, Literature, or Fine Arts	3
College Algebra or Statistics	3
Anatomy & Physiology I	4
Anatomy & Physiology II	4
Microbiology	3
General Chemistry	3
Introduction to Psychology	3

Summer

Courses	Credit
RCS 100: Respiratory Care Therapeutic Modalities	1
RCS 101: Fundamentals of Respiratory Care	4
RCS 110: Respiratory Assessment	4
RCS 111: Cardiopulmonary A&P	3
RCS 120: Clinical Practicum I	2
Total Hours	14

Fall

Courses	Credit
RCS 112: Cardiopulmonary Pharmacology	2
RCS 115: Cardiopulmonary Disease Management I	3
RCS 210: Mechanical Ventilation	4
RCS 220: Clinical Practicum II	4
RCS 240: Advanced Respiratory Care	3
Total Hours	16

Spring

Courses	Credit
RCS 200: Respiratory Care Seminar	1
RCS 211: Pediatrics/Neonatal Respiratory Care	4
RCS 212: NBRC Exam Prep	1
RCS 215: Cardiopulmonary Disease Management II	3
RCS 230: Clinical Practicum III	4
Total Hours	13

TOTAL: 75 Semester Credit Hours

RESPIRATORY CARE COURSE DESCRIPTIONS

RCS 100 Respiratory Care Therapeutic Modalities (1 hour)

This course allows the entry level respiratory care student an opportunity to practice procedures using state of the art equipment in the simulation center. Competencies related to recall, application and analysis using respiratory equipment are practiced and tested in the safety of the Center. The primary focus of this skills lab course is the practice and preparation for required Competency Evaluations completed in Clinical Practicums for RCS 101 and RCS 110. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology. Concurrent: Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A&P; Clinical Practicum I.

RCS 101 Fundamentals of Respiratory Care (4 hours)

This course introduces the student to the diverse nature of respiratory care. The Whole Person framework is introduced as an organizing framework for respiratory care practice. Students are guided in the use of therapeutic communication and development of basic respiratory therapy skills derived from theoretical principles and concepts. This course provides an introduction to regulations governing the practice of Respiratory Care, health care organizational structures, healthcare teams, patient safety, medical ethics, legal issues, codes of conduct, standards of care, cultural diversity, healthcare reimbursement, quality and evidence based practice, evaluation of medical literature, critical thinking, response to emergencies, physical principles of Respiratory Care, medical gas therapy, humidity and bland aerosol therapy, introduction to airway pharmacology, lung-expansion therapy, and airway clearance therapy. This is a companion course to RCS 100 Therapeutic Modalities where competencies will be practiced and evaluated in the simulation center setting prior to hands-on clinical practice with adult patients in a hospital setting. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy &

Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology. Concurrent: Respiratory Care Therapeutic Modalities: Respiratory Assessment; Cardiopulmonary A & P; Clinical Practicum I.

RCS 110 Respiratory Assessment (4 hours)

This course focuses on the assessment component of respiratory care. The course integrates the elements/skills of health and physical assessment with the College's curriculum framework of the Whole Person. Assignments focus on acquiring assessment skills, exploring the biological-psychosocial-spiritual basis of assessment, developing a systematic method for completing respiratory care assessments across the lifespan, and examining the role of clinical reasoning as part of the assessment process. Emphasis is placed on skill acquisition. Subjects included in this course are; infection control, informatics, preparation for patient encounter, taking a medical history, performing a patient interview, cardiopulmonary symptoms, vital signs, physical examination of the chest, evaluation of breath sounds, neurological assessment, review and analysis of laboratory studies, interpretation of ABGs, interpretation of pulmonary function, chest radiography, interpretation of ECGs, non-invasive diagnostics and monitoring and nutritional assessment. Competencies related to integration of cognitive knowledge and psychomotor skills are practiced and tested in RCS 100 Respiratory Care Therapeutic Modalities skills lab. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology Concurrent: Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Cardiopulmonary A & P; Clinical Practicum I.

RCS 111 Cardiopulmonary Anatomy and Physiology (3 hours)

This course focuses on knowledge about individuals throughout the lifespan who may experience varying states of an alteration in their health status. This course provides an advanced presentation of anatomy and physiology of the respiratory system, ventilation, Pulmonary Function measurements, diffusion of pulmonary gases, anatomy and

physiology of the circulatory system, Oxygen and Carbon Dioxide transport, acid-base regulation, ventilation-perfusion relationships, neurological control of ventilation, renal failure and the cardiopulmonary system, aging and the cardiopulmonary system, sleep physiology, high altitude and hyperbarism. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology. Concurrent: Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; and Clinical Practicum I.

RCS 112 Cardiopulmonary Pharmacology (2 hours)

This course will focus on the introduction of pharmacological agents, principles, and properties of drugs that affect the cardiopulmonary system across the life span. This course covers basic concepts and principles of pharmacology, classification of drugs, route of administration, dosages/calculations, physiological interactions, mode of action, clinical indications, hazards, side effects and adverse reactions of pulmonary, cardiovascular, and central nervous system drugs. Special emphasis is placed on inhaled medications, and critical care agents.

Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P and Clinical Practicum I. Concurrent: Cardiopulmonary Disease Management I; Mechanical Ventilation; Advanced Respiratory Care; and Clinical Practicum II.

RCS 115 Cardiopulmonary Disease Management I (3 hours)

This course focuses on the growth and development and health of the young adult through older adults within the Whole Person Framework. The experience of individuals with acute and chronic responses to health will be examined in the context of health promotion, illness, and health management. Therapist Driven Protocols are patient care plans which are initiated and implemented by

credentialed respiratory care practitioners. This course defines the evidence based and consensus based protocols and care plans to be used for specific diseases and conditions relative to Respiratory Care. Each disease module covers pathophysiology, clinical manifestations, recommended therapeutic modalities and is followed by a case study. Disease Management I includes Therapist-Driven Protocols, Chronic Obstructive Pulmonary Disease, Asthma, Bronchiectasis, Cystic Fibrosis, Pneumonia, Lung Abscess, Tuberculosis, Fungal Diseases of the Lung, Pulmonary Edema, Pulmonary Embolism, Flail Chest, Pneumothorax, Pleural Effusion, Empyema, Kyphoscoliosis, Interstitial Lung Disease, Lung Cancer and Acute Respiratory Distress Syndrome. This is the first half of a two part course which is based in the classroom environment. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P and Clinical Practicum I. Concurrent: Cardiopulmonary Pharmacology; Mechanical Ventilation; Advanced Respiratory Care; and Clinical Practicum II.

RCS 120 Clinical Practicum I (2 hours)

This course is designed to familiarize the student with respiratory care procedures in the clinical setting. Scientific knowledge from respiratory care, physiological and psychological theories is the basis for planning, implementing, and evaluating the outcomes of respiratory care in clinical practice. Patient care experiences will include patient safety/ambulation, basic asepsis, isolation techniques, cleaning and sterilization, respiratory assessment, documentation, clinical informatics, oxygen therapy, medical gas systems, medical cylinder use, humidity and bland aerosol therapy, lung-expansion therapy, and airway clearance therapy. Competencies related to integration of cognitive knowledge and psychomotor skills are practiced and tested in the Respiratory Care Lab within the Simulation Center until the required basic competencies are demonstrated by the learner. The learner may not advance into direct patient care activities until procedural competency check-offs are completed for that therapy in the LAB setting. Prerequisites:

Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology. Concurrent: Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; and Cardiopulmonary A & P.

RCS 200 Respiratory Care Seminar (1 hour)

This course prepares the student to take the NBRC Clinical Simulation Examination (CSE). This course is a companion course to RCS212, NBRC Exam Prep (which focuses on the NBRC Therapist Multiple Choice (TMC) Examination). The learner is introduced to the methodology of testing and measurement of competencies through clinical simulation testing. Successful completion of the TMC exam at or above the high cut score entitles the eligible graduate to attempt the CSE. Successful completion of the CSE earns the credential of Registered Respiratory Therapist (RRT). This course will review 2 clinical simulation exam scenarios each week which will be completed as a team activity in the classroom setting. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking Composition I, Ethics, History/Literature/or Fine Arts, College Algebra or Statistics, Anatomy & Physiology I & II, Microbiology, Chemistry, Introduction to Psychology, RCS100 Respiratory Care Therapeutic Modalities, RCS101 Fundamentals of Respiratory Care, RCS110 Respiratory Assessment, RCS111 Cardiopulmonary A & P, RCS120 Clinical Practicum I, RCS115 Cardiopulmonary Disease Management I, RCS112 Cardiopulmonary Pharmacology, RCS240 Advanced Respiratory Care, RCS210 Mechanical Ventilation, RCS220 Clinical Practicum II. Concurrent: RCS215 Cardiopulmonary Disease Management II, RCS211 Pediatrics / Neonatal Respiratory Care, RCS212 NBRC Exam Prep, and RCS230 Clinical Practicum III.

RCS 210 Mechanical Ventilation (4 hours)

This course introduces the student to advanced concepts of mechanical ventilation in the adult. The course focuses on applying Whole Person to persons experiencing complex health problems requiring ventilator management. Respiratory care principles and standards related to high acuity situations are emphasized. Coursework includes terms and

concepts of mechanical ventilation, how ventilators work, how a breath is delivered, establishing the need, selecting a mode, initial ventilator settings, initial assessment, ventilator graphics, methods to improve ventilation and oxygenation, monitoring, physiologic effects, adverse reactions, therapeutic interventions, ventilator management, troubleshooting, weaning, non-invasive ventilation, long term ventilation, and special techniques in ventilatory support. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P and Clinical Practicum I. Concurrent: Cardiopulmonary Disease Management I; Cardiopulmonary Pharmacology; Advanced Respiratory Care; and Clinical Practicum II.

RCS 211 Pediatric / Neonatal Respiratory Care (4 hours)

This course applies the Whole Person nursing Framework to the care of children and neonates. Emphasis is on the unique needs of these individuals along the health and developmental continuums. This advanced course introduces the student to the concepts of evaluation and management of perinatal-pediatric medical, respiratory, and surgical conditions. Subjects included are fetal lung development, Fetal Gas exchange and circulation, antenatal assessment and high risk delivery, examination and assessment of the neonatal and pediatric patient, pulmonary function testing and bedside pulmonary mechanics, radiological assessment, pediatric flexible bronchoscopy, invasive blood gas analysis and cardiovascular monitoring, noninvasive monitoring in neonatal and pediatric care, Oxygen administration, Aerosols and administration of medications, airway clearance techniques and hyperinflation therapy, airway management, surfactant replacement therapy, CPAP, Noninvasive mechanical ventilation of the infant and child, invasive mechanical ventilation of the neonate and pediatric patient, administration of gas mixtures, extracorporeal membrane oxygenation, pharmacology, thoracic organ transplant, transport of infants and children, home care and Pediatric Advanced Life Support (PALS). Prerequisites: Admission to the Respiratory Care

major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P; Clinical Practicum I; Cardiopulmonary Disease Management I; Cardiopulmonary Pharmacology; Advanced Respiratory Care; Mechanical Ventilation; and Clinical Practicum II. Concurrent: Cardiopulmonary Disease Management II; NBRC Exam Prep; Respiratory Care Seminar; and Clinical Practicum III.

RCS 212 NBRC Exam Prep (1 hour)

This course prepares the student to take the Registered Respiratory Therapist (RRT) examination. The learner is introduced to the methodology of testing and measurement of competencies through written and clinical simulation testing. Regular and continual practice testing culminates with the learner taking the Self- Assessment Examination (SAE) offered by the NBRC. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P; Clinical Practicum I; Cardiopulmonary Disease Management I; Cardiopulmonary Pharmacology; Advanced Respiratory Care; Mechanical Ventilation; and Clinical Practicum II. Concurrent: Cardiopulmonary Disease Management II; Pediatrics/Neonatal Respiratory Care; Respiratory Care Seminar; and Clinical Practicum III.

RCS 215 Cardiopulmonary Disease Management II (3 hours)

This course focuses on the growth and development and health primarily of the pediatric, neonatal and young adult through older adults within the Whole Person Framework. The experience of individuals with acute and chronic responses to health will be examined in the context of health promotion, illness, and health management. Therapist Driven Protocols are patient care plans which are initiated and implemented by credentialed respiratory care

practitioners. This course defines the evidence based and consensus based protocols and care plans to be used for specific diseases and conditions relative to Respiratory Care. Each disease module covers pathophysiology, clinical manifestations, recommended therapeutic modalities and is followed by a case study. Disease Management II includes Neonatal and Pediatric Pulmonary Disorders, Guillain-Barre Syndrome, Myasthenia Gravis, Obstructive Sleep Apnea, Near Drowning, Smoke Inhalation and Thermal Injuries, and Postoperative Atelectasis. This is the second of a two part course which is based in the classroom environment. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P; Clinical Practicum I; Cardiopulmonary Disease Management; Cardiopulmonary Pharmacology; Advanced Respiratory Care; Mechanical Ventilation; and Clinical Practicum II. Concurrent: Pediatrics/Neonatal Respiratory Care; NBRC Exam Prep; Respiratory Care Seminar; and Clinical Practicum III.

RCS 220 Clinical Practicum II (4 hours)

This course will provide the student with a continuation of adult respiratory care experience with an introduction to critical care, pulmonary function studies, bronchoscopy, advanced therapeutic modalities, airway management, mechanical ventilation, and cardiovascular monitoring. The content is designed to correlate with the procedure and theoretical background presented in Respiratory Assessment, Fundamentals of Respiratory Care, Therapeutic Modalities, and Mechanical Ventilation. Competencies related to integration of cognitive knowledge and psychomotor skills are practiced and tested in the Respiratory Care Lab within the Simulation Center until the required basic competencies are demonstrated by the learner. The learner may not advance into direct patient care activities until procedural competency check-offs are completed for that therapy in the LAB setting. The majority of this course takes place in patient care areas under the direct supervision of a clinical instructor. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public

Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P and Clinical Practicum I. Concurrent: Cardiopulmonary Disease Management I; Cardiopulmonary Pharmacology; Mechanical Ventilation; and Advanced Respiratory Care.

RCS 230 Clinical Practicum III (4 hours)

This course will provide the student with a continuation of adult respiratory care experience with continuation of critical care, pulmonary function studies, bronchoscopy, advanced therapeutic modalities, airway management, mechanical ventilation, cardiovascular monitoring. Additionally, the learner will travel to clinical sites in larger surrounding cities to gain experiences in neonatal and pediatric intensive care and ventilation, hyperbaric medicine, advanced pulmonary diagnostics and advanced critical care that is unavailable in the Quincy / Hannibal area.

The content of RCS 230 is designed to correlate with the procedure and theoretical background presented in RCS 210 Mechanical Ventilation, RCS 211 Neonatal and Pediatric Ventilation and RCS 240 Advanced Respiratory Care. Competencies related to integration of cognitive knowledge and psychomotor skills are practiced and tested in the Respiratory Care Lab within the Simulation Center until the required basic competencies are demonstrated by the learner. The learner may not advance into direct patient care activities until procedural competency check-offs are completed for that therapy in the LAB setting. The majority of this course takes place in patient care areas under the direct supervision of a clinical instructor. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P; Clinical Practicum I; Cardiopulmonary Disease Management; Cardiopulmonary Pharmacology; Advanced

Respiratory Care; Mechanical Ventilation; and Clinical Practicum II. Concurrent: Cardiopulmonary Disease Management II; Respiratory Care Seminar; Pediatrics/Neonatal Respiratory Care; and NBRC Exam Prep.

RCS 240 Advanced Respiratory Care (3 hours) This course builds on the foundation of the previous Respiratory Care courses to advance student competencies to an advanced level. This course focuses on advanced practice and specialty competencies of Respiratory Care. Subjects include Airway Management, Hemodynamic Monitoring, Advanced Cardiovascular Life Support (ACLS), Special Procedures Assistance, Pulmonary Diagnostics, Hyperbaric Medicine, Sleep Medicine, Home Care, and Cardiopulmonary Rehabilitation. Prerequisites: Admission to the Respiratory Care major; Fundamentals of Public Speaking; Composition I; Ethics; History/Literature/or Fine Arts; College Algebra or Statistics; Anatomy & Physiology I & II; Microbiology; Chemistry (that includes General, Inorganic and Biochemistry – no lab); Introduction to Psychology; Respiratory Care Therapeutic Modalities; Fundamentals of Respiratory Care; Respiratory Assessment; Cardiopulmonary A & P and Clinical Practicum I. Concurrent: Cardiopulmonary Disease Management I; Cardiopulmonary Pharmacology; Mechanical Ventilation; and Clinical Practicum II.

*Blessing-Rieman College of Nursing
And
Health Sciences*



Part 2. Student Handbook

STUDENT ACCOUNTABILITY WITH COLLEGE POLICIES

The College, in fulfilling its mission as an institution of higher learning, strives to create a community environment that fosters personal, academic, and professional growth. Such an environment is based on values and attitudes that promote mutual respect, protect the rights, and ensure the safety of all members of the College community. Therefore, a student's breach of College policies is not taken lightly and violations are reviewed for action. Violations of an academic nature are reviewed by the Academic Committee, and the Student Development Committee reviews violations of policies governing student life.

Attendance at the College is a voluntary choice on the part of the student and that choice includes acceptance of College policies as well as behavioral and performance expectations. While residing on or taking classes on the College's campus, students are under the jurisdiction of the College's policies. Students are also under the jurisdiction of College policies when attending or participating in College-sponsored activities and events.

ACADEMIC POLICIES AND PROCEDURES

ADMISSIONS AND READMISSION POLICIES AND PROCEDURES

GENERAL UNDERGRADUATE ADMISSIONS REQUIREMENTS

PURPOSE

To provide guidelines for admission into the undergraduate programs of the College.

POLICY

Applicants to undergraduate programs must meet all admission requirements of the desired program.

PROCEDURE

Applications are evaluated when all required documents are received by the Admissions Office. Admission is based upon individual undergraduate program criteria. The College does not practice or condone discrimination in any form as described in the Non-discrimination Policy.

Requirements for Individual Programs

Associate of Science in Respiratory Care (conferred solely through the College)

- Application Process
 - Submit completed application to the Admissions Office
 - Submit official transcripts from all secondary higher education institutions attended
 - Submit ACT or SAT scores
- Admissions Requirements
 - 32 credit hours of general and required support courses completed with a grade of C- or higher including:
 - Fundamentals of Public Speaking (Speech)
 - English Composition I
 - Ethics
 - History, Literature, or Fine Arts
 - College Algebra or Statistics
 - Anatomy & Physiology I & Lab
 - Anatomy & Physiology II & Lab
 - Microbiology & Lab
 - General Chemistry
 - Introduction to Psychology
 - Cumulative and Support Grade Point Average (GPA) of 2.7 or higher on a 4.0 scale
 - Score of 22 or higher on the American College Test (ACT), equivalent on the Scholastic Aptitude Test (SAT) or successfully complete the HESI A2 exam

Associate of Science in Health Information Management (conferred solely through the College)

- Application Process
 - Submit completed application to the Admissions Office
 - Submit official transcripts from all secondary higher education institutions attended

- Submit ACT or SAT scores
- Admissions Requirements
 - 11 credit hours of general and required support courses completed with a grade of C- or higher including
 - English Composition I
 - Anatomy & Physiology I & Lab
 - Anatomy & Physiology II & Lab
 - Maintain a Cumulative GPA of 2.7 or higher on a 4.0 scale
 - Maintain a Support Course GPA of 2.7 or higher on a 4.0 scale
 - Obtain a score of 22 or higher on the American College Test (ACT), equivalent on the Scholastic Aptitude Test (SAT), or successfully complete the HESI A2 exam

Bachelor of Science in Nursing (conferred in partnership with Culver- Stockton College and Quincy University)

First-Time Freshman

- Application Process
 - Submit completed application through Culver-Stockton College (CSC) or Quincy University (QU)
 - Submit official high school transcripts to CSC or QU
 - Submit official ACT or SAT equivalent to CSC or QU
- Admissions Requirements- First-time freshmen are admitted into the following categories based on ACT/SAT scores and high school GPA:
 - Freshman Nurse Major
 - 22 or higher ACT score or equivalent on the SAT
 - 3.0 or higher high school GPA on a 4.0 scale
 - Freshman Pre-Nursing
 - 19-21 ACT score or equivalent on the SAT and/or
 - Below a 3.0 high school GPA on a 4.0 scale
 - Freshman Conditional Nursing
 - 18 or below ACT score or equivalent on the SAT, regardless of GPA
- Sophomore Level- prior to progression to the sophomore level nursing courses, all freshmen must meet the following criteria before classes begin (see College calendar for specified deadlines):

- 22 or higher ACT score, equivalent SAT score, or successfully complete the HESI A2 exam
- Freshman year cumulative GPA of 2.7 or higher on a 4.0 scale
- Support course GPA of 2.7 or higher on a 4.0 scale
- 17 credit hours of general and required support courses completed with a grade of C- or higher including:
 - English Composition I
 - Introduction to Psychology
 - Developmental/Lifespan/Child Psychology
 - Anatomy & Physiology I & Lab
 - Anatomy & Physiology II & Lab

Transfer Students

An applicant with 12 or more college credit hours is considered a Transfer student.

- Application Process
 - Submit completed application through Culver-Stockton College (CSC) or Quincy University (QU)
 - Submit official high school and/or college transcripts to CSC or QU
 - Submit official ACT or SAT equivalent to CSC or QU
- Admissions Requirements (Transfer students may be admitted into the following acceptance categories based on ACT/SAT scores, college GPA, and number of pre-requisites completed.)
 - Transfer Freshman Nurse Major
 - 22 or higher ACT score or equivalent on the SAT
 - 2.7 or higher college GPA on a 4.0 scale
 - Transfer Freshman Pre-Nursing
 - 19-21 ACT score or equivalent on the SAT and/or
 - Below a 2.7 college GPA on a 4.0 scale
 - Transfer Freshman Conditional Nursing
 - 18 or below ACT score or equivalent on the SAT, regardless of GPA
 - Transfer Sophomore Nurse Major
 - 22 or higher ACT score, equivalent SAT score, or successfully complete the HESI A2 exam
 - Cumulative college GPA of 2.7 or higher on a 4.0 scale
 - Support course GPA of 2.7 or higher on a 4.0 scale

- 17 credit hours of general and required support courses completed with a grade of C- or higher including:
 - English Composition I
 - Introduction to Psychology
 - Developmental/Lifespan/Child Psychology
 - Anatomy & Physiology I & Lab
 - Anatomy & Physiology II & Lab
- Sophomore Level- prior to progression to the sophomore level nursing courses, all freshman must meet the following criteria before classes begin (see College calendar for specified deadlines):
 - 22 or higher ACT score, equivalent SAT score, or successfully complete the HESI A2 exam
 - Partner school cumulative GPA of 2.7 or higher on a 4.0 scale
 - Support course GPA of 2.7 or higher on a 4.0 scale
 - 17 credit hours of general and required support courses completed with a grade of C- or higher including:
 - English Composition I
 - Introduction to Psychology
 - Developmental/Lifespan/Child Psychology
 - Anatomy & Physiology I & Lab
 - Anatomy & Physiology II & Lab

Admissions Assessment Exam (A2) Entrance Exam Requirement

An applicant to the College who does not meet the minimum national standardized test scores for admission may take the HESI A2 Entrance Exam to meet admission requirements to the College.

- The HESI A2 consists of two (2) sections, Math and Reading Comprehension.
- Applicants required to take this exam must achieve a 78% on each section.
- If unsuccessful on either of the two sections:
 - Applicants may retake the whole or any part of the HESI A2 exam one (1) time without required remediation
 - Applicants unsuccessful a second time are required to obtain eight (8) one-hour sessions of documented tutoring for Math and/or Reading Comprehension prior to taking the exam a third time

- Applicants unsuccessful a third time are required to take a college-level remediation course for Math and/or Reading Comprehension prior to taking the exam a fourth time
- Applicants unsuccessful a fourth time are ineligible to take the HESI A2 for entrance into the College's undergraduate programs.

Bachelor of Science in Nursing- Second Degree (conferred solely through the College)

An applicant with a Bachelor degree in a field other than nursing is considered a Second Degree student.

- Application Process
 - Submit completed application to the Admissions Office
 - Submit official college transcripts to the Admissions Office
- Admissions Requirements
 - Cumulative college GPA of 2.7 or higher on a 4.0 scale
 - Support course GPA of 2.7 or higher on a 4.0 scale
 - Completion of the following courses with a grade of C- or higher while maintaining GPA requirements:
 - English Composition I
 - English Composition II
 - Ethics
 - Speech
 - Introduction to Psychology
 - Developmental/Lifespan/Child Psychology
 - Anatomy & Physiology I & Lab
 - Anatomy & Physiology II & Lab
 - Microbiology & Lab

Bachelor of Science in Nursing- RN to BSN (conferred solely through the College)

An applicant with an Associate Degree or Diploma in Nursing is considered a RN to BSN student.

- Application Process
 - Submit completed application to the Admissions Office
 - Submit official college transcripts to the Admissions Office
 - Submit copy of Registered Nursing license to the Admissions Office
- Admissions Requirements
 - Unencumbered Registered Nursing license

- Completion of the following courses with a grade of C- or higher:
 - Introduction to Psychology
 - Developmental/Lifespan/Child Psychology
 - Anatomy & Physiology I & Lab
 - Anatomy & Physiology II & Lab
 - Microbiology & Lab

TOEFL Requirement

Applicants are required to complete the Test of English as a Foreign Language (TOEFL) English proficiency examination when:

- The applicant is not from an English-speaking country
- English is not the primary language of the applicant
- The applicant is not fluent in reading or speaking English

The applicant must score above the following TOEFL scores, or International English Language Testing System (IELTS) equivalent, for admission:

- 500 on the paper and pencil test
- 173 on the computer-based test
- 80 on the computer-based Internet test
- 20 or above on all subsections (speaking, writing, listening, reading) of the computer-based Internet test

Any student having difficulty speaking or reading English after admission will be required to meet with the Learning Resource Center staff or complete an English as a Second Language (ESL) or Limited English Proficiency (LEP) course.

Criminal Background Check and Drug Screen Disclaimer Statement

Students are required to complete a criminal background check and drug screening after they have been notified of preliminary acceptance, but before nursing or health sciences classes begin:

- Drug screening must be done no more than 30 days before the start of the student's first class.
- The background check must be done no more than 60 days before the start of the student's first class.
- Acceptance is conditioned on passing this required background check and drug screening.
- A preliminarily accepted student may have his or her preliminary acceptance revoked if the drug screen is positive, or disqualifying offenses (as found in the 225 ILCS 65/70-5 Nurse Practice

Act) are found on the criminal background check.

A nonexclusive list of disqualifying offenses can be found in the Program Catalog and Student Handbook under the Criminal Background Check policy, or on our website at:
www.brcn.edu/student-services/requirements.

ADMISSION REQUIREMENTS FOR GRADUATE PROGRAMS

PURPOSE

To provide guidelines for admission into the graduate programs of the College.

POLICY

Applicants to graduate programs must meet all admission requirements of the desired program.

PROCEDURE

Applications are evaluated when all required documents are received by the College. Admission is based upon individual graduate program criteria. The College does not practice or condone discrimination in any form as described in the Non-discrimination Policy.

Academic Requirements

Acceptance into the MSN program is contingent on meeting the following academic requirements:

- Bachelor of Science Degree in Nursing (BSN) from a program accredited by one or more of the following:
 - The Commission on Collegiate Nursing Education (CCNE).
 - The Accreditation Commission for Education in Nursing (ACEN).
 - The National League for Nursing Commission for Nursing Education Accreditation (NLN CNEA).
- Minimum cumulative Grade Point Average (GPA) of 3.0 on a 4.0 scale for the last 60 semester credit hours of undergraduate course work.

If the BSN program was not accredited or the cumulative GPA is between 2.70 and 2.99, applicants

may be conditionally accepted for one semester. Applicants must earn a 3.00 GPA for that semester in order to be fully admitted into the graduate program.

General Requirements

Master of Science in Nursing (MSN)

All applicants to the MSN program must submit proof of the following:

- Evidence of satisfactory completion (grade of "C" or better) of introductory courses (or equivalent) in:
 - Statistics
 - Nursing research
 - Health assessment
- Official transcripts of all prior collegiate academic work
- Proof of licensure/unencumbered registered nursing license*

*Graduate students must have valid, unencumbered professional nursing licenses for each state in which practicums are completed.

TOEFL Requirement

Acceptance into the program for any student who speaks English as a second language is contingent on meeting the following admission requirement or other acceptable proof of English proficiency.

Applicants are required to complete the Test of English as a Foreign Language (TOEFL) English proficiency examination when:

- The applicant is not from an English-speaking country.
- English is not the primary language of the applicant.
- The applicant is not fluent in reading or speaking English.

The applicant must score above the following TOEFL scores, or International English Language Testing System (IELTS) equivalent, for admission:

- 500 on the paper and pencil test.
- 173 on the computer-based test.
- 80 on the computer-based Internet test.
- 20 or above on all subsections (speaking, writing, listening, reading) of the computer-based Internet test.

Students for whom English is a second language may be referred to an English as a Second Language (ESL)

program of study as a condition for enrollment into graduate programs.

READMISSION

Purpose

To provide guidelines, restrictions, and requirements for readmission.

POLICY

Students desiring to resume enrollment after withdrawal or dismissal are required to apply for readmission.

PROCEDURE

Guidelines and Restrictions

Individuals seeking readmission may apply through the Admissions office at the end of the spring semester (May 15th deadline) or fall semester (December 15th deadline).

Undergraduate students dismissed from a program are not eligible to apply for readmission to the same degree track. Graduate students may apply for readmission at any time after a withdrawal or dismissal.

All applicants for readmission must meet current admission requirements.

The Academic Committee reserves the right to deny readmission to an undergraduate student based upon:

- Past/present academic performance.
- Past/present behavior/conduct.

The Master of Science in Nursing (MSN) Committee reserves the right to deny readmission of a graduate student based upon:

- Past/present academic performance.
- Past/present behavior/conduct.

Process

To be considered for readmission, applicants must:

- Submit a completed readmission application by the semester deadline.
- Submit official transcripts of courses completed or in progress since last date of attendance.
- Complete clinical skills competency validation through the College Simulation Center:
 - For the applicable re-entry level (second-semester sophomore, junior, senior).
 - Prior to the date of re-entry into the program.

Students reapplying after dismissal are required to submit a letter to the Academic Committee including:

- A self-reflection regarding the factors that contributed to the previous lack of academic success.
- Actions taken to improve the likelihood of success.
- An action plan should include a written description or table showing planned steps for success (i.e. study habits, tutoring, work-life balance, and time management).

The College requires that all students being re-admitted complete a criminal background check and drug screening prior to beginning class. The drug screening must be done no more than 30 days before the start class. The background check must be done no more than 60 days before the start of class. Re-admittance into the College is conditioned on passing this required background check and drug screening. A readmitted student may have his or her acceptance revoked if the drug screen is positive or disqualifying offenses (as found in the 225 ILCS 65/70-5 Nurse Practice Act) are found on the criminal background check. A nonexclusive list of disqualifying offenses can be found in the Academic, Financial Aid, and Student Handbook under the Criminal Background Check policy, or on our website at: <https://www.brcn.edu/parents-current-students/student-services-requirements>

PROGRESSION POLICIES AND PROCEDURES

BSN PROGRESSION REQUIREMENTS

PURPOSE

To provide requirements for progression from one level of course work to the next.

POLICY

Students are required to meet specific criteria in order to progress through the program. Progression is defined as moving from sophomore level to junior level, junior level to senior level, and senior level to graduation.

PROCEDURE

In order to progress and graduate, students must:

- Maintain a minimum cumulative grade point average (GPA) of 2.7.
- Maintain a minimum cumulative GPA of 2.7 in all support courses at the completion of the sophomore, junior, and senior years.
 - Students will not progress to the next level or graduate with a support course GPA is below 2.7.
 - Support courses include: Anatomy & Physiology I and II, Microbiology, Pathophysiology, Statistics, Ethics, Introduction to Psychology, and Human Growth & Development/Child Psychology.
- Maintain a minimum cumulative GPA of 2.7 in all nursing courses (NGPA) at the completion of all required 200, 300, and 400 level nursing courses.
 - Students will not progress to the next level or graduate when the NGPA is below 2.7.
- Earn a minimum of C in all required nursing courses and earn a minimum of C- in all required prerequisite and support courses in accordance with the degree plan.
- Complete prerequisites for subsequent courses.
- Meet other specified requirements of the program.
 - Students must achieve a minimum test average of 77% at the end of each required nursing course in order to pass the course.

When the minimum test average (77%) is not achieved, the grade for the course will represent the test average earned as a "D" or "F".

- Meet competency requirements at each level

The academic progress of all nursing students is evaluated by the Academic Committee at the end of each semester. If progression requirements are not met, students and advisors are notified by letter from the Office of the Registrar.

Students unable to progress due to a NGPA below 2.7 must retake a required nursing course to raise the NGPA to 2.7 or above.

GRADUATE PROGRAMS ACADEMIC STANDING AND PROGRESSION

PURPOSE

To outline the requirements for academic standing and progression in the graduate programs.

POLICY

Students are required to maintain academic standing and meet specific grade criteria in order to progress through the graduate programs.

Academic standing is defined as a cumulative Grade Point Average (GPA) of 3.0 on a 4.0 scale.

PROCEDURE

The MSN Program Committee reviews the academic standing of MSN students at the end of each semester. In order to progress, students must:

- Maintain academic standing.
- Earn no more than one "C" in a graduate level class.

Failure to meet progression requirements results in academic probation or dismissal from the graduate program.

HEALTH INFORMATION MANAGEMENT PROGRESSION REQUIREMENTS

PURPOSE

To provide requirements for progression through the Health Information Management (HIM) program.

POLICY

Students must meet specific criteria to progress through the HIM program.

PROCEDURE

In order to progress through and graduate from the HIM program, students must:

- Maintain a minimum cumulative grade point average (GPA) of 2.25.
- Earn a minimum of C- in all required prerequisite and support courses.
- Complete all prerequisites for subsequent courses.
- Earn a minimum of C in all required HIM courses.

The academic progress of all HIM students is evaluated by the Academic Committee at the end of each semester.

If progression requirements are not met, students and advisors are notified by letter from the Office of the Registrar.

RESPIRATORY CARE PROGRAM PROGRESSION REQUIREMENTS

PURPOSE

To provide requirements for progression through the program.

POLICY

Students are required to meet specific criteria in order to progress through the program.

PROCEDURE

In order to progress and graduate, students must:

- Maintain a minimum cumulative grade point average (GPA) of 2.7.
- Maintain a minimum cumulative GPA of 2.7 in all support courses
 - Students will not progress through the program or graduate with a support course GPA below 2.7.
 - Support courses include: Fundamentals of Public Speaking, Composition I, Ethics, Humanities course, Math, Anatomy & Physiology I and II, Microbiology, Introduction to Psychology, and Chemistry.
- Maintain a minimum cumulative GPA of 2.7 in all respiratory care courses (RCGPA).
- Earn a minimum of C in all required respiratory care courses and earn a minimum of C- in all required prerequisite and support courses in accordance with the degree plan.
- Complete prerequisites for subsequent courses.
- Meet other specified requirements of the program.
 - Students must achieve a minimum test average of 77% at the end of each required respiratory care course in order to pass the course. When the minimum test average (77%) is not achieved, the grade for the course will represent the test average earned as a "D" or "F".

The academic progress of all respiratory care students is evaluated by the Academic Committee at the end of each semester. If progression requirements are not met, students and advisors are notified by letter from the Office of the Registrar.

Students unable to progress due to RCGPA below 2.7 must retake a required respiratory care course to raise the RCGPA to 2.7 or above.

GRADUATION POLICIES AND PROCEDURES

BSN GRADUATION REQUIREMENTS

PURPOSE

To outline the requirements for graduation with a Bachelor of Science in Nursing (BSN).

POLICY

In order to graduate with a BSN, all degree requirements must be complete.

PROCEDURE

Degree requirements for graduation:

- Completion of the following semester credit hours:
 - 124 for the basic and second-degree programs.
 - 120 for the RN-BSN program.
- 30 of the last 60 semester credit hours for the degree must be earned from the College.
- Satisfactory completion of all required coursework.
- Achieve minimum grade point requirements:
 - Cumulative Grade Point Average (GPA) of 2.70.
 - Support Course GPA of 2.70.
 - Nursing GPA of 2.70.

MSN GRADUATION PROCESS

PURPOSE

To outline the academic and process requirements for graduation from the Master of Science in Nursing (MSN) program.

POLICY

Students must complete all academic and application requirements in order to graduate from the MSN program.

PROCEDURE

Academic Requirements

In order to graduate from the MSN program, students must:

- Complete 42-44 credit hours at the graduate level, including required:
 - Graduate core courses.
 - Whole person nursing care courses.
 - Research/project core courses.
 - Functional area courses.
- Complete a thesis or project
- Have a cumulative grade point average of ≥ 3.0

Students must have all academic requirements completed by the date of graduation in order to participate in the commencement ceremony.

Application Requirements

Formal application for graduation must be completed at least 3 months before the date the degree is to be awarded.

In order to apply for graduation, students:

- Obtain the application form from the Student Services Office.
- Return the completed application to the Student Services Office.

GRADUATION REQUIREMENTS FOR THE RESPIRATORY CARE PROGRAM

PURPOSE

To outline the requirements for graduation with an Associate of Science (AS) in Respiratory Care.

POLICY

In order to graduate with a AS in Respiratory Care, all degree requirements must be complete.

PROCEDURE

Degree requirements for graduation are:

- Satisfactory completion of 75 semester credit hours:
 - 32 general education hours.
 - 43 respiratory care hours.
- 15 of the last 30 credit hours for the degree earned from the College.
- Satisfactory completion of all courses on the degree plan.

Achieve minimum grade point requirements:

- Cumulative Grade Point Average (GPA) of 2.70.
- Support course GPA of 2.70.
- Respiratory Care GPA of 2.70.

CONFERRING OF DEGREES AND PARTICIPATION IN COMMENCEMENT

PURPOSE

To outline the schedule and requirements for conferring of degrees and participation in commencement.

POLICY

Students meeting all degree requirements are eligible for degree conferral and to participate in the May or December commencement.

PROCEDURE

Conferring of Degrees

Degrees are conferred three times a year: May, July/August, and December.

If a student is unable to complete the degree requirements by the anticipated conferral date, an incomplete may be issued at the discretion of the course instructor.

Should a student need to enroll in another semester in order to complete the degree requirements, the conferral date would then be at the completion of that semester.

Commencement

Students intending to participate in commencement must:

- Complete all degree requirements prior to participation in a commencement ceremony.
- Submit an Application for Graduation to the Student/Alumni Services Officer by the deadline.
- Attend the commencement ceremony following completion of all degree requirements.

Students in joint programs must apply for graduation and follow commencement policies specific to the partner institution

GRADING, ADD/DROP COURSES, DISMISSAL, PROBATION, AND WITHDRAWAL POLICIES AND PROCEDURES

GRADING

PURPOSE

To outline grading practices.

POLICY

In order to successfully complete a course, progress through a program, and graduate, students must earn and maintain grades based upon specific grading practices.

PROCEDURE

The following provide the foundation for the grading practices of the College.

Grading Scale

Percent	Letter Grade	Grade Point	Performance Level
93 - 100	A	4.00	Outstanding
85 – 92.9	B	3.00	Above Average
77 – 84.9	C	2.00	Satisfactory
70 – 76.9	D	1.00	Unsatisfactory
≤ 69.9	F	0.00	Failing
	W	No Effect	Withdrawn
	I	Temporary Effect	Incomplete

General Grading Guidelines

Successful Completion of a Course

In order to successfully complete any course, students must:

- Achieve a grade of "C" or above in the theory portion of the course and meet all clinical competencies.
 - Course failure results in clinical failure.
 - Clinical failure results in course failure.
- Complete all course requirements to receive a grade.
- Earn a 77% test average.

- 75% of core/clinical course grades must come from testing/quizzing
- No more than 10% of the grade in any course will be from standardized tests.

Students may request an alternate examination date/time in the event of extenuating circumstances. All changes must be arranged with the course faculty. Faculty retains the right to refuse requests.

Incomplete Grade

A grade of Incomplete (I) for a course may be given under extreme/extenuating circumstances.

Incomplete (I) indicates that the student's achievement in the course has been satisfactory, but some coursework is outstanding.

Students must complete all course requirements in order to receive a passing grade for the course and are responsible for making arrangements with faculty prior to the end of the semester.

To resolve Incomplete grades:

- Faculty and student will determine the completion date for course requirements.
- Faculty will record the grade earned no later than five (5) business days prior to the start of the following semester.

Prerequisite course requirements cannot be met with an Incomplete grade.

Graduate students:

- May not enroll for the next semester until all coursework is completed and a final grade is awarded.
- May not receive more than two incomplete grades during their program of study without approval by the MSN Program Committee.

Contract Grading

Contract grading is a form of evaluation and grade achievement which results from a formal, cooperative agreement between the course instructor and the student, and:

- Entails a contracted number of assignments of specified quality that:
 - Correspond to specific letter grades (A, B, C, D, & F).
 - Do not include a pass/fail designation.

- Must result in a designated letter grade submitted to the Registrar for the course.

Contract grading is a method of evaluation and grade achievement for elective courses only.

Pass/Fail Grades

Courses not specifically required for graduation may be taken for a pass/fail grade provided the student:

- Has junior or senior standing.
- Has a cumulative GPA of 3.000 or higher.
- Takes no more than one pass/fail course each semester.
- Designates a course as a pass/fail by midterm of the semester in which the course is taken.
 - After mid-semester, no course designated as pass/fail can be changed to a graded course.

No general education requirements or course in the major or minor fields may be taken pass/fail.

Required electives for a major cannot be taken as Pass/Fail.

- Additional electives may be taken as pass/fail.

To receive a grade of "P" (Pass), the student must perform at a level of "C-" or better.

The pass/fail grade does not affect the student's grade point average.

ADD/DROP AND SCHEDULE CHANGE

PURPOSE

To outline requirements to add or drop a course.

POLICY

In order to add or drop a course, students must complete a formalized process before the add/drop deadline (date).

PROCEDURE

To add or drop a course, students must contact their assigned Academic Advisor and complete a Change of Registration form. The form must be approved by the Academic Advisor, the student, and the

Registrar. All changes must be made prior to the add/drop date.

Add/Drop Dates

The add/drop dates are as follows:

- * Fifteen (15)-week course: Sixth business day from the start of the term
- * Eight (8)-week course: Sixth business day from the start of the session

Deadlines are listed on the academic calendar and the College website. For partner institution add/drop dates, refer to the Culver-Stockton or Quincy University add/drop policies.

Census day will be six (6) business days after the first day of the semester.

Adding/Dropping a Course

Students may add or drop a course on or before the add/drop date. Once the add/drop date has passed, no courses are added or dropped. There is no academic penalty for dropping a course and the course will not appear on the transcript. Once the drop date has passed, any course removed from the student's schedule will be considered a withdrawal.

Changing a Course or Clinical Section

Students may change a course section under extenuating circumstances:

- With assigned course or clinical faculty approval.
- Depending upon availability of space in another section.
- With approval of other section faculty.

Students are required to communicate with faculty and obtain signatures from involved faculty, their advisor, and the Registrar.

ACADEMIC PROBATION (UNDERGRADUATE)

PURPOSE

The purpose of this policy is to define the conditions for probation.

POLICY

The College's Academic Committee reviews the academic status of students at the end of each semester. Students with academic difficulties, a

violation of an ICARE standard, or a violation of the Student Code of Conduct may be placed on probation. Students placed on probation are notified in writing and their academic advisors are informed. Students on probation are encouraged to seek advising, academic assistance, tutoring, and/or counseling.

Students enrolled in the Nursing Degree Plan for the Basic Track cannot be placed on academic probation related to summer grades. A student cannot be removed from academic probation due to summer grades. Grades from summer classes do affect a student's cumulative GPA. A student can only be removed from academic probation at the end of fall or spring semester. Progression to the next level is not delayed if GPA criteria have been met after completing a summer course.

PROCEDURE

Students may be placed on academic probation prior to the beginning of a semester when one or more of the following conditions occur:

- A grade of "D" or "F" is received in a required nursing or health science course.
- A grade of "D" or "F" is received in a repeated required nursing or health science course.
 - This standard still applies if the same course was previously completed and a grade of "C" or better was earned.
- A grade of "F" in any College clinical course due to a clinical failure.
- Failure to meet progression requirements.
- Violation of an ICARE standard or the Student Code of Conduct that results in disciplinary action from the Code of Conduct committee.
- Failure to meet the required grade point average (GPA) of the program.

After being placed on academic probation, the student will complete the following strategies for academic success:

- Meet with their academic advisor to develop a plan of action.
- Implement their plan of action.

DISMISSAL (UNDERGRADUATE PROGRAM)

PURPOSE

The purpose of this policy is to define the conditions for dismissal from the enrolled degree track.

POLICY

Dismissal is a debarment/separation from the enrolled degree track. This may occur at any time during the semester. Degree tracks include Basic Track Nursing, Second Degree Nursing, RN-BSN, Respiratory Care, and Health Information Management.

PROCEDURE

The College reserves the right to dismiss students from any program regardless of the cumulative grade point average for any one (1) of the following reasons:

- Clinical Failure due to unsafe clinical performance as outlined in the Unsafe Student Practice Policy.
- Failure of two (2) required nursing or health sciences courses.
- Failure to comply with the policies of the program including, but not limited to, the Academic Probation Policy.
- Failure to meet and maintain academic or progression requirements after any two (2) probationary periods
- Violation of ICARE standards or the Student Code of Conduct that result in disciplinary action from the Code of Conduct committee.
- Academic dishonesty.

Suspension or dismissal from Culver-Stockton College, Quincy University, or any partner institution.

GRADUATE PROGRAMS ACADEMIC PROBATION AND DISMISSAL

PURPOSE

To define the conditions for academic probation and dismissal for the graduate programs.

POLICY

Students are placed on academic probation or dismissed from the graduate program when they do not meet/ maintain academic standing and/or violate College policies.

Academic standing is defined as a cumulative Grade Point Average (GPA) of 3.0 on a 4.0 scale.

PROCEDURE

Probation

The MSN Program Committee reviews the academic standing of MSN students at the end of each semester.

Students are placed on academic probation when:

- They do not maintain academic standing.
- A "D" or "F" is earned in a graduate level course.

Students may repeat a course one time.

Students are allowed no more than two (2) semesters on academic probation. A second probationary period may be allowed by the MSN Program Committee dependent upon:

- Current GPA.
- Extenuating circumstances.
- Proposed plan for success.

Failure of the student to regain academic standing after academic probation results in dismissal from the graduate program.

Dismissal

The College reserves the right to dismiss students from the graduate program for any of the following reasons:

- Failure to meet and maintain academic or progression requirements after up to (2) probationary periods.

- Failure to comply with the policies of the program including, but not limited to, the Student Code of Conduct.
- Preceptor or agency refusal to continue working with the student due to clinical safety issues.
- Unfit for duty whereby impaired judgment will interfere with safety and quality during a practicum or research setting.
- Positive drug test for non-prescribed or illegal drugs; or refusal of drug testing.
- Patient/research subject neglect.
- Breach of patient/research subject confidentiality.
- Dishonesty with patient/research data or with own actions.
- Other unsafe practicum/research practice (as deemed by faculty or preceptor).
- Failure to maintain an unencumbered license.

Students placed on academic probation or dismissed are notified in writing and the Project/Thesis Committee Chair is informed.

COURSE/PROGRAM WITHDRAWAL

PURPOSE

To identify guidelines and procedures for withdrawal from a course or program.

POLICY

Students must follow withdrawal guidelines and procedures in order to withdraw from a course or program.

PROCEDURE

Withdrawal Dates

The last day to withdraw from a full semester course:

- Fall-- First Monday in November.
- Spring-- First Monday in April.

The last day to withdraw from an eight (8)-week course will be the sixth Monday of the course.

Withdrawal Limits

A student is allowed to withdraw and re-enroll in the same course one (1) time. A student must

successfully complete the course when enrolled for the second time. Failure to complete/pass the course the second time results in dismissal from the program.

- This includes courses that are offered under different course numbers with the same content.
 - Fundamentals of Nursing (206/207 = 216).
 - Fundamentals of Pharmacology (209/211 = 204).

Once it has been determined a student has an earned "F" in a course or clinical, withdrawal from the course/program is no longer an option.

Unofficial/Administrative Withdrawal

Students are unofficially/administratively withdrawn from course(s) when they fail to adhere to the required attendance parameters after the add/drop date and have not communicated the reason for absence with college faculty or administration.

The College reserves the right to unofficially/administratively withdraw students. Unofficial/administrative withdrawals are processed with 14 days of the student's last recorded date of attendance.

Official Withdrawal

Withdrawing from a Course

There is no academic penalty for withdrawing from a course before the deadline.

Students withdrawing from a course after the add/drop date and before the withdrawal deadline receive a "W" on the transcript.

Once the withdrawal deadline has passed, courses not completed result in a grade of "F".

Advisors/eligible students must complete a Change of Registration Form and return the completed form to the Office of the Registrar.

Withdrawing from a Program or the College

Eligible students must complete the following steps to withdraw from a program or the College:

- Obtain and complete a Withdrawal Form.
- Return the completed Withdrawal Form to the Office of the Registrar.

- Return badge backer and identification badge to the Student Services Officer.

The date the completed withdrawal form is submitted to the Registrar's office is considered the official withdrawal date.

Upon withdrawal from the College:

- The IT Department terminates the student e-mail account.
- The CAMS/Blackboard Manager disables student access.
- Registrar notifies the partner institution and the Blessing Health System Termination group.
- Blessing Hospital disables student access to BAR, NetLearning, and other web-based applications.

Withdrawing from a Partner Institution

Students withdrawing from Culver-Stockton College or Quincy University must follow the withdrawal policy of the partner institution.

TRANSFERRING CREDIT POLICIES AND PROCEDURES

EVALUATION AND TRANSFER OF CREDIT

PURPOSE

To describe the process for evaluation and transfer of college credit.

POLICY

Approved transfer of credit may be applied toward program degree requirements.

PROCEDURE

Academic credit for a course earned at a regionally accredited institution, approved by the American Council on Education (ACE), or evaluated by World Education Services (or an equivalent service), are accepted as follows:

- Required or elective nursing and health science courses with a grade of C or above.
- Required pre-requisite and support courses with a grade of C- or above.
- General education courses (Maximum of six (6) hours with a grade of D)

There is no time limit for acceptance of credits earned during prior enrollments.

When courses are approved for transfer, the transcript reflects the credit hours without grades. Grades for transfer courses are not part of the cumulative grade point average (GPA). Courses transferred as support courses are calculated into the support course GPA.

The Blessing-Rieman College of Nursing and Health Sciences Office of the Registrar evaluates:

- Nursing and health science courses.
- All courses transferred into degree programs solely conferred by the College

Registrars at all partner/collaborative institutions evaluate all non-nursing courses.

Transferred courses are applied toward degree requirements when content is deemed equivalent to program courses.

Students are responsible for providing syllabi requested for the purpose of evaluation.

NURSE RESIDENCY PRIOR LEARNING CREDIT

PURPOSE

To outline the eligibility requirements for earning Prior Learning Credit (PLC) for the Blessing Hospital Nurse Residency Program (NRP).

POLICY

RN-BSN students who have successfully completed the NRP receive 3 hours of PLC for NSG 410: Evidence Directed Nursing Practice.

PROCEDURE

Students who wish to receive PLC for the NRP must:

- Notify the RN-BSN Academic Advisor of current participation in or completion of the NRP upon enrollment in the RN-BSN program.
- Submit proof of successful completion (NetLearning transcript) to the Office of the Registrar.

- Notify the RN-BSN Academic Advisor of termination of participation in the NRP while enrolled in the RN BSN program.

NSG 410 is transcribed when the full NRP has been completed and proof has been submitted. If a student does not complete the full NRP, the student is required to complete NSG 410 prior to graduating from the RN BSN program.

OFFICIAL TRANSCRIPTS FOR ADMISSIONS

PURPOSE

To define the requirements for submission of transcripts.

POLICY

Students who have attended other institutions of higher learning must submit official transcripts from all institutions before credits are transferred, validated, evaluated and/or to receive state or federal financial aid.

PROCEDURE

Students must submit official transcripts from all institutions of higher learning previously attended to be considered for admission into any program.

Transcripts are official when received:

- Directly from the institution in a sealed, unopened envelope or by secure electronic delivery system (ex: e-SCRIP-SAFE).
- With school seal.
- With signature of the Registrar.

Transcripts are not official as:

- Marked "Issued to Student."
- Paper grade reports.
- Faxes.
- Online grade downloads.

Students attending Culver-Stockton College or Quincy University submit official transcripts to the partner institution. Additional submission to the College is not required.

GENERAL ACADEMIC POLICIES AND PROCEDURES

ACADEMIC HONORS

PURPOSE

To define the requirements for academic honors.

POLICY

Academic honors are granted to students meeting specified program Grade Point Average (GPA) requirements.

PROCEDURE

President's and Dean's Lists

Throughout enrollment, the following distinctions are awarded:

- Students achieving a program GPA of 4.0 during any semester will be recognized with the distinction of President's List.
- Students achieving a program GPA of 3.75 to 3.99 will be recognized with the distinction of Dean's List.

The process for this recognition is as follows:

- The Office of the Registrar calculates program GPAs
- Qualifying students receive a congratulatory letter.
- Lists are posted in the College.
- Qualifying student's names are:
- Shared with the student's hometown newspaper, as applicable.
- Shared with Blessing Corporation Public Relations Office.
- Printed in the College newsletter.

All students (full or part time) in good academic standing are eligible for this recognition.

Graduation Honors

Degree with Distinctions are awarded by the College for the following accomplishments:

- Summa cum laude, with highest distinction: 3.850 or higher cumulative program GPA
- Magna cum laude, with great distinction: 3.70-3.849 cumulative program GPA

- Cum laude, with distinction: 3.500-3.749 cumulative program GPA

All graduation requirements must be documented as complete prior to graduation ceremonies for honors to be announced at commencement. Students receive a blue and gold cord prior to the graduation ceremony.

Graduation honors are noted on the Blessing-Rieman College of Nursing and Health Sciences transcript only.

NOTE: Students receiving master's degrees are not eligible for graduation honors.

ACADEMIC NOTICE

PURPOSE

To outline the steps for issuing an Academic Notice.

POLICY

Students may be issued an Academic Notice for academic performance that may lead to potential failure.

PROCEDURE

Rationale for issuing an academic notice may include, but is not limited to, substandard scores on tests and/or quizzes or failure to meet course/clinical objectives.

The following process is used for issuing an academic notice:

- Faculty complete the Academic Notice form.
- Faculty forward the completed Academic Notice to the following:
 - Advisors.
 - Registrar and Registrar Assistant.
 - Academic Dean.
 - President/CEO.
- Faculty share and review the Academic Notice with the student.
- Students are responsible for developing and implementing a plan of action with faculty and/or academic advisor assistance.
- The Academic Notice is forwarded to the partner/collaborating institution, as applicable.

ACADEMIC STANDING

PURPOSE

To outline the requirements for good academic standing.

POLICY

Students are required to meet specific criteria for good academic standing.

PROCEDURE

For academic standing as a full-time student, students must:

- Maintain a cumulative grade point average (GPA) as required by the program of study:
 - Nursing programs= 2.7
 - Health Information Management= 2.25
 - Radiologic Sciences= 2.7
 - Medical Lab Technician= 2.7
 - Respiratory Care= 2.7
- Maintain a cumulative support course GPA as required by the program of study:
 - Nursing programs= 2.7
 - Health Information Management= 2.25
 - Radiologic Sciences= 2.7
 - Medical Lab Technician= 2.7
 - Respiratory Care= 2.7
- Maintain a cumulative GPA as required by the program of study:
 - Nursing programs= 2.7
 - Health Information Management= 2.25
 - Radiologic Sciences= 2.7
 - Medical Lab Technician= 2.7
 - Respiratory Care= 2.7
- Earn a minimum of C in all required courses.
- Earn a minimum of C- while maintaining GPA requirements in all prerequisite and support courses according to the degree plan.

Students not in academic standing are placed on academic probation.

ACCOMMODATIONS UNDER THE AMERICANS WITH DISABILITY ACT (ADA)

PURPOSE

To outline the process for student requests for ADA accommodations.

POLICY

Qualified students are granted reasonable accommodations in accordance with ADA guidelines.

Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 define reasonable accommodation as an academic adjustment, modification to the environment, auxiliary aid, or service that ensures students with a disability who are otherwise qualified have an equal opportunity to participate.

An accommodation is not reasonable when it poses a direct threat to the health or safety of others, lowers academic standards, alters the nature of the program, results in a substantial change in an essential element of the curriculum, and/or fundamentally alters an academic requirement essential to meeting licensing requirements.

PROCEDURE

In compliance with ADA, the College:

- Provides tutoring to students with disabilities in the same manner as it provides tutoring to non-disabled students.
- * Does not provide attendants, individually prescribed devices, readers for personal use or study, or other devices of a personal nature.

All students are expected, with or without reasonable accommodation, to meet nursing and health sciences competencies and performance standards required to safely perform the role of the RN or Health Sciences professional.

Otherwise Qualified Individuals with a Disability

Section 504 of the Rehabilitation Act of 1973 defines an otherwise qualified student with a disability as "a student with a disability who meets the academic and technical standards requisite for admission or

participation in the institution's educational program or activity".

Disability

The ADA Amendments Act of 2008 defines disability as "a physical or mental impairment that substantially limits one or more major life activities. A major life activity includes but is not limited to caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, sitting, reaching, interacting with others, and a major bodily function."

A diagnosis or impairment, by itself, is not a disability and is insufficient to qualify an individual as disabled. In compliance with ADA, the College may request documentation in order to establish a disclosed disability and need for accommodation.

Acceptable Documentation from a Health/Education Professional

Students are responsible for providing all requested documentation to establish a disability and the need for/type of accommodation. Acceptable documentation from a qualified health or education professional:

- Must be typed on professional letterhead that provides the name and credentials of the professional; and must be dated and signed by the professional.
- Must provide:
- A clear, specific statement of the diagnosis/impairment and the degree of functional limitation to one or more major life activities
- Description of any behavioral, cognitive, medical, or other features accompanying the disability that may relate to the requested accommodation
- Medical side effects that may warrant requested accommodations
- Recommendations for accommodation
- Rationale for recommended accommodations.
- Must be within three years of the disclosure as the effects of a diagnosis or impairment can change over time, resulting in changes in or ineligibility for ADA accommodation.

Request for Reasonable Accommodation

Students requesting reasonable accommodation must:

- Disclose and provide documentation for the disability to the Section 504/ADA Coordinator.
- Meet with the Section 504/ADA Coordinator who reviews ADA eligibility, rights, and responsibilities.
- Collaborate with the Section 504/ADA Coordinator to establish a plan for reasonable accommodation.
- Request approval of accommodation plan from the Academic Committee via the Section 504/ADA Coordinator.

In collaboration with the Section 504/ADA Coordinator and student, the Academic Committee may revise and then approve a plan that:

- Provides an equal opportunity to meet the standards of the nursing/health sciences program
- Is based on the types of reasonable accommodation as identified by the qualified health/education professional
- Accommodates only those areas impacted by the disability
- Identifies course activities, exams and testing modalities exempt from reasonable accommodation as they are designed to measure a particular skill and/or essential function associated with the role of a nursing or health sciences professional.

The plan shared with the student, the assigned academic advisor, and the Section 504/ADA Coordinator may also be provided to individual course instructors with student permission. Accommodations are not granted retroactively.

The Section 504/ADA Coordinator meets with the student once a semester to review the plan and re-evaluate student eligibility for ADA accommodation.

Section 504/ADA Coordinator

The Section 504/ADA Coordinator, Sarah Mueller, can be reached at smueller@brcn.edu or (217) 228-5520, extension 6997.

Grievance

The College is committed to the resolution of concerns and issues regarding the civil rights of individuals with disabilities through informal or formal process.

Informal Process

The student contacts the Section 504/ADA Coordinator who facilitates informal resolution of the concern or issue. The formal process may be used for students dissatisfied with informal resolution.

Formal Process

- The student submits the written complaint to the Section 504/ADA Coordinator, providing name, address, and description of the alleged violation.
- Specific facts must be used to describe the allegation.
- The complaint must be filed within 30 working days of the alleged violation.
- The Section 504/ADA Coordinator conducts an investigation, affording all interested persons with the opportunity to submit evidence relevant to the complaint.
- After the investigation, the Section 504/ADA Coordinator provides a written response to the student
- Within 20 working days from submission of the complaint.
- Describing the validity and resolution of the complaint.
- The student may request reconsideration of the case if dissatisfied with the resolution.
- The request must be submitted to the Section 504/ADA Coordinator within 10 working days, who forwards the request to the President/CEO of the College.
- The President/CEO makes a final decision within 20 working days from receipt of request.

Office for Civil Rights (OCR) Complaint

Students with a disability have the right to file a complaint directly with the U.S. Department of Education; Office for Civil Rights (OCR), Region V (Chicago area). Information regarding applicable timelines and procedures is available from OCR.

AGENCY REFUSAL OF A STUDENT'S CLINICAL PRIVILEGES

PURPOSE

To outline the process used by the College when a student is barred or restricted from a clinical agency.

POLICY

In the event a student is barred or restricted from a clinical site, the College makes a reasonable effort to find an alternative clinical site/accommodation.

The College makes no reasonable effort to find an alternative clinical setting or accommodations for a student barred from a clinical site due to a Code of Conduct violation.

PROCEDURE

When a student is barred or restricted from a clinical site the clinical faculty works with the Academic Dean to attempt to find an alternative clinical site or accommodation with a contracted agency.

A student barred or restricted from a clinical site may not be able to meet clinical objectives and requirements for the course.

APA FORMAT

PURPOSE

To outline expectations for citing sources in professional writing.

POLICY

Students are expected to write professionally. Correct grammar and spelling are required. Credit must be given to the appropriate sources for direct quotes, paraphrasing, and usage of tables or other diagrams.

The format approved by the faculty and used for assigned papers, care plans, and annotated bibliography cards is American Psychological Association (APA). The most current Publication Manual of the American Psychological Association is to be used and can be purchased when obtaining textbooks. The Library also provides APA resources. In addition, there are APA websites.

APA is the standard used by many professions in the sciences, health care, and education. APA provides guidelines and rules for the preparation of papers and manuscripts. This uniformity promotes clear

communication and provides a framework for demonstrating the scholarship of the author.

All students are urged to obtain their own copy of the Publication Manual. Students are expected to become familiar with the manual and how information contained therein is organized.

AUDITING A COURSE

PURPOSE

To provide guidelines for auditing a course.

POLICY

Students may audit a course with faculty permission and as space permits.

PROCEDURE

Students auditing a course:

- Are not permitted to take examinations, participate in clinical experiences, and do not receive grade or credit.
- Must register for audited courses.
- May add or drop a course on or before the add/drop date. No changes are made after the add/drop date.

Graduate students may audit up to two (2) graduate courses. Practicum or project/thesis courses are not eligible for audit.

Audited courses are reflected on the transcript as a grade of "AU"; and show no hours attempted, no hours earned, and no quality points earned. Audited courses are not applied toward degree requirements.

CHANGE IN STUDENT'S NAME, ADDRESS, OR TELEPHONE NUMBER

PURPOSE

To explain requirements for students when they have a change of information.

POLICY

Students are required to complete the Student Change of Information Form when their name, address, or telephone number changes at any time after initial enrollment into the program. Proof of legal name change must accompany the form when a name is changed for any reason. The completed form must include the student's signature and is returned to the College Registrar's Office. Forms are obtained from the College Registrar's Office and are available on the College's website.

COMPETENCY REQUIREMENTS FOR BASIC AND SECOND-DEGREE BSN STUDENTS

PURPOSE

To outline competencies required for progression and graduation.

POLICY

Students are required to demonstrate competence at each level in order to progress and graduate.

Sophomore Level

Sophomore nursing students must demonstrate competency with basic nursing care as a prerequisite to enrolling in any of the 300-level (junior) clinical nursing courses. Competency is demonstrated by successfully completing NSG 201, 206 & 207/216, 209 & 211/204, and 215.

Junior Level

Junior nursing students must demonstrate competency in providing safe, effective nursing care as a prerequisite to enrolling in NSG 402. Competency is demonstrated by successfully completing NSG 304, 320, 321, and 322.

Upon successful completion of the junior year, students will take a nationally standardized achievement test as an assessment measure. Students who do not meet the group-normed passing score are required to enroll in NSG 479: Core Concepts III in addition to the other senior year courses.

Senior Level

Senior nursing students must demonstrate competency in providing safe, effective nursing care as a prerequisite to graduation. Competency is demonstrated by successfully completing NSG 402, 404, 405, 407, 409, 427, and 428. Senior nursing students design and implement a NCLEX-RN success plan based on their results of previously taken national standardized tests. This plan assists the student to achieve NCLEX-RN success.

COPYRIGHT

PURPOSE

To describe expectations regarding copyright for Blessing Health Professions Library (the Library) patrons.

POLICY

The Library provides access to print and electronic resources, including free and subscription-based resources and the Internet, which are subject to Title 17 of the U.S. Code (Copyright Law). Copyright Law must be obeyed as it pertains to libraries and educational material. Library patrons must abide by the copyright, terms, and conditions of each resource.

PROCEDURE

For educational purposes, Copyright Law allows for limited amounts of copying through the fair use statute. Section 107 of the Copyright Law addresses the fair use of materials and includes four (4) factors to help determine fair use.

The Four (4) Factors:

- The purpose and character of the use
- The nature of the copyrighted work
- The amount and substantiality of the portion used in relation to the copyrighted work as a whole
- The effect of the use upon the potential market for or value of the copyrighted work

Libraries

- May copy an article for private study, scholarship, or research. The article must be stamped with a copyright notice.

- May make five (5) interlibrary loan requests per year, per journal, per library. Material that is more than five (5) years old is not subject to these guidelines.
- May make an archival copy of software and other audiovisual formats depending on the license agreement.
- May interlibrary loan materials provided that loan is not a substitute for a subscription to or purchase of such work, the request conforms to the guidelines provided in Section 108 of the Copyright Law, and a record of all requests is kept for three (3) complete calendar years plus the current year.
- May copy to replace material that has deteriorated or been damaged, lost, or stolen, if a replacement copy cannot be obtained at a fair price.
- Are not liable for wrongful copying if they display a copyright notice near the copier.
- May copy, without permission, U.S. government documents, items published prior to 1906, and items published prior to 1978 that are not copyrighted.

Library Patrons

- Have a legal right to copy for personal files, cite in a bibliography, and discuss orally or in print.
- Should, if in doubt, request permission from the publisher or The Copyright Clearance Center (CCC) to reproduce a work for classroom use.
- May make multiple copies for classroom use (not to exceed one (1) copy per pupil per course) if the copying meets these tests:
 - Brevity: The work is less than 2,500 words, 10% of the total, or one (1) chapter.
 - Spontaneity: The instructor makes the decision to copy, and the inspiration and decision to use the work and the moment of its use for maximum teaching effectiveness are so close in time that it would be unreasonable to expect a timely reply to a request for permission to copy.
 - Cumulative effect: The copying of the material is for only one (1) course for one (1) semester, no more than three (3) excerpts from the same periodical volume during the same semester, and no more than nine (9) instances of multiple copying for one (1) course during a semester.

Unacceptable Use

It is unacceptable to use the Library's computers, Internet, print resources, and electronic resources in a manner that violates Copyright Law. Unacceptable use of or access to the resources may result in suspension of library privileges and may be considered a breach of the Code of Conduct.

Unacceptable use includes, but is not limited to:

- Unauthorized downloading, uploading, or peer-to-peer file sharing of copyrighted material.
- Purposes that are illegal, unethical, harmful, or fraudulent.
- Purposes that violate fair use.
- Use of resources for commercial purposes.

Copyright Infringement

Penalties for copyright infringement include civil and criminal penalties. Anyone found liable for civil copyright infringement may be ordered to pay either actual damages or statutory damages at not less than \$750 and not more than \$30,000 per work infringed. For willful infringement, a court may award up to \$150,000 per work infringed. Willful copyright infringement may also result in criminal penalties, including imprisonment of up to five (5) years and fines of up to \$250,000 per offense. Remedies for infringement are addressed in Sections 504 and 505 of the Copyright Law.

Sources

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DEFINITION OF CREDIT HOUR

PURPOSE

To provide a definition of credit hours for theory, clinical, and simulation.

POLICY

The College of Nursing and Health Sciences (the College) uses the Federal definition for credit hours in an on campus/in class setting. This definition is as follows: One hour of classroom or direct faculty instruction and a minimum of two hours of out of class student work each week for approximately fifteen weeks for one semester or trimester hour of credit, or ten to twelve weeks for one quarter hour of credit, or the equivalent amount of work over a different amount of time.

PROCEDURE

- Faculty determine the type of assignments, readings, projects, and tests necessary to ensure course outcomes are met and provide coursework equivalent to the definition of credit hour.
- Calculation of credit hours for distance education courses is based on the consideration of the following activities:
 - The time spent in live instruction. Live instruction may be synchronous or instructor-led online time, or residential learning in the classroom (blended coursework).
 - The number of screens viewed in the course of online instruction. The average time spent on a "screen" is generally calculated as being 3-5 minutes per screen.
 - The run time for required media asset assignments calculated on a 1:1 ratio to seat time. Run time may be factored to account for expected multiple viewings of the asset for review and re-enforcement. Assets may include self-playing videos or animation, or audio podcasts and recordings.
 - Links to external learning assets calculated as an average of the time required to consume content such as by reading an article, watching a self-paced instructional video, playing an instructional game, or completing a simulation.
 - Assignments: The instructor expectation of time spent in online instructional (not homework) assignments and activities such as postings to group discussion sites/bulletin boards, online group project work, use of class social media sites for

group discussion/participation, and student-teacher interaction.

- Nursing clinical hours are calculated using a 1:4 ratio for sophomore level clinicals and a 1:3 ratio for junior and senior level clinicals. Example: One (1) credit hour of clinical equals four (4) clinical hours for sophomores or three (3) clinical hours for juniors and seniors.
- Respiratory care clinical hours are calculated using a 1:6 ratio with one (1) credit hour being equal to six (6) clinical hours.
- When incorporating simulation time into the clinical schedule, the simulation hour to clinical hour ratio is 1:2. Example: Three (3) simulation hours is equal to six (6) clinical hours.
- When incorporating simulation time into theory, the simulation hour to theory hour ratio is 1:1. Example: Two (2) simulation hours is equal to two (2) hours of seat time in theory.

ENROLLING AS A NON-DEGREE SEEKING STUDENT

PURPOSE

To explain the requirements for enrollment of non-degree-seeking students.

POLICY

Non-degree seeking students may take courses for personal or professional enrichment.

PROCEDURE

Non-degree seeking students may enroll in courses:

- As space allows.
- If course prerequisites are met.
- With consent of the instructor.

Non-degree seeking students must:

- Complete the Non-Degree Seeking Student Application available through the Office of the Registrar.
- Submit the completed form to the Office of the Registrar.

Non-degree seeking graduate students may enroll in up to two (2) graduate courses. Practicum or project/thesis courses are ineligible for enrollment.

Non-degree-seeking students may request degree-seeking status by following the regular admission process.

INDEPENDENT STUDY

PURPOSE

To explain the procedure to obtain approval for an independent study.

POLICY

Students may earn up to three (3) credits from an independent study during their academic career at the College.

PROCEDURE

Students must be in good academic standing to earn credit through an independent study. The process to obtain approval for an independent study is completed during the semester before the study begins. To receive approval for an independent study, the student must:

- Obtain the academic advisor's consent and the consent of the faculty member who will be responsible for giving guidance during the study and evaluating the outcomes of the study.
- Obtain an independent study proposal form from the College Registrar's Office and collect all signatures specified on the form.
- Write a proposal that includes the objectives, outcome measures, content, and time frame for the independent study. This step is to be mutually acceptable to the student and the faculty member.
- Present the proposal to the Curriculum Committee to receive the committee's advice and approval. The Curriculum Committee chairperson will sign the independent study proposal form when the proposal is approved by the committee.
- Return the completed independent study proposal form to the College Registrar's Office.

LEAVE OF ABSENCE

PURPOSE

To outline guidelines for students taking an academic Leave of Absence (LOA) from the College.

POLICY

Students unable to remain continuously enrolled may be eligible to take an academic Leave of Absence (LOA). An academic LOA is defined as a temporary period of non-enrollment in courses.

PROCEDURE

An academic LOA may be granted for a period of one (1) semester at a time, up to a maximum of two consecutive semesters for each approved leave. Students may request an academic LOA for reasons including, but not limited to the following:

- Military service.
- Pregnancy.
- Illness or health conditions.
- Family emergency.

Requesting a Leave of Absence

A student requesting an academic LOA will complete the following:

- Obtain the Leave of Absence Form from the website or academic advisor.
- Obtain the Withdrawal Form from the website or academic advisor.
- Communicate with academic advisor to discuss an academic LOA.
- Communicate with the Financial Aid Coordinator to discuss the potential impact of an academic LOA on financial aid.
- Return the completed forms to the Office of the Registrar.

The date the completed withdrawal form is submitted to the Registrar's office is considered the official withdrawal date. The student's last date of academic attendance will be the date used for Return of Title IV Funds calculation.

During a Leave of Absence

Students are withdrawn from courses. Clinical agency privileges and access are terminated during the LOA time period.

Students on an academic LOA maintain the following College privileges:

- Email access
- Ability to register
- Library resources

Students not returning after the maximum academic LOA period must reapply to the College. Readmission is not guaranteed.

Return from Leave of Absence

Students complete the following steps prior to returning from an academic LOA:

- Communicate with assigned academic advisor
- Communicate with the Financial Aid Coordinator
- Complete/pass a skills check off for appropriate level (i.e. sophomore, junior, senior) with simulation faculty
- Complete a criminal background check no more than 60 days before the start of the semester
- Complete drug screening no more than 30 days before the start of the semester

Return from LOA is conditional on passing the required background check and drug screening. A student may have acceptance/return revoked if the drug screen is positive or disqualifying offense (as found in the 225 ILCS 65/70 Nurse Practice Act) is found on the criminal background check. A nonexclusive list of disqualifying offenses can be found in the Program Catalog and Student Handbook under the Criminal Background Check policy, or on the website: <https://www.brcn.edu/parents-current-students/student-services-requirements>

Students returning from an academic LOA will automatically resume with the status they had before the academic LOA was granted and will be subject to current degree requirements.

Students requesting a leave of absence from Culver-Stockton College or Quincy University must obtain and process the appropriate documentation through the partner institution's Registrar's Office.

PETITION FOR EXCEPTION TO POLICY

PURPOSE

To explain the process of petition for Exception to Policy.

POLICY

Petition for Exception to Policy may be requested due to extenuating circumstances.

PROCEDURE

To petition for Exception to Policy:

- Forms are available from the Office of the Registrar, Academic Advisor, or Admissions Counselor.
- Exception to Policy forms must be approved/disapproved and signed by the following individuals prior to submission:
 - Course Faculty.
 - Registrar.
 - Academic Advisor.
- Students submit completed Exception to Policy forms to the Office of the Registrar, Academic Advisor, or Admissions Counselor.
 - Petitions for undergraduate students are considered by the Academic Committee.
 - Petitions for graduate students are considered by the Master of Science in Nursing (MSN) Committee.
- Additional information/clarification may be requested.

Students are notified of committee decision via the office of the Registrar, Academic Advisor, or Admissions Counselor.

The following are not considered for Exception to Policy:

- Grades.
- Probation status.
- Previously denied exceptions to policy.
- Dismissal.

PRE-REGISTRATION

PURPOSE

To outline the process and rationale for pre-registration.

POLICY

Students are expected to participate in pre-registration to enroll in courses for the following semester.

Pre-registration allows the College to ensure the provision of class and clinical space for all students.

PROCEDURE

Students enrolled through a partner institution must complete pre-registration at Blessing-Rieman College of Nursing and Health Sciences. Students with registration holds will not be allowed to register until the holds are cleared. This includes holds at the partner campuses.

During the pre-registration period:

- Students meet with assigned academic advisor to determine courses for the upcoming semester.
 - Students are expected to be prepared to select their desired and alternative choices for class and clinical sections.
 - Students complete registration forms.
 - Registration forms are signed by the student and academic advisor.
- Courses are registered at partner campuses as applicable.
- Courses are registered at the College by the Office of the Registrar, completing the pre-registration process.

Students are able to enroll in courses needed for progression and graduation. This guarantee does not include "first choice" of class and clinical sections.

The College reserves the right to change course schedules at any time before the start of the following semester.

STUDENT ATTENDANCE

PURPOSE

To outline student attendance requirements and ramifications of failure to meet requirements.

POLICY

Students are expected to attend all class and clinical sessions for which they are enrolled.

Students are dropped or withdrawn from course(s) when attendance requirements are not met

PROCEDURE

The College is federally required to document student attendance for financial aid purposes

Drop

Students are dropped from course(s) when they have not attended class by the add/drop date and have not communicated with college faculty or administration regarding the absence.

No charges are incurred/financial aid applied when students are dropped from courses(s) by the add/drop date.

Unofficial/Administrative Withdrawal

Students are unofficially/administratively withdrawn from course(s) when they fail to adhere to the required attendance parameters prior to the withdraw date, and have not communicated the reason for absence with college faculty or administration.

Attendance parameters for unofficial/administrative withdrawal are outlined below:

On-Campus Courses

Faculty will attempt to communicate with students after any absence.

When students have two consecutive absences without communication:

- The Registrar, assigned Academic Advisor, and Financial Aid Coordinator is notified of the absences.

- The student is unofficially/administratively withdrawn.

Online Courses

Faculty will attempt to communicate with students after any absence/lack of participation per the syllabus.

When online students fail to participate or submit/complete assignments for one week without communication:

- The Registrar, assigned Academic Advisor, and the Financial Aid Coordinator, are notified of the absences/lack of participation.
- The student is unofficially/administratively withdrawn.

STUDENT CLASSIFICATIONS

PURPOSE

To define classification requirements by class level and credit hours to meet federal compliance guidelines.

POLICY

The following tables are used in determining level classification for academic standing and financial aid.

Level	Classification Requirements for Academic Standing
Sophomore	Enrolled in 200 level Nursing/Health Sciences courses
Junior	Enrolled in 300 level Nursing/Health Sciences courses
Senior	Enrolled in 400 level Nursing/Health Sciences courses

Level	Classification Requirements for Financial Aid
2nd Year	30-59 earned credit hours
3rd Year	60-89 earned credit hours
4th Year	90-119 earned credit hours
5th Year	120+ earned credit hours

STANDARDIZED TESTING RULES

PURPOSE

To identify rules for participation in standardized testing.

POLICY

Students must adhere to the rules for participation in standardized testing.

PROCEDURE

Proctored and timed standardized testing is used for comprehensive assessment of academic progress.

In order to test, students must:

- Sign up for one of the scheduled test dates.
- Arrive early/on time for testing.
 - Students who are tardy must reschedule the exam.

During standardized testing:

- Name badges must be worn at chest level.
- Use of smart watches, cell phones, or other devices is prohibited.
- Food and drinks are prohibited.
- Restroom breaks will be allowed and:
 - Have a set limit.
 - Students will be notified of this number at the beginning of the exam.
 - May be taken by one (1) student at a time.
 - Are escorted.

Standardized tests will close when the maximum time limit is reached. No additional time will be allotted for these exams.

These standardized testing rules assist in preparing students for the NCLEX-RN testing format.

UNSAFE STUDENT PRACTICE

PURPOSE

The purpose of this policy is to define safe student practice, explain how unsafe practice is measured, and outline potential consequences for unsafe student practice.

POLICY

Students must demonstrate safe practice at all times.

Students demonstrate safe practice by:

- Behaving and communicating in a caring manner.
- Being prepared for clinical practice.
- Completing care in a reasonable time frame.
- Requiring an appropriate level of supportive and directive cues from clinical faculty (explained in individual course clinical tools).
- Acting and communicating in an accountable and responsible manner.
- Acting in accordance with:
 - Quality and Safety Education for Nurses (QSEN).
 - Values of professional nursing Code of Ethics
 - Standards of the accrediting agencies of the College.
- Acting in accordance with legal and ethical standards of nursing.
- Acting in accordance with the ICARE Standards and Code of Conduct.
- Refraining from putting themselves and/or others at risk at all times.

PROCEDURE

Policies in the catalog/handbook, course/clinical policies, and clinical agency policies are used when evaluating the safety of student practice in the clinical setting.

Unsafe student practice includes, but is not limited to violations regarding:

- The Student Code of Conduct
- Confidentiality/HIPAA
- Academic Dishonesty
- Fitness for Duty

Students demonstrating unsafe practice may:

- Be immediately removed from the clinical course or capstone.
- Earn a grade of "F" for the entire course.
 - Upon this action, withdrawal from the course is not an option.
- Be dismissed from the College.

VALIDATION TESTING FOR CREDIT

PURPOSE

To identify testing options accepted for college credit.

POLICY

Credit for prior knowledge is given for successful completion of College Level Examination Program (CLEP) tests and/or Advanced Placement (AP) tests of the College Board.

PROCEDURE

CLEP Credit

Arrangements to take CLEP tests at an authorized test center are to be made by the student.

Credit is given when a minimum score of 50 is achieved on an approved exam.

AP Credit

Students enrolled in a joint program receive credit according to the policy of the partner campus.

Students enrolled solely through Blessing-Rieman College of Nursing and Health Sciences are granted credit for courses in which grades of 4 or 5 are earned.

VIRGINIA HENDERSON GLOBAL NURSING eREPOSITORY SUBMISSION

PURPOSE

Ensure ability of the College nursing faculty and select nursing students to disseminate scholarly works on the Virginia Henderson Global Nursing eRepository.

POLICY FOR FACULTY

Research Committee will oversee and approve eligible submissions. Nursing faculty may submit pre-approved scholarly works that will undergo peer review by the Virginia Henderson Global Nursing eRepository. Disclosure: Once the scholarly work has

been submitted to the eRepository, the author(s) still retains the copyright.

POLICY FOR STUDENTS

Nursing faculty will choose select student work that meets course criteria for 'excellence' according to course requirements. Disclosure: Once the scholarly work has been submitted to the eRepository, the author(s) still retains the copyright.

PROCEDURE

Submissions will be considered by using eligible and ineligible criteria.

Scholarly Works Eligible Criteria:

- Article
- Best Practice Guidelines
- Book
- Book Chapter
- Classroom Project
- Definition Statement
- Dissertation
- DNP Capstone Project
- Educational Material, Patient
- Educational Material, Public Health
- In Lieu of Dissertation
- In lieu of Thesis
- Learning Object, Faculty Created
- Meeting Minutes
- Other Graduate Paper
- Other Undergraduate Paper
- Outcomes Report
- Periodical
- Position Statement
- Poster
- Practice Innovation
- Presentation
- Programs and Proceedings
- Quality Improvement
- Report
- Research Study
- Technical Report
- Thesis
- Tool, Instrument, Measurement
- White Paper
- Working Paper

Scholarly Works Ineligible Criteria:

- Any materials that violate the mission, vision, and policies of Sigma Theta Tau International.

- Business Archives
- Marketing and Promotional Materials
- Submissions for which the group or its individual members do not own copyright.
- Abstract-only entries and items that do not stand-alone but require multiples steps to obtain the actual document described in the record entry.
- Materials that will be/have been published in traditional journals or books. Exceptions to this rule:
 - When a book is no longer in print and copyright reverts to the author.
 - When the author has published traditionally but retained copyright to the material via contract. Contract must be emailed to the repository staff for their records.
 - When a manuscript has been rejected for editorial reasons (i.e., topic/journal discrepancy, formatting issue, space considerations, language/grammar issues) that may be easily remedied and submitted to the repository.

Faculty Participation Steps:

- Faculty author will decide what scholarly item to submit by using the eligible submissions as guidelines.
- Faculty author will contact a Research Committee member to obtain the Request for Submission to E-Repository Form.
- Faculty author will complete the Request for Submission to E-Repository Form.
- Faculty member will return the form and the body of work to a Research Committee member.
- The Research Committee will review the request and scholarly work for any conflicts of interest or personal health information (PHI) data.
 - If any conflicts of interest or any PHI data found, additional approvals may be needed from Risk Management and/or the Compliance departments.
 - The Research Committee will approve or deny request for submission based upon eligibility and ineligibility criteria as noted above.
- If Research Committee denies the request, the author will have the opportunity to correct any issues or concerns and resubmit a request for submission form.

- If approved by Research Committee, the author may submit the scholarly work directly to the eRepository for peer review.
- The Virginia Henderson Repository staff will work with the faculty scholar regarding the submission process.

Faculty Participation Steps for Student (undergraduate and graduate) Proxy Submissions:

- Course faculty will choose select student projects (change projects, EBP PICO posters, capstones) that meet excellent grading criteria.
- Course faculty will notify students/student groups about opportunity to disseminate on the Virginia Henderson Global Nursing eRepository.
- If student/student group agrees to disseminate:
 - Course instructor will contact a Research Committee member to obtain the Request for Submission to E-Repository Form.
 - Course instructor will complete the Request for Submission to E-Repository Form.
 - Course instructor will return the form and the body of work to the Research Committee.
- The Research Committee will review the request and scholarly work for any conflicts of interest or personal health information (PHI) data.
 - If any conflicts of interest or any PHI data found, additional approvals may be needed from Risk Management and/or the Compliance departments.
 - The Research Committee will approve or deny request for submission based upon eligibility and ineligibility criteria as noted above.
 - If Research Committee denies the request, the course instructor/student group will have the opportunity to correct any issues or concerns and resubmit a request for submission form.
- After approval by the Research Committee, a Student Proxy form will be completed. The form is available at this link:
<https://stti.wufoo.com/forms/the-henderson-global-nursing-erepository-proxy/>
- The Virginia Henderson Repository staff will work with course instructor/student group regarding the submission process.

PROGRAM SPECIFIC POLICIES AND PROCEDURES

MASTERS PROGRAM

GRADUATE PROGRAM ADVISING

PURPOSE

To describe the role of the graduate program advisor.

POLICY

When enrolling in the first graduate level course, each student is assigned a program advisor. The program advisor is a member of the Master's Program faculty and helps the student plan and progress through the program. Students are expected to actively participate in this process by taking ownership of their own learning. The program advisor also serves as a mentor and is the chair of the student's thesis or scholarly project committee.

GRADUATE ACADEMIC NOTICE

PURPOSE

To outline the process for Graduate Academic Notice.

POLICY

Graduate students are issued a written Graduate Academic Notice for behavior(s) leading to poor academic outcomes and potential course failure.

PROCEDURE

The Faculty member:

- Identifies behavior(s) leading to poor academic outcomes and/or potential course failure (e.g., unmet course objectives).
- Completes the Graduate Academic Notice form.
- Emails the completed Graduate Academic Notice form to the student, Office of the Registrar, and the Master of Science in Nursing (MSN) Program Coordinator.

The student:

- Develops a plan of action for successful completion of the course (assisted by faculty).

The MSN Program Coordinator:

- Contacts the graduate student to determine any assistance needed for the implementation of the course of action.
- Requests a review by the MSN Program Committee when a graduate student receives more than one Graduate Academic Notice in a single semester.

CONTINUOUS ENROLLMENT IN THE MSN PROGRAM

PURPOSE

To describe the continuous enrollment requirement in the Master of Science in Nursing (MSN) program.

POLICY

MSN students must remain continuously enrolled from beginning to completion of the program.

PROCEDURE

MSN students are required to register each semester for the appropriate course(s) in accordance with the degree plan.

Students are allowed one (1) semester of Leave of Absence (LOA) that may be extended by one (1) semester in the presence of extenuating circumstances.

Students failing to register for a semester without applying for a LOA must reapply to the College and meet the current admission requirements in effect at the time of reapplication.

Students needing additional time to complete the final thesis or scholarly project must register for a continuous enrollment course for each additional semester.

INCOMPLETE GRADE FOR THE MSN PROGRAM

POLICY

A grade of Incomplete (I) for a course is given for extreme/extenuating circumstances at the discretion of the course instructor. Making arrangements for an incomplete grade are the responsibility of the student and must be made with the instructor prior to the end of the semester. The "I" indicates that the student's achievement in the course has been satisfactory but certain prescribed work is incomplete.

An incomplete grade for any master's nursing course must be removed before the student enrolls in any master's nursing course for the following semester.

No MSN student will receive a passing grade in a nursing course without completing the course requirements. Prerequisite course requirements cannot be met with an incomplete grade.

No MSN student may receive more than two incomplete grades during their program of study without approval by the MSN Program Committee.

MSN PROGRAM PRACTICUMS

POLICY

Practicums are a strong component of the MSN program, providing practical experience with Whole Person Nursing and nursing administration or nursing education. Through the application of new knowledge, functions, and activities, students internalize the values and characteristics of the master's-prepared nurse. Therefore, practicums must be supervised by persons who are considered "experts" in the area being studied and monitored by the MSN Program faculty.

Whole Person Nursing Practicum

All graduate students complete the Whole Person Nursing Practicum at the 500 level to integrate and practice concepts from the curriculums two Whole Person Nursing courses. The emphasis of this practicum is health promotion and disease prevention, providing students with the opportunity to expand their knowledge in this area given that most students are experienced acute care nurses.

The practicum is not designed as a hands-on clinical to practice nursing but is designed for students to work in teams or as an individual to hone their leadership and teamwork skills as they design, network within the community, and carry out a health promotion or disease prevention program for a community, group, or population.

Nurse Administrator

Students in the nurse administrator track complete two practicums. The first practicum focuses on providing quality nursing care in an environment of reduced resources whereby students design and carry out a plan to gain experience with financial reports, cost behavior, profit analysis, cost allocation, pricing and servicing decisions, managerial accounting, planning and budgeting, time value analysis, and financial risk. The second practicum focuses on assessing and leading cultural change within a health care organization. As with the first practicum, students design and carry out a plan to gain experience with promoting a healthy culture, assessing an organizational culture, managing people in an evolving organization, managing social and organizational processes, and ethical decision making. Both practicums are not designed as a hands-on clinical to practice nursing administration with a preceptor. The purpose of these practicums is to provide a variety of experiential learning that facilitate development with the nurse administrator role.

Nurse Educator Practicums

Students in the nurse educator track complete one practicum. The purpose of this practicum is to provide an opportunity to integrate clinical knowledge with the role, responsibilities, and activities of the nurse educator, whether the role is in academia, patient education, or staff development. Practicums are student-designed with instructor guidance to hone specific competencies with the nurse educator role. For students who have no experience with the nurse educator role, their practicums are more teacher-driven and they are assigned to preceptors to learn and demonstrate competencies with the nurse educator role.

REQUIREMENTS FOR PRACTICUMS

Students must show evidence of liability insurance before their first practicum. Students must also show

evidence of completing a criminal background check within 30 days before the first practicum.

Students are expected to obtain permission to use an agency, facility, or other setting for their practicums. Students are also expected to meet the organization's requirements for:

- CPR certification.
- Immunizations: Hepatitis, MMR, tetanus, and diphtheria.
- TB skin test.
- Drug screening.

Evidence of permission to use an organization and meeting the above requirements must be submitted to the Director of the MSN Program before the first day of the practicum. After confirming that requirements have been met, the Director will forward the evidence to the Student Services/Alumni Officer for recordkeeping. Evidence of permission to use an organization will be kept with the Director of the Program.

Students who have permission from their employer to do a practicum need not submit evidence of CPR, immunizations, TB skin test, and drug screening because the assumption is that they are meeting these requirements as a condition of employment. However, they must submit proof of obtaining permission to use the organization.

Dress Code for Practicums

MSN students are expected to follow the dress code of the agencies in which they complete their practicums.

MSN FINAL THESIS AND PROJECT

PURPOSE

To outline the requirements and process for completion of the Master of Science in Nursing (MSN) final thesis/project.

POLICY

The MSN Degree Plan of Study requires completion of a final faculty-guided scholarly thesis or project.

PROCEDURE

Thesis

The master's thesis is an independent research project where the student designs a study and carries out the research process.

The thesis:

- Requires independent research aimed at generation of knowledge or discovery of elements and/or relationships based on a theoretical framework.
- May be quantitative, qualitative, or historical in nature.
- Is written in a format defined by the College, which includes the use of APA.

Process for Selection of Committee Members

Students must initiate selection of members for a Thesis Committee prior to enrollment in NSG 692: Nursing Thesis I.

The Thesis Committee:

- Consists of three (3) members with earned doctorate degrees or may include one (1) Master's-prepared expert in the thesis content area.
- Chair must be a graduate program faculty member of the College with an earned doctorate in nursing or a related field.
 - Selection is based on a mutual area of interest and the availability of faculty.
- May include Emeritus faculty as members or as Chair *only if Thesis Committee Chair prior to retirement.*
- May include a visiting scholar with approval from the MSN Program Committee.

A Thesis/Project Committee Approval Form must be signed by all potential members for the Thesis Committee and forwarded to the Chair of the MSN Program Committee.

The MSN Program Committee:

- Reviews the committee selections.
- Makes necessary recommendations.
- Approves the committee.

Upon approval, the Thesis Committee Approval Form is filed with the Office of the Registrar.

Any changes to the Thesis Committee must be approved by the MSN Program Committee

Process for Completion of the Thesis

In order to complete the master's thesis, students:

- Must enroll in NSG 692: Nursing Thesis I and then NSG 693: Nursing Thesis II.
- Must submit a proposal for the thesis.
 - Proposals must be approved by the Thesis Committee prior to seeking Institutional Review Board (IRB) approval.
 - IRB approval must be obtained prior to beginning the research study.
- Must obtain approval from agencies, facilities, organizations and other sites that are involved in the research.
 - Research involving patients, employees, and/or records of the Blessing Health System must be approved by the Blessing Hospital Research Review Committee (RRC).
 - Time lines to secure approvals must be considered when planning the research study. For instance, the RRC meets quarterly.

Throughout the process, the Thesis Committee Chair and members:

- Guide the student through the approval process.
- Assist with format, preparation, and writing of the thesis.
- Approve the completed thesis.
- Assist the student in making arrangements for presentation of the thesis.

Students who have not completed the thesis by end of NSG 693 must remain enrolled in a continuous enrollment course until it is finished.

Project

The project is a scholarly process that addresses a theoretical or practice problem or topic relevant to nursing that results in a scholarly paper/article that is submitted for publication.

For the project:

- Students must select a peer-reviewed journal and follow its publication guidelines to compose the paper/ article.
- Authorship of the paper/article will be negotiated between the advisor and student with the student being the first author.
- Students must submit proof of paper/article submission.

Process for Selection of Committee Members

Students must initiate selection of members for a Project Committee prior to enrollment in NSG 690: Nursing Project I.

The Project Committee:

- Consists of two (2) members with earned doctorate degrees or may include one (1) master's-prepared expert in the project content area.
 - One (1) committee member must represent the specialization area of the student: Education or Administration.
- Chair must be a graduate program faculty member of the College with an earned doctorate in nursing or a related field.
 - Selection is based on a mutual area of interest and the availability of faculty.
- May include Emeritus faculty as members or as Chair only if Project Committee Chair prior to retirement.
- May include a visiting scholar with approval from the MSN Program Committee.

A Thesis/Project Committee Approval Form must be signed by all potential members for the Project Committee and forwarded to the Chair of the MSN Program Committee.

The MSN Program Committee:

- Reviews the committee selections.
- Makes necessary recommendations.
- Approves the committee.

Upon approval, the Thesis/Project Committee Approval Form is filed with the Office of the Registrar.

Any changes to the Project Committee must be approved by the MSN Program Committee.

Process for Completion of the Project

In order to complete the project, students:

- Must enroll in must enroll in NSG 690: Nursing Project I and then NSG 691: Nursing Project II.
- Must submit a proposal for the project.
 - Proposals must be approved by the Project Committee prior to seeking Institutional Review Board (IRB) approval.
 - IRB approval must be obtained prior to beginning the project.

- Must obtain approval from agencies, facilities, organizations and other sites that are involved in the project.
 - Projects involving patients, employees, and/or records of the Blessing Health System must be approved by the Blessing Hospital Research Review Committee (RRC).
 - Time lines to secure approvals must be considered when planning the research study. For instance, the RRC meets quarterly.

Throughout the process, the Project Committee Chair and members:

- Guide the student through the approval process.
- Assist with format, preparation, and writing of the project.
- Approve the completed project.
- Assist the student in making arrangements for submission of the project.

Students who have not completed their project at the end of NSG 691 must remain enrolled in a continuous enrollment course until it is finished.

Actual publication is not a requirement for the awarding of the degree.

Thesis/Project Committee Responsibilities

Committee members have diverse responsibilities and roles which may include:

- Assisting with methodological issues.
- Assisting with content expertise.
- Critiquing drafts.
- Approving the thesis/project.
- Participating in the presentation/defense of the thesis.

In the beginning, the Thesis/Project Committee Chair assembles the committee and student to discuss:

- The guidelines and roles of each committee member.
- The development of a timeline for completion of the thesis/project.
- Expectations of communication.

With committee assistance, the Chair is responsible for assisting the student:

- Formalize a researchable question.

- Gain approvals.
- Revise drafts.
- Finalize the end product.

Thesis/Project Change Request

Students may choose to change from a Thesis to a Project or Project to Thesis at a later date.

It is the responsibility of the student to find a new Chair (if the current Chair declines) and form a new Thesis/ Project Committee; and must follow the process to obtain approval of the new committee by the MSN Program Committee.

Additionally, the student is required to be enrolled in the appropriate Thesis/Project course (NSG 692 or 690) and pay additional fees as required.

Thesis/Project Completion Requirements

Students unable to complete the thesis or project within the allotted 2 semesters are required to enroll in a continuous enrollment course for a minimum of one (1) credit hour for each semester needed to complete the thesis/project. Summer enrollment is not mandatory.

Students have up to six years to complete the degree.

Protection and Rights of Human Subjects/Participants

The College has an institutional responsibility to respect and protect the rights of individuals involved in research as human participants or subjects. MSN students follow the policies and procedures of the Institutional Review Board (IRB) of the College when completing research for theses or projects.

RESPIRATORY CARE PROGRAM

DEADLINE FOR HEALTH AND CPR REQUIREMENTS

Students who are officially entering the major must have all health requirements (immunizations and CPR) **completed by spring pre-registration and submitted to the College's Student Services Office.** Spring pre-registration will be placed on hold until the requirements are met.

DELINEATION BETWEEN CLINICAL TIME AND CLINICAL SITE EMPLOYMENT

PURPOSE

To ensure distinction between the student and employee roles.

POLICY

Students must maintain a clear distinction between the student and employee roles.

PROCEDURE

During scheduled clinical hours, students:

- Must not be utilized by the institution as an employee.
- May not receive/accept remuneration in exchange for work performed.

During scheduled hours of employment at any clinical site, students:

- Are not eligible to receive credit for clinical hours.

AARC STATEMENT OF ETHICS AND PROFESSIONAL CONDUCT

The curriculum is founded on and incorporates the AARC Statement of Ethics and Professional Conduct and the QSEN initiatives. Individual courses also incorporate standards of practice and QSEN knowledge, skills, and attitudes specific to course content.

Respiratory Care students shall:

- Demonstrate behavior that reflects integrity, supports objectivity, and fosters trust in the profession and its professionals.
- Promote and practice evidence-based medicine.
- Seek continuing education opportunities to improve and maintain their professional competence and document their participation accurately.
- Perform only those procedures or functions in which they are individually competent and which are within their scope of accepted and responsible practice.
- Respect and protect the legal and

personal rights of patients, including the right to privacy, informed consent, and refusal of treatment.

- Divulge no protected information regarding any patient or family unless disclosure is required for the responsible performance of duty as authorized by the patient and/or family, or required by law.
- Provide care without discrimination on any basis, with respect for the rights and dignity of all individuals.
- Promote disease prevention and wellness.
- Refuse to participate in illegal or unethical acts.
- Refuse to conceal, and will report, the illegal, unethical, fraudulent, or incompetent acts of others.
- Follow sound scientific procedures and ethical principles in research.
- Comply with state or federal laws, which govern and relate to their practice.
- Avoid any form of conduct that is fraudulent or creates a conflict of interest, and shall follow the principles of ethical business behavior.
- Promote health care delivery through improvement of the access, efficacy, and cost of patient care.
- Encourage and promote appropriate stewardship of resources.
- Work to achieve and maintain respectful, functional, and beneficial relationships with all health professionals.

FINANCIAL AID POLICIES AND PROCEDURES

GENERAL INFORMATION

The College administers financial aid to eligible junior and senior nursing students in the joint nursing programs with Culver-Stockton College and Quincy University. Freshmen and sophomores apply for financial aid through Culver-Stockton College/Quincy University. The College also administers financial aid to eligible second degree BSN, RN-BSN, RN-MSN, and MSN students.

CONTACT FOR FINANCIAL AID

The contact persons for assistance with financial aid at the College are:

Financial Aid Coordinator

Erin McHargue
 Blessing-Rieman College of Nursing and Health Sciences
 3609 N. Marx Drive
 Quincy, IL 62305

EMcHargue@brcn.edu
 (217)228-5520, ext. 6993

Student Accounts Representative

Nancy Campbell
 Blessing-Rieman College of Nursing and Health Sciences
 3609 N. Marx Drive
 Quincy, IL 62301

NCampbell@brcn.edu
 (217)228-5520, ext. 6996

APPLICATION PROCESS FOR FINANCIAL AID

- File a Free Application for Federal Student Aid (FAFSA).
- Illinois residents apply for the Illinois Student Assistance Commission Monetary Award on the FAFSA, which re-releases information to the state.

The College's FAFSA School Code is 006214.

DEFINITION OF AN ACADEMIC YEAR FOR FINANCIAL AID PURPOSES

PURPOSE

To define the College's Academic Year.

POLICY

The College's academic year consists of a 16-week fall and a 16-week spring semester with an 8-week summer semester acting as a trailer to the Academic Year. The full academic year is 24 credit hours and 32 weeks long.

Fall semester courses run from mid-August through early-December and Spring semester courses run from mid-January through early-May. Summer courses run from early-June through late-July. The financial aid award year begins July 1 and ends June 30.

To be full time for the fall and spring, the student must enroll in at least 12 hours for Undergraduate and 9 hours for Graduate.

Undergraduate	Academic Year Fall & Spring
Full Time	12 or more hours
Three Quarter Time	11-9 hours
Half Time	8-6 hours
Less than Half Time	5 or less hours

Graduate	Academic Year Fall & Spring
Full Time	9 or more hours
Three Quarter Time	8-7 hours
Half Time	5-6 hours
Less than Half Time	4 hours or less

ELIGIBILITY FOR FINANCIAL AID

Students must be enrolled in the program, be in good academic standing, and progressing through the program to receive financial aid. See *Good Academic Standing Policy and Student Classification* for more information about being in good academic standing. See *Standards of Satisfactory Academic Progress to Maintain Federal Financial Aid Eligibility* in this section of the catalog/handbook to learn more about maintaining good academic standing in order to remain eligible for federal and state financial aid.

FINANCIAL AID

AWARDING OF BLESSING FOUNDATION SCHOLARSHIPS AND GRANTS

PURPOSE

To outline the awarding of Blessing Foundation scholarships and grants.

POLICY

Students are awarded funds from the Blessing Foundation to satisfy the eligible amount of free financial aid received at the College to be comparable with partner institutions.

PROCEDURE

Request of Scholarships and Grants

- Student Financial Aid Offers (FAO) are requested from Culver-Stockton College and Quincy University (partner institutions) for the current sophomore students.
- The amount of aid to be awarded is calculated using the sophomore FAO from the partner institution.
- Sophomore students are required to fill out a Financial Aid Application.
- A grant request is submitted to the Blessing Foundation in May/June with estimated cost of aid required for the upcoming year.
- An itemized listing of scholarship and grant funds is received from Blessing Hospital Fiscal Services Department after approval is received from the Blessing Foundation Board.

Awarding of Scholarships and Grants

A student roster is generated to determine eligibility to receive scholarships/grants. Information from a student's Free Application for Federal Student Aid (FAFSA), transcript, Financial Aid Application, and sophomore FAO are included in the roster.

Eligible students must:

- Maintain a minimum Cumulative Grade Point Average of 3.0.
- Exhibit financial need.
 - Financial need is determined by a student's Expected Family Contribution (EFC) from the FAFSA.
- Meet required criteria of grant/scholarship as defined by the donor, as applicable.

Approval and Notice to Foundation

The Dean of Enrollment Management/Business Manager approves the list of scholarship and grant recipients and submits it to the Blessing Foundation office. A press release is published during the Fall semester recognizing the Blessing Foundation and recipients.

BLESSING EDUCATIONAL REVOLVING FUND (BERF) LOAN GUIDELINES

PURPOSE

To provide guidelines for award and distribution of Blessing Educational Revolving Fund (BERF) Loans.

POLICY

Available BERF Loans are awarded and distributed to eligible students.

PROCEDURE

BERF Loans were established to provide eligible students the opportunity for assistance in funding specific educational expenses.

The Financial Aid Coordinator and Dean for Enrollment Management/Business Manager have the final authority in awarding BERF Loans:

- BERF Loans are subject to budgetary funding limits.
- Interest rates are reviewed annually.
- Preference for available funds is given to nursing students.

Loan Guidelines

Specific guidelines are followed for award and distribution of BERF Loans

Eligibility

Eligibility is limited to students with a permanent address within a 65-mile radius of the College and include:

- On-Campus students:
 - Junior and senior-level nursing students.
 - Second-degree nursing students.
 - Health sciences students.
- Distance Education/Online program students:
 - RN-BSN
 - MSN
 - Health Information Management (HIM)

Application

To apply for the BERF Loan, students must:

- Apply no later than 3 weeks after the first day of classes each semester (fall, spring, and summer).

- Complete the BERF Loan application and submit it to the Financial Aid office.
- Be currently enrolled in an eligible program.
- Be in good standing.
- File the Free Application for Federal Student Aid (FAFSA) to determine Federal/State eligibility.
- Demonstrate personal credit worthiness.

Blessing Hospital employees, if eligible, must apply for Employee Educational Assistance Program (EEAP) funds.

Allowable Expenses

BERF Loans are restricted to use for the following educational expenses:

- Tuition.
- Required Fees.
- Books.

Loan Limits

The following are limits to the award and distribution of BERF Loans:

- Students may borrow up to 100% of loan eligibility calculated after the following have been applied:
 - State of Illinois Monetary Award Program (MAP) funds
 - Pell Grants
 - All other scholarships and grants
- Books- \$500 limit per semester

BERF Loan Deferment

Students must complete a deferment request form if enrolled at least half-time in any institution of higher education.

Enrollment is also verified through the National Student Clearinghouse.

Loan Forgiveness Eligibility

Forgiveness eligibility guidelines are provided in the Blessing Hospital HR Policy, Loan and Forgiveness-Blessing Educational Revolving Loan.

All borrowers using the BERF Loan and Blessing Hospital forgiveness benefits may be subject to future tax consequences.

FEDERAL SUPPLEMENTAL EDUCATIONAL OPPORTUNITY GRANT (FSEOG)

PURPOSE

To explain how the Federal Supplemental Educational Opportunity Grant (FSEOG) is awarded and disbursed.

POLICY

Students at the College may be eligible for and awarded FSEOG.

PROCEDURE

Students apply for FSEOG by filing a Free Application for Federal Student Aid (FAFSA) form. Students must renew applications by submitting the FAFSA form each year and may be awarded FSEOG if the following conditions are met:

- Lowest Expected Family Contribution (EFC) on the FAFSA
- * Undergraduate student
- * Full-time enrollment status
- * Valid Institutional Student Information Record (ISIR) on file
- * Eligible for the Federal Pell Grant
 - * If FSEOG funds remain and all Federal Pell Grant recipients have been awarded FSEOG, remaining funds can be awarded to students who do not receive Federal Pell Grants.

The Financial Aid Office requests and maintains all necessary documents when a student is selected for verification on the FAFSA. FSEOG is awarded after verification is completed within 30 days of receipt of notification.

The maximum amount of FSEOG awarded is \$750 per academic year. FSEOG is disbursed to student accounts based on census date enrollment status. The Student Accounts Office credits funds to student accounts and draws down funds from the Department of Education to be used for payment. The College matches the federal allocation of FSEOG by 25% as required by federal regulation.

SATISFACTORY ACADEMIC PROGRESS

PURPOSE

To define guidelines to ensure appropriate distribution of financial aid to all students and to assess student progress toward completing their degree.

POLICY

Federal regulations require Blessing-Rieman College of Nursing and Health Sciences (the College) to establish a Satisfactory Academic Progress (SAP) policy to ensure all students receiving financial aid are making reasonable progress toward completing their degree.

Students who are not achieving the required cumulative GPA or not successfully completing their education program at the required pace will have a grace period of one semester to continue receiving Title IV or state aid. The review of a student's SAP status is based on the entire academic record, even if the student did not receive financial aid for previous semesters of enrollment.

PROCEDURE

Standards of Measuring SAP

Qualitative (GPA) Measurement

Undergraduate and graduate students: A full-time degree-seeking student is considered to be in good academic standing if he or she maintains the minimum cumulative GPA.

Students readmitted to the College or returning from a leave of absence are subject to any academic or SAP requirements in force at the time of their last enrollment at the College.

Full-time, part-time, and three-quarter time undergraduate students must have a 2.7 cumulative GPA at the end of each term.

For the undergraduate program, an academic year is considered to be 24 hours for full-time students, 18 hours for three-quarter time students, and 12 hours for part-time students.

Full-time, part-time, and three-quarter time graduate students must have a 3.0 cumulative GPA at the end of each term.

For the graduate program, an academic year is considered to be 18 hours for full-time students, 12 hours for three-quarter time students, and 8 hours for part-time students.

Quantitative (Pace) Measurement

The Quantitative Measurement defines the pace at which a student must progress to ensure education program completion within the maximum time frame (150% of the published length of the program). If pace falls below 67%, a student is not making satisfactory academic progress. There are two components of pace: proof of academic progress and maximum time frame.

Proof of Academic Progress Requirement

Undergraduate and graduate students are considered to be making academic progress by having a course completion rate of 67% or greater. If a student changes enrollment status between full-time and part-time, his or her pace requirement is determined individually by the financial aid office. For undergraduate transfer students, hours accepted must be counted as both attempted and completed hours. It is possible for a student to make pace each semester individually, but not be making pace at the end of his or her second academic year. All classes dropped after the census date of a term show a W on the student's transcript and are considered attempted hours. Pace is measured for each individual term and for cumulative hours. The final percentage is rounded to the nearest whole number.

Pace is calculated as follows:

$$\frac{\text{Cumulative number of successfully completed hours}}{\text{Cumulative number of attempted hours}}$$

For example, if a student enrolls in 15 hours for the semester and completes 12, his or her pace for the term is determined to be 80%. The same student has a cumulative pace requirement. With 47 hours attempted and 32 completed, his or her cumulative pace is 68%.

Maximum Time Frame Requirement

Students can receive federal financial aid for a period that is no longer than 150% of the published length of the educational program, as measured in credit hours. For example, a student cannot receive financial aid for more than 186 attempted hours for

a program that has a published length of 124 hours. Once it is determined that a student cannot complete the program requirements within the maximum time frame, that student becomes ineligible for Title IV aid immediately and is not put on Financial Aid Warning. Transfer hours are calculated in the maximum time frame requirement. The 150% maximum time frame can be appealed.

Evaluation of Satisfactory Academic Progress

Academic progress is monitored for each student (regardless of whether they are receiving financial aid) at the conclusion of each term of enrollment. Fall, spring, and summer are considered three separate periods of enrollment.

Financial aid from any source is provided for only one academic year at a time. Title IV and state aid can be renewed each year provided that the student remains in good academic standing, earns the required number of hours for his or her enrollment status by the end of each academic term, and demonstrates financial need on the Free Application for Federal Student Aid (FAFSA). Institutional awards can be renewed each year provided that the student demonstrates continued talent or academic achievement as stipulated in the original entering award.

GPA and pace requirements are affected as follows:

- The following are not considered as hours successfully completed: F grades, incompletes (I), withdrawals (W), audits (AU), and no pass (NP).
- Credit hours for courses for which an incomplete is granted do not count as hours completed, but do count as hours attempted.
- All classes dropped after the census date show a W on the student's transcript and are considered attempted hours.
- Students who withdraw from all classes are automatically considered to be on Financial Aid Probation for 0% pace for the term. If a student is on Financial Aid Probation and withdraws from all classes, he or she is considered to be on Financial Aid Suspension immediately in his or her next term of enrollment (but could file an appeal).
- If undergraduates do not complete at least 12 hours and maintain the appropriate GPA for their courses by the end of the next term, they

are considered to be on Financial Aid Suspension.

- In the case of repeated courses, the most recently earned grade and credit becomes the grade and credit of record and is included in the GPA calculation. Financial aid may be awarded to retake a class for which a student earned a grade of 'F.' Financial aid may be awarded one time to retake a class for which a student earned a grade other than 'F'; additional retakes of the class are not covered by Title IV aid unless a higher grade is required by the student's major.
- Remedial, enrichment, and English as a Second Language (ESL) courses are not taken into consideration.
- Transfer hours count as both attempted and completed hours.

Second Bachelor's Degree

A student who currently holds a bachelor's degree and returns for a second bachelor's degree is considered an undergraduate for financial aid. Any student pursuing a second bachelor's degree is subject to both the 150% time frame and the 2.70 CGPA requirements.

Consequences of Failing to Meet SAP Requirements

Students who fail to make SAP are placed on Financial Aid Warning, Financial Aid Probation, or Financial Aid Suspension. When a student fails to achieve SAP and his or her eligibility for financial aid is impacted, the Financial Aid Coordinator notifies the student regardless of whether the student is receiving financial aid.

Financial Aid Warning: This status is assigned by the College to a student who fails to make SAP at the end of the term. The student continues to receive Title IV and state aid for one term. No appeal is necessary for this status. At the conclusion of the warning term, the student must meet SAP requirements to continue receiving Title IV and state aid.

Financial Aid Probation: This is a status assigned by the College to a student who fails to make SAP (after being on Financial Aid Warning for one term), is granted an appeal, and has eligibility for Title IV aid reinstated. The College sets forth an academic plan

the student must follow. At the conclusion of the probation period, the student must meet the terms of his or her academic plan or is placed on Financial Aid Suspension.

Financial Aid Suspension: This is a status assigned by the College to a student who fails to make SAP after being on Financial Aid Warning or Financial Aid Probation. This status can also be assigned to a student whose appeal is denied. Once Title IV and state eligibility is terminated, the student must make up all deficiencies in both GPA and pace before Title IV and state eligibility is reinstated. An appeal may be filed by the student under Suspension status.

SAP Appeal Process

A student who is not meeting the College's SAP standards may petition the College for reconsideration of Title IV and state aid eligibility. The appeal must include two components: why the student failed to make SAP and what has changed that will allow the student to make SAP at the next evaluation. Appeals without both components are not considered. Students should include supporting documentation such as letters from outside sources. Appeals for lack of pace or maximum time frame are considered for extenuating circumstances such as death of a relative, student injury or illness, or other special circumstances. Appeals should be submitted in writing to the Financial Aid Coordinator.

Appeal Approved: The student must agree to follow the Personalized Academic Plan. The student's Title IV aid is reinstated as outlined in the academic plan.

Appeal Denied: The student is not eligible for Title IV, state, or institutional funding. Financial aid is reinstated once the student makes up all deficiencies. All appeal decisions are final. A student may not appeal a denial.

Appeal Committee: This committee consists of the Financial Aid Coordinator, the Dean of Enrollment Management/Business Manager, the Chair of the Academic Committee, and a faculty member.

Personalized Academic Plan: This plan is determined by the Appeal Committee. At a minimum it must include the specified number of credit hours and cumulative GPA to be earned at the end of each

term. The student's compliance with the plan is monitored by the Appeal Committee.

STUDENT RESPONSIBILITIES

DIRECT LOAN ENTRANCE AND EXIT COUNSELING

PURPOSE

To provide Direct Loan borrowers with information regarding their rights and responsibilities.

POLICY

Students who borrow Direct Loans must complete entrance loan counseling and/or exit loan counseling.

PROCEDURE

Entrance Counseling

First-time borrowers of Direct Loan and Direct Graduate PLUS Loans are required to complete entrance loan counseling before loan funds are disbursed. Students who have previously borrowed at another institution are not required to complete entrance loan counseling. The Financial Aid Office notifies first-time borrowers that they are required to complete entrance counseling in the Financial Aid Award Letter. Additional letters and/or emails are sent as a courtesy reminder to students. Entrance counseling is completed at www.studentloans.gov by following these steps:

- Sign in using Federal Student Aid (FSA) ID.
- Select "Complete Counseling."
- Complete the steps and submit.

Confirmation of completed entrance counseling is transmitted to the College within three (3) business days. The Financial Aid Coordinator is available during posted office hours to answer questions students may have after completing counseling.

Exit Counseling

All student borrowers are required to complete exit counseling upon graduation, withdrawal, failure to return for a subsequent semester, or enrollment below half time. The Financial Aid Office notifies the student about exit counseling requirements by mail

or email. Exit counseling is completed online at www.studentloans.gov by following these steps:

- Sign in using FSA ID
- Select "Complete Counseling"
- Complete the steps and submit

Confirmation of completed exit counseling is transmitted to the College within three (3) business days. The Financial Aid Coordinator is available during posted office hours to answer questions students may have after completing counseling.

Student borrowers are encouraged to attend an in-person exit interview with the Financial Aid Coordinator upon leaving the College. During the exit interview, the student receives information regarding his or her loan balance and repayment information.

STUDENT RIGHTS AND RESPONSIBILITY

Students have the privilege of certain rights and assume specific responsibilities related to financial aid.

STUDENT RIGHTS

The student has the right to receive the following information related to the financial aid program:

- Available financial aid distribution.
- Amount of financial aid that must be repaid.
- Interest rates on loans.
- Repayment procedures.
- Date for beginning repayment.
- Length of the repayment period.

STUDENT RESPONSIBILITIES

Each student receiving financial aid has the responsibility to:

- Inform the Student Accounts Representative of any changes in economic or financial aid circumstances, including any outside loans, scholarship awards, or employment reimbursements received during the academic year.
- Inform the Student Accounts Representative and Lending Agent of any change in permanent address.
- Be familiar with financial aid deadlines, information forms, and the required

applications for receiving aid by obtaining the appropriate information from the financial aid literature and the Student Accounts Representative.

- Supply any additional documentation, verification, corrections, or new information that is requested by the Student Accounts Representative.
- Complete an entrance Interview with the Student Accounts Representative when first receiving financial aid as a junior, senior, LPN-BSN or advanced placement student.
- Complete an exit Interview with the Student Accounts Representative when graduating or withdrawing from the College.

ACCOUNTS, PAYMENT, AND REFUNDS

COST OF COLLEGE AND COST OF ATTENDING COLLEGE

The College's Student Accounts Representative/Bursar applies all state, federal, and institutional aid to students' accounts up to the cost of tuition and fees. At that point, students can receive the difference as a refund check for the cost of attending college. These costs could be personal in nature, transportation, books, or other expenses associated with being a college student.

LOAN DEFAULT AND PAYMENT

POLICY

Loan Default

Students who are in any kind of student loan default are not eligible for federal student loans or revolving loan (BERF). However, students are still eligible to enroll in an academic program. Students in any kind of loan default are required to provide payment before enrolling in or beginning class(es). Such students may enroll in a monthly payment plan. Students re-admitted and in default of any loans or accounts will not be eligible to register for classes.

Payment

Students who enroll in a payment plan and do not make scheduled payments are not eligible to enroll in or attend class(es) until all outstanding balances are paid in full. Students withdrawn from class(es),

due to non-payment, receive no credit for class(es). Student's grades and/or transcripts are also withheld. Admission is based on academic criteria. Financial aid status for ability to pay is totally independent of admission criteria.

This policy applies to ALL STUDENTS enrolling in Blessing Hospital programs, and the College.

NON-PAYMENT OF BILLS, ATTENDING CLASS, TRANSCRIPTS, AND EARNING CREDIT

POLICY

Only those students who have paid all bills for the semester will be allowed to attend classes whether on campus or online. Students having difficulty in paying bills are to contact the College's Student Accounts Representative.

Students enrolled in a payment plan and who do not make payments as scheduled will be immediately withdrawn from class. If a student is withdrawn from courses due to not making monthly payments, he/she will not receive credit for those courses. The student will also have his/her grades and transcript withheld and will not be allowed to enroll for the next semester until all outstanding balances are paid in full.

Transcripts and/or grades are not issued to any student who withdraws or graduates from the College with unpaid bills.

OFFICIAL TRANSCRIPTS AND AID DISBURSEMENT POLICY

POLICY

All official transcripts refer to official transcripts from all previously attended colleges and/or universities. All official transcripts must be received and on file in the registrar's office prior to disbursement of financial aid. The College distributes institutional, state, and federal aid into students' accounts only when all official transcripts are received and on file in the Registrar's office.

Students attending the College's joint program with Culver-Stockton College or Quincy University submit all official transcripts to the respective partner

institution prior to enrollment; therefore, the College considers them official at the point of acceptance into the joint program.

Students who do not submit all official transcripts receive an estimated financial aid statement. Once all official transcripts are received, an official financial aid statement is issued, and aid is then disbursed to the student's account.

Students who do not submit all official transcripts remain responsible for all expenses incurred while at the College, College bills are issued at the end of the semester.

Second degree, RN to BSN and MSN students must submit official transcripts from all colleges previously attended to be considered for admission. Transcripts will be considered official only if they are sent directly from a college and are unopened. Transcripts marked "Issued to Student" will not be considered official. Paper grade reports, faxes, and online grade downloads will not be considered official.

PAYMENT POLICY

POLICY

Tuition, fees, and room charges are billed by the semester. Statements are sent to all registered students in July for the fall term and December for the spring term. Full payment of semester charges is due the first day of classes unless **prior** arrangements have been made with the College's Financial Aid Office.

Students with delinquent accounts may be charged a \$50 late payment fee. Charges and fines incurred after school is in session must be paid immediately upon receipt. Students with delinquent account balances will have their grades and transcripts withheld and will not be allowed to enroll for the next semester until all outstanding balances are paid in full.

PAYMENT OF ACCOUNTS

POLICY

The College

Student account balances are available from the College's Student Accounts Representative. Failure to receive a bill does not relieve the student's obligation for payment.

Quincy University

Payment of accounts to the university is not contingent upon a statement or invoice from the university. As a matter of courtesy, the university will prepare regular and periodic statements to reflect all charges and payments incurred.

Culver-Stockton College

Student account balances are available on the Wildcat Window. Failure to receive a bill does not relieve the student's obligation for payment.

Students formally withdrawing during the term are eligible for tuition adjustments according to the following schedule:

- Withdrawal during the first week of the term: 100% refund.
- Withdrawal during the second week of the term: 90% refund.
- Withdrawal during the third or fourth week of the term: 50% refund.
- Withdrawal during the fifth through eighth week of the term: 25% refund.
- Withdrawal after the eighth week of the term: 0% refund.

Students withdrawing from a course at any time after registration must do so by completing the Add/Drop form that is available from the Registrar's Office.

Students formally withdrawing during a three-, four-, or eight-week course, whether interim, fall, spring, or summer term, are eligible for tuition adjustments according to the following schedule:

- Withdrawal during the first week of the course: 100% refund.
- Withdrawal after the first week of the course: 0% refund.

Once classes are in session, the student is responsible for payment unless the add/drop or withdrawal procedures have been completed. In the case of illness as substantiated by a medical statement, or for circumstances beyond the student's control, tuition may be reduced on a prorated basis.

The Institutional Refunds Policy of the College is separate from considerations relating to the Return of Title IV (R2T4) Funds Policy, and either policy may result in a student owing a debt to the College.

INSTITUTIONAL REFUNDS

PURPOSE

To define conditions for tuition and institutional financial aid adjustments related to enrollment changes.

POLICY

Students may be eligible for tuition and/or institutional financial aid adjustments when enrollment changes occur.

PROCEDURE

Students withdrawing from all courses must do so by completing the Withdrawal form available from the Registrar's Office. Students are responsible for paying full tuition following any unapproved withdrawal or dismissal or suspension for disciplinary reasons. Students who abandon all courses without completing the term and do not complete the official withdrawal procedures at or before the 60% mark of the term are not entitled to a refund. A full tuition refund is granted for the term in the case of non-attendance. Refunds are only for tuition costs. Fees are not included.

RETURN OF TITLE IV (R2T4) FUNDS

PURPOSE

To explain how a withdrawal affects a student's Title IV funds.

POLICY

For each student who withdraws from the College, a Return of Title IV (R2T4) calculation must be completed for the return of Title IV funds awarded for that term.

PROCEDURE

How a Withdrawal Affects Financial Aid

Pell Grant, Federal Supplemental Educational Opportunity Grant, Unsubsidized Stafford Loans, Subsidized Stafford Loans, and Parent PLUS Loans (Title IV federal aid) are awarded under the assumption that a student will remain in classroom attendance for the entire term for which the funds were awarded. A student may find it necessary to withdraw from all courses during a term. This policy applies to all students who begin attendance but do not complete any courses during a term and receive Title IV Federal Student Aid funds.

When a student withdraws from courses for any reason, he or she may no longer be eligible for the full amount of Title IV funds that he or she was originally scheduled to receive. Students who receive federal aid and do not complete their courses during a term may be responsible for repaying a portion of the aid they received.

Unofficial Withdrawals

Title IV aid recipients who fail to withdraw but stop attending courses are considered unofficial withdrawals. The College must calculate the earned amount based on the last day of attendance of the term. If the student stopped attending prior to the 60% mark of the term, the student is billed for the outstanding charges as a result of the R2T4 calculation. Unofficial withdrawals are processed within 30 days of determining the student was an unofficial withdrawal.

Withdrawals and Institutional Refunds

Based upon the withdrawal date, students may receive a full or partial refund of their tuition and fees. The College's Institutional Refunds Policy is separate from considerations relating to the Return of Title IV (R2T4) Funds Policy, and either policy may result in a student owing a debt to the College.

Determining Aid Earned

The College, the student, or both may be required to return some or all of the federal funds awarded for that semester if the student withdraws. The federal government requires a return of Title IV federal aid received if the student withdrew on or before completing 60% of the term. Federal funds, for the purposes of this federal regulation, include Pell Grant, Federal Supplemental Educational Opportunity Grant, Unsubsidized Stafford Loans, Subsidized Stafford Loans, and Parent PLUS Loans. The formula used in the R2T4 calculation divides the aid received into earned aid and unearned aid.

A student earns financial aid in proportion to the time he or she is enrolled up to the 60% mark. The percentage of Title IV federal aid to be returned (unearned aid) is equal to the number of calendar days remaining in the term when the withdrawal takes place divided by the total number of calendar days in the term. If a student was enrolled for 20% of the term before completely withdrawing, 80% of Title IV federal aid must be returned to the aid programs.

The percent earned is equal to the number of calendar days completed up to the withdrawal (officially or unofficially) date divided by the total number of calendar days in the term/payment period. Breaks of 5 days or longer are not included in the count of total days in the payment period.

- $\text{Earned Percent} = \frac{\text{Number of Days Completed}}{\text{Total Days in Payment Period}}$
- $\text{Unearned Percent} = 100\% - \text{Earned Percent}$

As a result of a withdrawal, students who received federal funds are required to repay unearned aid. The repayment calculation is performed utilizing the federal government's repayment worksheet. The worksheet is available on the Information for Financial Aid Professionals (IFAP) website.

For a student who withdraws after the 60% mark, there is no unearned aid. However, the Financial Aid Office must still complete the R2T4 calculation in order to determine whether the student is eligible for a post-withdrawal disbursement.

The Financial Aid Office recalculates the Federal Pell Grant and campus-based aid when a student does not begin attendance in all courses scheduled in the payment period (for example, second eight-week

course). The recalculated amounts are used in the R2T4 calculation.

In compliance with federal regulations, the Financial Aid Office performs the R2T4 calculation within 30 days of the student's withdrawal, and funds are returned to the appropriate federal aid program within 45 days of the withdrawal date. An evaluation is completed to determine if aid was eligible to be disbursed but had not been disbursed as of the withdrawal date. If the student meets the federal criteria for a post-withdrawal disbursement, the student is notified of his or her eligibility within 30 days of determining the student's date of withdrawal. If the eligibility is for a grant disbursement, the funds are disbursed within 45 days of determining the student's date of withdrawal. If the eligibility is for a loan, the student is notified in the same time frame, but he or she must also reply to the Financial Aid Office if he or she wishes to accept the post-withdrawal loan obligation. A post-withdrawal disbursement of any funds are first used toward any outstanding charges before any funds are returned to the student.

Order of Return to Federal Aid Programs

In accordance with federal regulations, unearned aid is returned to the federal programs in the following order:

- Federal Direct Loans: Unsubsidized, then Subsidized.
- Federal Direct Parent Loans.
- Federal Pell Grant.
- Federal Supplemental Educational Opportunity Grant.

Student Notification of Repayment

The student and the College are both responsible for returning unearned federal financial aid to the federal government. The College returns funds on the student's behalf to the appropriate federal programs and subsequently bills the student for any balances owed back to the College as a result of the R2T4 calculation. The student is responsible for any outstanding balance.

If a student never begins attendance, the College returns all disbursed aid to the respective aid programs.

The student is notified by either email or mail after the R2T4 calculation is finalized.

Information Regarding Loan Repayment

The loan grace period begins on the withdrawal date from the College or when a student ceases to be enrolled on at least a half-time basis. If the student does not re-enroll as a half-time student within 6 months of withdrawal or is enrolled less than half-time, the loans enter repayment. The student should contact the loan servicer or the Department of Education to make repayment arrangements. The promissory note signed by the borrower outlines repayment obligations. The student should contact the loan servicer or the Department of Education with any questions.

Consequences of Non-Repayment

Students who owe the Department of Education for an overpayment of Title IV federal aid funds are not eligible for any additional federal aid until the overpayment is paid in full or payment arrangements are made with the Department of Education.

A hold is placed on a student's account if he or she owes the College as a result of the R2T4 calculation. He or she is not allowed to register for subsequent terms or receive academic transcripts until the balance is paid.

This policy is subject to revision without notice based on changes to federal laws and regulations or College policies. If changes are made, the student is held to the most current policy. This statement is intended to provide an overview of policies and procedures related to a complicated and very encompassing regulation.

RESOLVING ELIGIBLE CREDIT BALANCES

PURPOSE

To outline how eligible credit balances are resolved on a student's account.

POLICY

The Student Accounts Office issues refunds to students in compliance with all applicable regulations by the end of the term in which the credit balance is created.

PROCEDURE

A credit balance results when the total of the credits posted to a student's account (e.g., payments, loan disbursements, scholarships, etc.) exceeds the total of the charges applied or applicable to the account for a specific term.

A credit balance eligible for a refund is one where all the applicable charges and credits have been posted to the account and the student's eligibility for such funds has been reviewed and confirmed or adjusted based on current eligibility, enrollment, or any other applicable conditions. Anticipated funds, including anticipated financial aid, are not considered credits to a student's account until the funds have been disbursed to the account.

Credit balances may be related to payments from several sources, including personal funds, Title IV federal aid, private loans, private grants, and other external awards. The College adheres strictly to federal and other regulatory requirements, as applicable, which vary depending on whether a credit balance is related to federal aid funds or not.

Credit balances may be affected by changes in a student's enrollment status, leaves of absence, or withdrawal. If a student's enrollment status changes as a result of adding or dropping courses, the student's Title IV federal aid award may need to be adjusted, and this may affect the amount of any refunds.

The College credits Title IV federal aid funds to a student's account only against allowable institutional charges, including:

- Current charges for tuition and fees
- Other educationally related charges incurred by the student at the College
 - Requires written authorization by student (or parent if applicable)
- Prior year charges up to \$200

Written Authorization to Hold a Credit Balance

Students (or parent borrowers) must provide written authorization before the College can perform either of the following actions with respect to credit balances related to Title IV federal aid funds:

- Hold a credit balance in the student's account across terms within the same award year.

- Apply funds awarded for the current year to prior year charges up to \$200 to pay for charges other than tuition and fees.

Students may provide this written authorization by completing the "Authorization to Hold a Federal Student Aid (FSA) Credit Balance" form. This form is available on the College's website and in the Student Accounts Office.

Credit Balances and Refunds Due to Title IV Federal Aid

The College automatically issues refunds for eligible credit balances related to Title IV federal aid.

Per federal regulations, credit balances related to Title IV federal aid must be refunded no later than 14 days after either:

- The date the credit balance occurred on the student's account, if the credit balance occurred after the first day of a payment period, or
- The first day of the payment period, if the credit balance occurred on or before the first day of that payment period.

Credit balances related to Title IV federal aid are prioritized for refund processing, except that the College holds credit balances in a student's account across terms within the same award year if the student (or parent borrower) provides prior written authorization.

The College provides notification via email to students of refunds or returns issued on credit balances in a student's account.

COMPLIANCE WITH 38 USC 3679(E) VA PENDING PAYMENT COMPLIANCE

Beginning August 1, 2019, and despite any policy to the contrary, the educational institution named at the bottom of this form will not take any of the four following actions toward any student using U.S. Department of Veterans Affairs (VA) Post 9/11 G.I. Bill® (Ch. 33) or Vocational Rehabilitation and Employment (Ch. 31) benefits, while their payment from the United States Department of Veterans Affairs is pending to the educational institution:

- Prevent their enrollment;
- Assess a late penalty fee to;
- Require they secure alternative or additional funding;
- Deny their access to any resources (access to

classes, libraries, or other institutional facilities) available to other students who have satisfied their tuition and fee bills to the institution.

However, to qualify for this provision, such students may be required to:

- Produce the VA's Certificate of Eligibility by the first day of class;
- Provide written request to be certified;
- Provide additional information needed to properly certify the enrollment as described in other institutional policies (see our VA School Certifying Official for all requirements).

I hereby certify this addendum to be true and correct in content and policy.

Our institution will adopt this addendum, or one of similar import, in the next revision of our catalog.

Facility Name: Blessing-Rieman College of Nursing and Health Sciences
Facility Code: _____
Person Certifying Addendum
First Name: Erin Last Name: McHargue
Title: Financial Aid Coordinator
Signature: 
Date: 08/11/2020 (855F69260A0DF4D6)

FEDERAL TAX STATEMENTS

TUITION STATEMENT FORM 1098-T

PURPOSE

To provide guidelines regarding the tuition statement form 1098-T.

POLICY

The College distributes the Tuition Statement Form 1098-T on or before January 31st (see deadline definition below) to each individual for whom payments for qualified billed tuition and fees were received in the previous calendar year. These 1098-T forms and the Form 1096 - Annual Summary and Transmittal are also submitted electronically by the College's auditing firm to the IRS by February 28th for the preceding year.

IRS Definition of When to File

You will meet the requirement to file if the form is properly addressed and mailed on or before the due date. If the regular due date falls on a Saturday, Sunday, or legal holiday, file by the next business day. A business day is any day that is not a Saturday, Sunday, or legal holiday.

STUDENT LOAN INTEREST STATEMENT FORM 1098-E

PURPOSE

To provide guidelines regarding the 1098-E form.

POLICY

The College distributes the Student Loan Interest Statement Form 1098-E on or before January 31st (see deadline definition below) to each individual who paid Blessing Educational Revolving Fund (BERF) loan interest of \$600 or more during the preceding calendar year. Forms are also distributed to borrowers paying less than \$600 in interest as a service. Though this service is not required by IRS regulations, it is also not prohibited. These 1098-E forms and the Form 1096 - Annual Summary and Transmittal are also submitted electronically by the College's auditing firm to the IRS by February 28th for the preceding year.

IRS Definition of When to File:

You will meet the requirement to file if the form is properly addressed and mailed on or before the due date. If the regular due date falls on a Saturday, Sunday, or legal holiday, file by the next business day. A business day is any day that is not a Saturday, Sunday, or legal holiday.

OTHER FINANCIAL AID POLICIES

TUITION REMISSION FOR COLLEGE EMPLOYEES

PURPOSE

To provide the College's employees tuition remission at the College in the undergraduate or graduate program.

POLICY

The College's permanent faculty and staff, as well as spouses and dependents, may receive tuition remission when enrolled in the undergraduate or graduate programs. Fees, books, or housing associated with the cost of attending the College (i.e. lab fees, graduation fees, course fees, etc.) are not included in the benefit.

College employees must be enrolled in at least "half-time" status (minimum 6 hours a semester in the undergraduate program, or enrolled in the graduate program) and must be in good academic standing to receive the tuition remission benefit. For definition of good academic standing, please refer to the *Good Academic Standing* policy.

College employees, their spouses and/or dependents who wish to enroll in the undergraduate or graduate programs must complete a tuition remission form with the College's Financial Aid Office.

Culver-Stockton College employees, their spouses and/or dependents may be eligible for tuition remission at the College subject to Culver-Stockton policy of eligibility for tuition remission.

Students with parents that are employees of colleges/universities who are members of the Tuition Exchange Organization or Council of Independent Colleges Tuition Exchange are not eligible for tuition remission at the College.

UNCLAIMED TITLE IV REFUNDS

PURPOSE

To outline the process of returning unclaimed Title IV refunds.

POLICY

The College returns, in accordance with federal regulations (34 CFR 668.164(l)), any Title IV refunds that were disbursed to a student or parent if the student or parent does not cash the check or the check is returned to the College.

PROCEDURE

The Student Accounts Office receives an "Uncashed Checks" report monthly from Blessing Hospital's Fiscal Services Department. The Student Accounts Representative reviews the report and follows the procedures below regarding unclaimed Title IV refunds.

Returned Title IV Check

If a check that the College mailed is returned, the Student Accounts Office makes additional attempts to disburse the funds or returns the funds to the appropriate federal program(s), either of which must occur within 45 days. If the Student Accounts Office makes additional attempts to disburse the funds, it adheres to the Title IV federal funds 240-day limit if it is unsuccessful.

Unclaimed Title IV Refund Checks

The Student Accounts Office uses all reasonable means to locate the student whose Title IV refund check has become 120 days old. If all attempts are unsuccessful, outstanding Title IV refund checks that have become stale dated (more than 180 days) are voided, and the funds are credited to the student's account. The Student Accounts Office notifies the Financial Aid Office of the student's name, Title IV program(s), aid year, and the dollar amount credited. The Financial Aid Office modifies the Title IV awards in PowerFAIDS, submits the updates to the Common Origination & Disbursement website, and reports to the Student Accounts Office upon completion. The Student Accounts Office returns funds to the appropriate aid program.

The Student Accounts Office reconciles any unclaimed Title IV refunds every month. All unclaimed credit balances are returned; there is no de minimis amount. Under no circumstances may unclaimed Title IV Federal Student Aid funds escheat to the state or revert to the College or any other third party.

VERIFICATION OF THE FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA)

PURPOSE

To outline the process of verifying a Free Application for Federal Student Aid (FAFSA).

POLICY

Students of the College may be required to complete a process called verification. Verification requires each institution to check the accuracy of information submitted on the FAFSA by comparing it to the information contained in official documentation.

PROCEDURE

Each year the U.S. Department of Education selects about one-third of financial aid applicants for verification. In addition to those students selected by the U.S. Department of Education, the College's Financial Aid Office (FAO) reserves the right to select additional students for verification at its discretion. This discretionary selection may be due to conflicting information or due to concerns that data may not be accurate or complete. The following policies and procedures for verifying information contained in a FAFSA application are in accordance with federal regulations 34 CFR 668.51-61 and the Federal Application and Verification Guide for Title IV Financial Aid Programs.

Notification and Communication

Students selected for verification must submit all required documentation before financial aid eligibility is determined. They are required to complete verification to receive financial aid. If the student or parent refuses to complete the verification process, no aid is awarded. No financial aid is disbursed to a student's account if the student is selected for verification and the verification process is not complete. If financial aid has already been disbursed and the student is subsequently selected for verification, future disbursements are canceled until the documents are received and the process is complete. Failure to submit required documentation causes the student to lose eligibility for federal, state, and institutional aid.

When a student is selected for verification, the student is notified as follows:

- The U.S. Department of Education notifies the student on his or her Student Aid Report (SAR) if the student was selected by the federal government.
- The FAO provides notification to the student identifying the documents required for verification by mail and/or email.

- The FAO contacts the student by mail and/or email with additional requests for the required documentation if not submitted.
- The FAO notifies the student of the results of verification by mail and/or email in an Award Letter or a Revised Award Letter.

Verification Exclusions

Verification exclusions apply to:

- Applicants who die during the award year (regardless of conflicting information).
- Applicants who will not receive Title IV aid for reasons other than failure to complete verification.
- Applicants who are only eligible to receive unsubsidized student financial assistance.
- Dependent students whose parents reside outside the United States and cannot be contacted by normal means of communication (exclusion is applicable to parental information only).
- Applicants whose parents cannot be located because their contact information is unknown (exclusion is applicable to parental information only).
- Dependent applicants when both parents are mentally incapacitated (exclusion is applicable to parental information only).
- Transfer students who completed verification at the previous school and the current school obtains the correct information/data from the previous school.
- Applicant spousal information when the spouse is deceased, mentally incapacitated, residing in a country other than the United States and cannot be contacted by normal means, or the spouse's contact information is unknown.

There are some eligible applicants for whom modification and waiving of some statutory and regulatory provisions apply under the Higher Education Relief Opportunities for Students (HEROES) Act. Eligible applicants include persons:

- Serving on active duty during a war or other military operation or national emergency.
- Performing qualifying National Guard duty during a war or other military operation or national emergency.
- Residing or employed in an area declared a disaster area by any federal, state, or local official in connection with a national emergency.

- Who have suffered direct economic hardship as a direct result of a war, other military operation, or national emergency.

Documents Required

The federal government determines the type of verification for each student chosen. The minimum documentation required for each verification type is listed below. All requested worksheets are available at <https://www.brcn.edu/parents-current-students/student-forms>. All documentation must be submitted within 14 days of notification. If a student fails to submit the required documentation in a timely manner, certain financial aid may no longer be available. If a student fails to submit documentation in time for the verification process to be completed, the student may lose his or her opportunity to receive financial aid for that academic term.

Documentation for Standard Verification (Tracking flag V1) for a Dependent Student:

- Verification worksheet signed by the student and parent.
- Copy of the student's federal tax return transcript from the Internal Revenue Service (IRS).
 - Or the student may transfer their income tax information directly from the IRS into the FAFSA by using the Data Retrieval Tool and then submit the unchanged information.
- Copy of all the student's W-2s if he or she was not required to file taxes.
- Documentation from the IRS or other relevant tax authority dated on or after October 1 of the previous year that indicates an IRS income tax return was not filed with the IRS or other relevant tax authority.
- Copy of the parents' federal tax return transcript from the IRS.
 - Or the parent(s) may transfer their income tax information directly from the IRS into the FAFSA by using the Data Retrieval Tool and then submit the unchanged information.
- Copy of all the parent's W-2s if he or she was not required to file taxes.
- Documentation from the IRS or other relevant tax authority dated on or after October 1 of the previous year that indicates an IRS income tax

return was not filed with the IRS or other relevant tax authority.

- Additional documents when requested by the College.

Documentation for Standard Verification (Tracking flag V1) for an Independent Student:

- Verification worksheet signed by the student.
- Copy of the student's federal tax return transcript from the IRS (and spouse's tax return transcript from the IRS, if married).
 - Or the student may transfer his or her income tax information directly from the IRS into the FAFSA by using the Data Retrieval Tool and then submit the unchanged information.
- Copy of all the student's and spouse's W-2s if he or she was not required to file taxes.
- Documentation from the IRS or other relevant tax authority dated on or after October 1 of the previous year that indicates an IRS income tax return was not filed with the IRS or other relevant tax authority.
- Additional documents when requested by the College.

Documentation for Custom Verification (Tracking flag V4):

- Verification worksheet signed by the student and parent (if dependent).
- Student must verify high school completion status.
- Student must sign an identity/statement of educational purpose.

Documentation for Aggregate Verification (Tracking flag V5) for a Dependent Student:

- Verification worksheet signed by the student and parent (if dependent).
- Student must verify high school completion status.
- Student must sign an identity/statement of educational purpose.
- Copy of the student's federal tax return transcript from the IRS.
 - Or the student may transfer his or her income tax information directly from the IRS into the FAFSA by using the Data Retrieval Tool and then submit the unchanged information.
- Copy of all the student's W-2s if he or she was not required to file taxes.

- Documentation from the IRS or other relevant tax authority dated on or after October 1 of the previous year that indicates an IRS income tax return was not filed with the IRS or other relevant tax authority.
- Copy of the parents' federal tax return transcript from the IRS.
 - Or the parent(s) may transfer their income tax information directly from the IRS into the FAFSA by using the Data Retrieval Tool and then submit the unchanged information.
- Copy of all the parent's W-2s if he or she was not required to file taxes.
- Documentation from the IRS or other relevant tax authority dated on or after October 1 of the previous year that indicates an IRS income tax return was not filed with the IRS or other relevant tax authority.
- Additional documents when requested by the College.

Documentation for Aggregate Verification (Tracking flag V5) for an Independent Student:

- Verification worksheet signed by the student and parent (if dependent).
- Student must verify high school completion status.
- Student must sign an identity/statement of educational purpose.
- Copy of the student's federal tax return transcript from the IRS (and spouse's tax return transcript from the IRS, if married).
 - Or the student may transfer his or her income tax information directly from the IRS into the FAFSA by using the Data Retrieval Tool and then submit the unchanged information.
- Copy of all the student's and spouse's W-2s if he or she was not required to file taxes.
- Documentation from the IRS or other relevant tax authority dated on or after October 1 of the previous year that indicates an IRS income tax return was not filed with the IRS or other relevant tax authority.
- Additional documents when requested by the College.

FAO Procedure

When a student is selected for verification, his or her existing file is updated. The file includes an award year insert, an Institutional Student Information Record (ISIR), a Verification Working Paper, and any

verification documents that have been submitted by the student. The Verification Working Paper outlines what information is required to be reviewed during verification of an ISIR.

When verification documents are received, the FAO reviews them against the ISIR to ensure all information is consistent. The FAO indicates that the forms have been received in PowerFAIDS. If the verification documents and the ISIR are consistent, verification is complete. If there are differences between the FAFSA and verification documents, corrections are submitted to the Central Processing System (CPS). If the Expected Family Contribution (EFC) changes as the result of a correction, the student receives an updated Student Aid Report (SAR) from the CPS. The student is notified by mail and/or email with an ISIR Change Notice letter listing the corrections. When the corrected transaction is received, a new ISIR is printed for the student and checked to ensure corrections made are reflected on the new ISIR.

Resolving Conflicting Information

The FAO may seek additional information whenever there is conflicting information in a student's application for financial aid. Communication is sent to the student to determine which response was accurate. In the event that the student is unable to obtain the requested documentation to resolve the conflicting information, self-certification may be sufficient (on a case-by-case basis). Once the conflicting information is resolved, the FAO makes corrections to the FAFSA through the CPS. The student is notified by mail and/or email with an ISIR Change Notice letter listing the corrections. When the corrected transaction is received, a new ISIR is printed for the student and checked to ensure corrections made are reflected on the new ISIR.

Resolving Overpayments

In the event that financial aid eligibility has changed due to verification resulting in overpayment to the student, the necessary funds are returned to the Department of Education. The student receives a Revised Award Letter reflecting the changes. The Student Accounts Office bills the student for any balance now owed on his or her account.

Referral Process

The FAO reports any suspected fraud or falsified information by a student, employee, or other

individual to the Office of Inspector General as instructed in the Federal Financial Aid Handbook.

SPECIAL CIRCUMSTANCES AND DEPENDENCY OVERRIDES

PURPOSE

To outline the process for special circumstances and dependency overrides.

POLICY

The Financial Aid Office has the authority under the law (section 479A of the Higher Education Act) to make adjustments, on the basis of adequate documentation and on a case-by-case basis, to address circumstances not reflected in a student's original Free Application for Federal Student Aid (FAFSA).

PROCEDURE

Special Circumstances

The Financial Aid Office considers statutory limitations and only addresses special circumstances, which are conditional and differentiate an individual student from a class of students. The purpose of a special circumstance is to determine an Expected Family Contribution (EFC) that reflects the student's family's current financial situation.

A special circumstance may be requested when an independent student, the spouse of an independent student, or the parent of a dependent student experiences a special circumstance including, but not limited to:

- Reduction or loss of income.
- Reduction or loss of nontaxable income.
- Divorce/separation.
- Exceptional medical/dental expenses.

Each special circumstance request is considered on a case-by-case basis and requires specific documentation for each case along with the Special Circumstance Form. All documentation must be received before a final decision is determined. A student who requests a special circumstance is automatically selected for verification unless already chosen by the Department of Education. Verification is completed before a professional judgment is

considered. The student is notified of the determination along with any changes that are reflected in the financial aid awards for the year.

Dependency Overrides

The student must consult with the Financial Aid Coordinator to discuss his or her circumstances that may justify a dependency override. Dependency overrides are made on a case-by-case basis along with supporting documentation. If the documentation justifies a dependency override, the Financial Aid Coordinator changes the student's status from dependent to independent. The student is notified by either email or mail within three weeks.

Extenuating circumstances do not include financial hardship, a parent's unwillingness to provide financial support, parents not claiming the student as a dependent for income tax purposes, or a student demonstrating total self-sufficiency.

CARES ACT: HIGHER EDUCATION EMERGENCY RELIEF FUND

PURPOSE

To outline the process of allocating Coronavirus Aid, Relief, and Economic Security (CARES) Act funds to students and the institution.

POLICY

The College received funds from the CARES Act to offset student and institutional expenses incurred due to the disruption of campus operations as a result of the COVID-19 pandemic.

PROCEDURE

Requesting Funds

The College received notification of funding from the Higher Education Emergency Relief Fund in the amount of \$210,868.00. At least fifty (50) percent of the total allocated funds are to be disbursed to students. The remaining portion of the funds received allocated for institutional use.

A committee was formed consisting of Dean of Enrollment Management/Business Manager, the Financial Aid Coordinator, Bursar/Student Accounts Representative, and college Counselor. The

committee submitted the Funding Certification and Agreement form for both the student and institutional portion of the Higher Education Emergency Relief Fund (HEERF) through grants.gov.

Final committee decisions are approved by the President/CEO of the College.

Student Allocation

The committee created an application process using the guidance from the Department of Education. The application provides explanation of the origin of the funds as well as eligibility criteria. The application was sent to enrolled, on-campus students through email.

The committee reviewed each application submitted against eligibility criteria.

Criteria Included:

- Title IV eligible
 - The College required a current FAFSA on file.
- On-campus, enrolled student
- Identification of areas impacted
 - Food
 - Housing
 - Course Materials
 - Technology
 - Healthcare
 - Childcare
 - Other

The committee identified a specific group of students impacted by the disruption of campus operations. Each graduating, on-campus, Title IV eligible student that did not submit an application received \$750.00.

Check requisitions are submitted to fiscal services and the Bursar/Student Accounts Representative draws down the funds from G5 as students are approved by the committee. Each student receiving the HEERF funds are mailed a check and informational letter to the address listed on the submitted application.

Institutional Allocation

The committee along with the College President/CEO identified expenses incurred due to the disruption of campus operations

STUDENT POLICIES AND PROCEDURES

STUDENT CONDUCT POLICIES AND PROCEDURES

STUDENTS EXHIBITING CONCERNING BEHAVIOR

PURPOSE

To explain how, in support of an appropriate and safe learning environment, the College handles students exhibiting concerning behaviors.

POLICY

When a student engages in behavior that could impact the life, health, welfare, safety, or property of the College community and its members, the procedures outlined below are initiated. Such "concerning behavior" can include the following, whether in the classroom, clinical, or other settings:

- Causing physical harm to any member of the College community, on or off College premises, at College-sponsored activities, or threatening such harm.
- Engaging, or threatening to engage, in behavior that poses an immediate danger to the life, health, welfare, safety, or property of any member of the College community.
- Engaging in behavior that disrupts or interferes with normal College operations or College-sponsored activities, including but not limited to, studying, teaching, College administration, security, fire, police or emergency services, or behavior that consumes an inordinate amount of College staff time and/or resources.
- Exhibiting concerning signs after experiencing traumatic personal events (e.g. a death in the family, a major illness or injury, etc.).

The College has a Students of Concern Team (the Team) whose responsibility it is to identify, report, assess, and mitigate risks associated with concerning behavior by students. The Team may determine appropriate action to address the behavior including, but not limited to, evaluations, team assessments, emergency removals, institutional leaves of absence,

or withdrawals from the College. It may also be determined that addressing the behavior through the Code of Conduct process is the appropriate course of action.

When faculty, staff, or students encounter a student exhibiting concerning behavior, they must communicate their concerns and observations to a member of the Team, who then communicates with the rest of the Team.

PROCEDURE

Overview

When a student exhibits concerning behavior, the College employs a team approach to determine the nature of the risk and any measures that can be taken to manage the risk. The College makes these determinations as the result of an individualized assessment. The College first seeks voluntary cooperation of the student, but, if necessary, takes involuntary action.

The purpose of the assessment is to inform decisions about the student's future participation in the College's programs and to assess the level of risk the student poses to the life, health, welfare, safety, or property of the College community. The College makes an individualized assessment, based on reasonable judgment, that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures or, where applicable, the provision of auxiliary aids and services, will mitigate the risk.

Process

When a student is referred to the College for concerning behavior, the student is required to meet with a member of the Team. Following the meeting, the student may be referred to the Student Wellness Program. The student is expected to sign a consent form allowing the results of an evaluation to be shared with the appropriate College officials. Failure by the student to meet with the appointed member of the Team, or a counselor in the Student Wellness Program upon referral, is considered by the Team when determining the appropriate course of action going forward and may result in the student being administratively withdrawn.

The member of the Team who met with the student then convenes the Team to assess the situation and to offer an informed and caring response to the student exhibiting concerning behavior. The makeup of the Team in a particular situation may vary depending on the student's circumstances and other factors. The members of the Team to whom a report of concerning behavior can be made include the following:

- The Dean of Enrollment Management/Business Manager.
- The Academic Dean.
- The Student/Alumni Services Officer.
- The College Counselor.

If an evaluation initiated by the College was undertaken, the qualified professional shares the outcome of the evaluation with the College Counselor. The Team then meets with the student, and the student has the opportunity to provide documents or other information related to the Team's assessment. At the student's expense, the student may also have an evaluation performed by another qualified health professional of the student's choice and provide the results thereof to the Team. If the student does not provide information or submit to an evaluation initiated by the College, the College proceeds with the documents or information it has available.

In reaching its decision, the Team considers what life, health, welfare, safety, or property concerns the student's behavior raises and whether the risks associated with those concerns can be managed by modifications, support measures, or accommodations. The Team may consider the imposition of a behavior contract, if appropriate, that may include, among other things, consultations with health care professionals or restrictions on participation in College activities. If the Team determines the student poses a risk to the life, health, welfare, safety, or property of any member of the College community, and that the risk cannot be mitigated by modifications, support measures, or accommodations, the student may be required to take an institutional leave of absence or withdraw.

A student may appeal the decision of the Team by utilizing the appeal procedure set forth later in these procedures.

Possible Courses of Action

A student exhibiting concerning behaviors is individually assessed and handled on a case-by-case basis. At all times, the College reserves the right to take action it deems necessary and in the best interest of protecting members of the College community. Possible courses of action are described below.

Student Remains Enrolled

The Team may determine that a student can remain enrolled at the College, as follows:

- *Remain enrolled with no behavior contract:* The Team's assessment may determine that the student already addressed or is able to immediately address the concerning behavior, in which case the Team may determine that no further action is required as long as the student's behavior does not occur again.
- *Remain enrolled with behavior contract:* The Team determines that a behavior contract is necessary in order to explain College expectations and make sure a student understands what he or she must do in order to continue as a member of the College community.

A behavior contract explains College expectations and provides a framework for what the student must do to continue as a member of the College community. It could have a variety of individually-tailored terms for the student based on the situation. Examples of what may be incorporated into a behavior contract include, but are not limited to, the following:

- Ongoing monitoring of student behavior.
- A reduction of course load.
- Specific course attendance requirements.
- A reduction or elimination of participation in extra-curricular activities.
- Restrictions from certain areas of campus.
- Mandatory participation in the College's Student Wellness Program.
- A commitment to meeting regularly with a counselor.
- A commitment to remaining compliant with prescribed medication and meeting with the prescribing physician.
- A commitment to meeting with the College Counselor for support and help navigating any campus concerns.

- Signing consent forms allowing information from the student's medical provider to be shared with appropriate College officials.
- Notification of emergency contact(s) for additional support.
- A statement indicating that the student understands he or she must fulfill the stated commitments in order to remain enrolled at the College.
- Any further requirements specified by the Team.

The student and either the Academic Dean or the Dean of Enrollment Management/Business Manager sign the behavior contract, and a copy is provided to the student. Failure to follow the terms of a behavior contract may result in the student being withdrawn from the College.

Student Does Not Remain Enrolled

Other possible courses of action include those where a student does not remain enrolled at the College, as follows:

- *Institutional Leave of Absence:* The student may decide, with or without a recommendation by the Team, that an institutional leave of absence is preferred. An institutional leave of absence is typically for a specified period of time (e.g., the remainder of the semester) during which the student has an opportunity to obtain medical support to address the concerning behavior and underlying issues. If an institutional leave of absence is taken after a student has exhibited behavior covered by this policy, the student is informed in writing of return requirements.
- *Withdrawal:* A withdrawal occurs when a student agrees with a recommendation by the Team that withdrawal is the appropriate course of action. Withdrawal is typically more indefinite in nature (when compared to an institutional leave of absence), thus requiring the student to contact the College Counselor when the student believes he or she is ready to return to school. The student is informed of this, as well as any other conditions of return/readmission in writing.
- *Administrative Withdrawal:* An administrative withdrawal occurs when a student disagrees with a recommendation by the Team that withdrawal is necessary, and the College determines that it will initiate withdrawal despite this disagreement. The student is

informed of any conditions of return/readmission in writing.

Following a determination that an individual poses a risk to the life, health, welfare, safety, or property of any member of the College community necessitating an institutional leave of absence, withdrawal, or administrative withdrawal, the College may require as a precondition to a student's return that the student provide documentation that he or she has taken steps to mitigate the previous behavior. The College may request records from the student and request permission to speak to the treating professional. The records and information that will be requested and required are determined on a case-by-case basis depending on what information is necessary to determine whether the student is able to return and fulfill the fundamental requirements of academic life.

If the College decides that the student is not allowed to return to the College following an institutional leave of absence, withdrawal, or administrative withdrawal, the appeal procedure set forth later in these procedures can be utilized.

Emergency Removal of a Student from Campus

The College recognizes that emergencies may arise when a student is exhibiting concerning behaviors. Such emergencies may create an immediate threat to members of the College community, and, therefore, may fall outside of the assessment procedure outlined above. Action to remove the student from the campus may be taken by the College, in cooperation with the student's emergency contact(s), if possible, and outside medical or psychiatric providers, if necessary. Involving the student in these actions may not be possible because of the nature and degree of the student's circumstances. Hospital evaluation and/or hospitalization may be required at the student's expense. Upon the student indicating an intent to return to the campus following a hospital evaluation or hospitalization, the assessment procedure outlined above is initiated.

Appeals

A student may appeal the decision of the Team or a decision not allowing the student to return to the College following an institutional leave of absence, withdrawal, or administrative withdrawal. In order to do so, the student must file a written appeal with

the President/CEO within three (3) business days of the decision being made. The President/CEO issues a written decision to the student within a reasonable time frame. The President/CEO's decision is final.

STUDENT CODE OF CONDUCT

PURPOSE

To outline the expectations of student behavior.

POLICY

Students at the College must conduct themselves in an ethical and professional manner at all times. At all times includes, but is not limited to, interactions with faculty, administration, staff, students, visitors, patients, agency personnel, and other individuals in the classroom (physical or virtual), hallways, lounges, offices, clinical/lab settings, College events, on social media/online sites, and when representing the College in public.

PROCEDURE

ICARE

ICARE is an acronym for *Initiative, Communication, Accountability, Respect, and Exceed expectations*. The behaviors associated with ICARE are as follows:

Initiative:

- I will seek knowledge to enhance my skills and use what I learn in my daily work.
- I will bring ideas for new opportunities and embrace change at the College.
- I will always anticipate others' needs in order to create a positive experience.
- I will be proactive in earning and maintaining the trust of all.

Communication:

- I will consistently use AIDET in all encounters.
- I will actively listen to others and find answers to questions asked of me.
- I will attempt to resolve conflict using open communication.
- I will be a positive voice of the College and Blessing Health System.

- I will report concerns regarding violations of policies, compliance, and privacy.
- I will be honest in all communication.

Accountability:

- I will take accountability for my own learning.
- I will put the needs of others first.
- I will keep our environment safe and clean.
- I will actively work to achieve the organizational goals.
- I will follow through in a timely manner on all College commitments.
- I will be responsible for the privacy of others, by keeping all information confidential in compliance with HIPAA and FERPA.
- I will consistently use evidence-based practices.
- I will use all resources responsibly.
- I will conduct myself according to the ethical standards of healthcare professions.
- I will comply with reasonable instruction from the College or agency personnel.
- I will comply with all College policies and procedures.
- I will not engage in academic dishonesty.*

Respect:

- I will honor diversity at the College.
- I will not engage in negativity or gossip.
- I will make eye contact, smile, and greet everyone I meet, offering to escort those who appear to need assistance.
- I will give others priority in hallways, elevators, and parking areas.
- I will uphold the personal privacy, dignity, and rights of all.
- I will uphold the College's mission, vision, and values.
- I will not engage in behavior that causes risk or harm to others.

Exceed Expectations:

- I will seek ways to exceed others' expectations.
- I will give 100% of my attention when interacting with others, always putting them first.
- I will show empathy to everyone, every time.

Any behavior that is not in accordance with this policy is considered a violation. The College reserves the right to address any conduct deemed

inappropriate even though it is not expressly covered above.

Academic Dishonesty

Examples of academic dishonesty include, but are not limited to:

- Cheating or knowingly plagiarizing or falsifying academic work such as papers, projects, homework, examinations, or presentations
- Knowingly assisting another student in committing an act of cheating or another form of academic dishonesty
- Falsifying clinical experiences and professional service activities either verbally or in written documentation
- Possessing examinations, student papers, laboratory materials, or other College property without authorization
- Falsifying grades or documents

Reporting

When any member of the College community (faculty, staff, administrators, and students) witnesses an event/breach of duty, or suspects that an event/breach of duty has occurred by a student, the individual is obligated to report the event immediately to either the Student/Alumni Services Officer or another College employee. The Student Code of Conduct Report Form must be submitted to the Student/Alumni Services Officer within two (2) business days. This form is available on the "Student Forms" page of the College's website.

Investigation

The Student/Alumni Services Officer conducts an investigation by initially reviewing each Code of Conduct violation report. The investigation may include interviewing involved parties and gathering additional information. Patterns of behavior and degree of severity are taken into consideration using the Just Culture algorithms. Just Culture is an established set of objective pathways utilized to identify if the violation occurred due to a system or process issue, human error, at-risk behavior, or reckless behavior.

System or Process Issue

Circumstances outside one's control that may influence or lead to an undesirable outcome.

Human Error

Unintentional and unpredictable behavior that causes or could have caused an undesirable outcome, either because a planned action is not completed as intended or the wrong plan is used.

At-Risk Behavior

Unsafe behaviors mistakenly believed to be justified. At-risk behavior typically includes repetitive or serious events/breaches of duty.

Reckless Behavior

Knowingly choosing to place oneself or others in a position that may cause harm. The student sees the risk and understands the harm that can be done. He or she chooses to place self-interest above the rest of the system. Reckless behavior typically includes repetitive or very serious events/breaches of duty.

At-Risk or Reckless Behavior is reviewed by an administrator who may determine that a hearing is necessary.

Violations that do not require a hearing result in student coaching on the reported violation. Documentation of coaching and the student's response is placed in the student's permanent file.

Hearing

Hearings are conducted by the Code of Conduct Committee as soon as possible.

This committee consists of:

- The Student/Alumni Services Officer who serves as Chairperson with voice and no vote except in the event of a tie vote
- One (1) faculty or staff member from the Student Development Committee with voice and vote
- One (1) faculty member from the Academic Committee with voice and vote
- One (1) Academic Advisor with voice and vote
- Two (2) students with voice and vote

All evidence and discussion presented at the hearing remains confidential. All documents are maintained in a confidential and secure manner. Recording is not allowed during the hearing process. Minutes are taken by a member of the Committee or designee.

The Committee reviews the student's record. Each individual has the opportunity to be heard by the Committee. The student may choose a support person to accompany him or her to the hearing. The

support person is not permitted to contribute or communicate in any manner during the hearing process. If the support person fails to comply, he or she will be asked to leave the hearing. The support person may not be a lawyer as this is an internal process and not a civil process.

Committee members have the opportunity to ask questions and seek clarification. All parties are dismissed at the conclusion of the discussion. The committee moves to a closed door session to determine the outcome. Failure of the student to appear for the hearing results in the outcome based solely on the evidence at hand.

Outcome

Following the hearing, a majority vote is taken to determine the final decision. Decisions may include, but are not limited to:

- No further action/no fault found
- Final warning issued
- Dismissal from the program

All decisions of the Committee are documented. All parties are notified in writing of the hearing outcome within three (3) business days. The Vice President of Academic Affairs of the partner institution is notified if the outcome is dismissal from the program.

Appeal Process

Students have the right to appeal an outcome by submitting a letter of appeal to the Student/Alumni Services Officer within three (3) business days. The letter should include specific rationale for the appeal. Letters not received by the third business day are not considered, and the outcome is final.

The appeal is reviewed by the Student Development Committee within ten (10) business days. The Student Development Committee reviews all of the documentation and makes a final decision. The student is notified in writing of the final decision within three (3) business days.

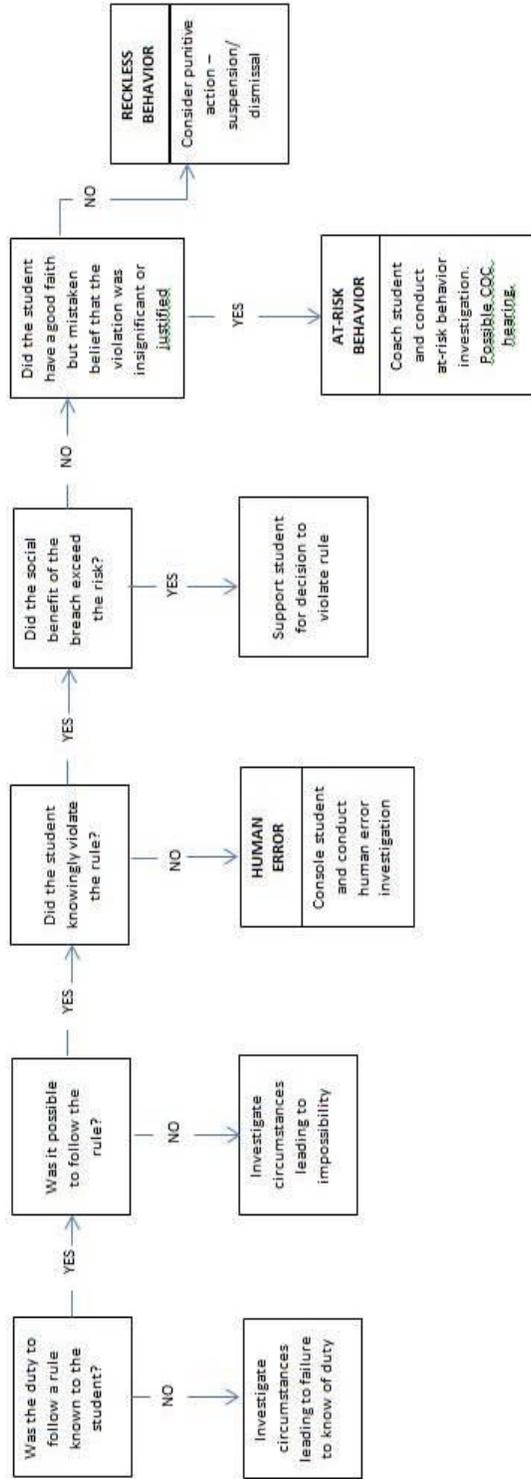
PATHWAYS TO FOLLOW

DUTY TO FOLLOW A PROCEDURAL RULE

Did the student breach a duty to follow a procedural rule in a system designed by the college or agency?

Note: This path applies when the student works within a system and is responsible for being a reliable component within that system. (COC = Code of Conduct)

Highlight or circle the path taken that determined the outcome. Include this algorithm with the Code of Conduct Report

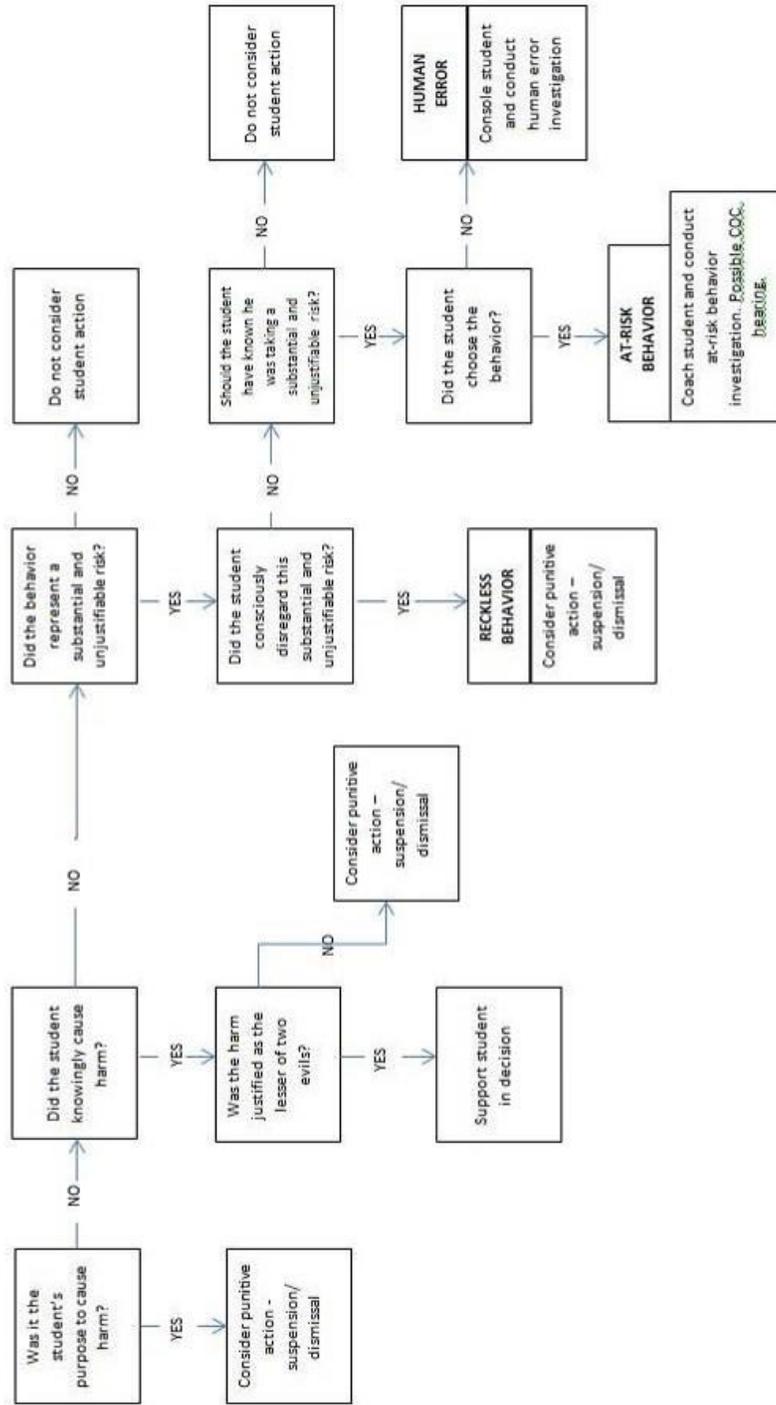


When working under a duty to follow a procedural rule within a system, a student will be subject to punitive action when they have acted with reckless disregard toward the risk.

Adopted from Just Culture Algorithm v3.2 For Employers

DUTY TO AVOID CAUSING UNJUSTIFIABLE RISK OR HARM

Did a student put an organizational interest or value in harm's way? (COC = Code of Conduct)

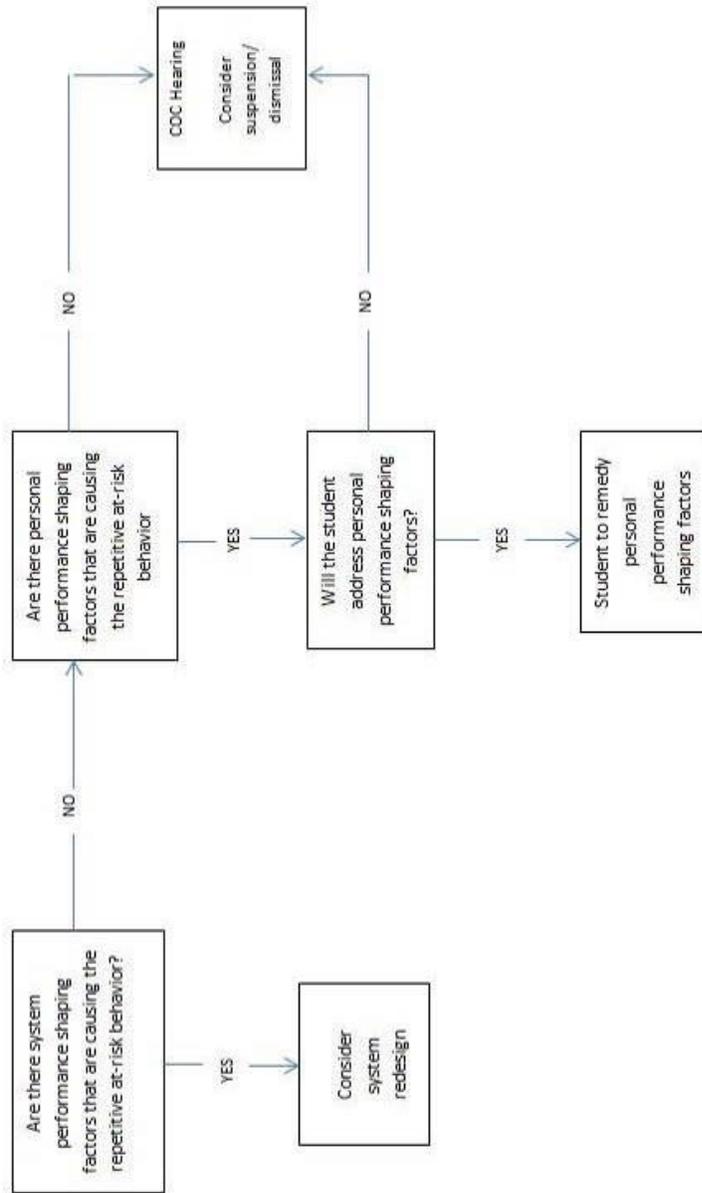


At all times, a student will be subject to the duty to avoid causing unjustifiable risk or harm to himself, to fellow employees, customers, visitors, and to the organization. Under this duty, a student who has acted with reckless disregard toward a potential harm will be subject to punitive action.

REPETITIVE AT-RISK BEHAVIORS

(COC = Code of Conduct)

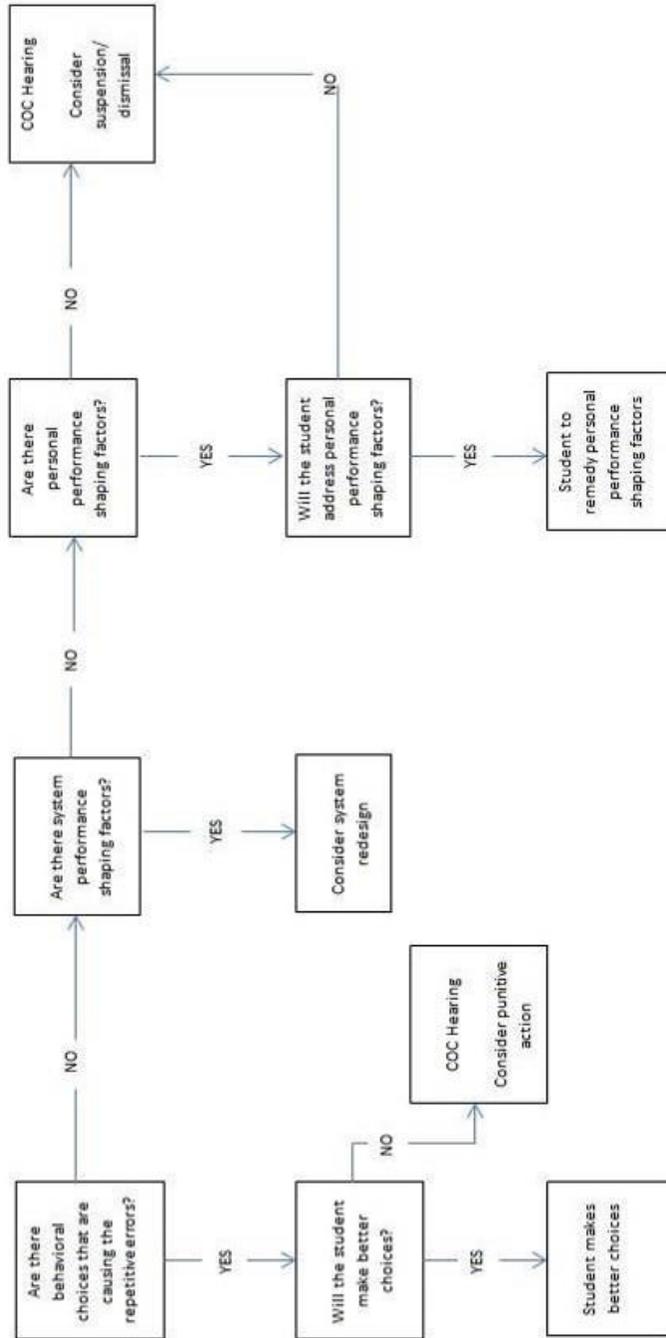
Highlight or circle the path taken that determined the outcome. Include this algorithm with the Code of Conduct Report.



REPETITIVE HUMAN ERRORS

(COC = Code of Conduct)

Highlight or circle the path taken that determined the outcome. Include this algorithm with the Code of Conduct Report



GRIEVANCE/APPEALS PROCEDURES

ACADEMIC GRADE GRIEVANCE AND APPEAL

PURPOSE

To outline the due process for appealing a final grade.

POLICY

Students may appeal final grades.

PROCEDURE

To appeal final grades:

- The student must meet with the instructor no later than two weeks after the end of the semester in which the grade in question was given. If the instructor is not available, undergraduate students are to contact the Academic Dean within the same time frame.
- If the student is still dissatisfied after meeting with the instructor and/or the Academic Dean, the student must contact the Student/Alumni Services Officer no later than one week after the meeting.
- The Student/Alumni Services Officer conducts an investigation that:
 - Examines the consistency of the instructor's grading scheme.
 - Does not change the instructor's judgment as to the quality of the student's work.
 - Corrects mathematical or mechanical errors that may have been made in grading.
- Grades are not changed unless there is clear, convincing, and unequivocal evidence that the grade was calculated in error.
- The Student/Alumni Services Officer reports to the student, the instructor, and the Academic Dean, in writing within 10 working days of the investigation.
- If the student is still dissatisfied, the student may request a hearing within 10 working days of receipt of the report. Hearing requests must be in writing and provide pertinent facts and names of individuals leading to the request.

NON-ACADEMIC GRIEVANCE PROCEDURE (UNDERGRADUATE)

PURPOSE

To outline the non-academic grievance procedure.

POLICY

Students may submit a grievance in response to perceived unfair/discriminatory treatment.

PROCEDURE

- When the student believes unfair/discriminatory treatment has occurred, the student is to do the following within two (2) weeks of the incident:
 - Meet with the other party to clarify the problem, and reach a resolution.
 - If problem is unresolved, contact the Student Development Committee (SDC) Chair within one (1) week of meeting with the other party.
- The SDC Chair schedules a meeting within two (2) weeks to mediate a resolution between the parties.
- The student may request a hearing if mediation does not lead to resolution.
 - A written request for hearing is submitted to the SDC Chair within two (2) weeks of mediation, and describes:
 - The pertinent facts of the problem leading to the grievance.
 - The name of the other party and the action requested to resolve the situation.
- The SDC Chair sets up a hearing within 10 working days from receipt of request.

GRADUATE NON-ACADEMIC GRIEVANCE PROCEDURE

PURPOSE

To outline the non-academic grievance procedure for graduate students.

POLICY

Graduate students may submit a non-academic grievance in response to perceived unfair/discriminatory treatment.

PROCEDURE

Students perceiving unfair/discriminatory treatment must:

- Meet with the other party to clarify the problem and attempt to reach a resolution within 10 business days of the incident.
- Contact the Chair of the Master of Science in Nursing (MSN) Program Committee within 5 business days of unsuccessful resolution.

The Chair of the MSN Program Committee schedules a meeting, within 10 business days of contact, to mediate a resolution between the student and the other party.

When mediation does not lead to resolution, the student may submit a written request for a hearing to the Chair of the MSN Program Committee. The request for a hearing must be submitted within 10 business days of mediation and include:

- The pertinent facts of the condition giving rise to the grievance.
- The name of the other party and the action requested to resolve the situation.

HEARING PROCEDURE

PURPOSE

To outline the hearing timeline and procedure.

POLICY

Students may request and be provided a hearing when not satisfied with the findings of the Student/Alumni Services Officer's investigation, findings, and decision regarding a non-academic or academic grievance.

PROCEDURE

Prior to the Hearing

Student/Alumni Services Officer Responsibilities

Within ten (10) business days of receiving the written request for a hearing from the Chair of the Student Development Committee, the Student/Alumni Services Officer:

- Notifies the Dean of Enrollment Management/Business Manager that the request has been filed.
- Notifies the Chair of the Master of Science in Nursing (MSN) Program Committee that a request has been filed by a graduate student.
- Appoints an Appeals Committee consisting of two faculty and two students not involved in the situation.
 - The appeals Committee for graduate students consists of two Graduate Program faculty and two graduate students.
- Notifies the other party (respondent) of the request for hearing has been filed in regard to grievance:
- Sends copy of student statement to respondent
- Contacts the student and/or respondent, in writing, to determine whether either party intends to have an advisor present for the hearing
- Notifies all involved, in writing, regarding the:
 - Date, time, and location of the hearing.
 - Order for the presentation of statements and questions by the participants.

Student/Respondent Responsibilities

Within one week of receipt of the above, the student and/or respondent:

- May challenge the composition of the committee.
- Notify the Student/Alumni Services Officer, in writing, of intent to be accompanied by an advisor, including the:
 - Name and occupation of the advisor.
 - Relationship of the advisor to the party (not a lawyer as this is an internal process, not a civil proceeding).

Advisor Responsibilities

The responsibilities of the student/respondent advisor before/during the hearing include:

- Counselling the student or respondent prior to the hearing.

- Conferring with the advisee during the hearing.
- Addressing the committee only by express request of the committee.

Appeals Committee Responsibilities

Prior to the hearing, the Appeals Committee will:

- Determine necessity and appoint a replacement for a challenged committee member (in conjunction with the Student/Alumni Services Officer).
- Read the student statement describing the grievance.

During the Hearing

Student/Alumni Services Officer Responsibilities

The Student/Alumni Services Officer will:

- Remind all participants of confidentiality requirements and to disable all video and audio recording devices.
- Limit those present in the hearing to:
 - Members of the Appeals Committee.
 - Student.
 - Respondent.
 - Advisors.
- Call witnesses as needed.
- Approve advisor response to the committee.
- Direct the discussion and questions to topics germane to the issue.
- Excuse everyone from the room so that the committee may deliberate.
- Request the student, respondent, advisors, and witnesses to remain available for the committee during the deliberations.
- Dismiss everyone when the committee decision has been reached.

Appeals Committee Responsibilities

During the hearing, the Appeals Committee will:

- Listen to statements.
- Ask questions to clarify/validate.
- Deliberate when all information has been exchanged.
- Recall the student, respondent, and/or witnesses, as needed, to clarify/validate issues for a decision.
- Reach a majority decision/judgment by answering the following questions:
 - Was the student treated fairly?
 - Were actions taken by the involved parties in accordance with established College policy?

Following the Hearing

Appeals Committee Responsibilities

At the conclusion of the hearing, the Appeals Committee will:

- Submit a final report to the Student/Alumni Services Officer describing:
 - Conclusions.
 - Final recommendations.
- Send copies of the final report to the:
 - Dean of Enrollment Management/Business Manager.
 - Chair of MSN Program Committee (graduate students only).
 - Student.
 - Respondent.

Student/Respondent Responsibilities

Within one week of receipt of the above, the student and/or respondent may appeal by submitting a written request to the President/CEO of the College.

President/CEO Responsibilities

As deemed appropriate, the President/CEO will:

- Review the hearing proceedings to determine:
 - Proper procedures were followed.
 - Due process was accorded.
- Rule the appeal process as complete if it is determined:
 - Proper procedures were followed.
 - Due process was accorded.
- Rule another hearing be initiated if it is determined:
 - Inappropriate use of procedures occurred.
 - Lack of due process was accorded.

The decision of the President/CEO is final and will be sent to the student within two weeks of receipt of appeal.

NOTICE: If the student fails to meet the appeal timeline(s), right to appeal is forfeited.

FORMAL COMPLAINT

PURPOSE

To outline the procedure for students to submit a formal complaint.

POLICY

Students may submit a formal complaint in order to address academic and /or non-academic concerns.

PROCEDURE

Students may voice complaints/concerns by email or formal written letter to either the Academic Dean or the Dean of Enrollment Management/Business Manager.

The recipient of the complaint is dependent upon the specific student concern.

The Academic Dean accepts student complaints/concerns in regard to:

- Faculty.
- Grading.
- Clinical performance.
- Curriculum.

The Dean of Enrollment Management/Business Manager accepts student complaints/concerns in regard to student services/staff:

- Library.
- Information Technology.
- Admissions.
- Registrar.
- Financial Aid/Student Accounts.
- Student Services Officer(s).
- Campus Counselor.

If the student determines the complaint/concern has not been satisfactorily addressed by the Academic Dean or Dean of Enrollment Management/Business Manager, they may then contact the President/Chief Executive Officer (CEO) by email or formal written letter.

Findings and resolutions are kept on file in the President/CEO's office.

Parents/Guardians/Significant others with a formal complaint may follow the same procedure as the student once a completed Family Educational Rights and Privacy Act (FERPA) release form has been submitted to the Office of the Registrar.

Statement on Formal Complaints from the Illinois Board of Higher Education (IBHE)

Illinois participates in the State Authorization Reciprocity Agreement (SARA) for online programs. The IBHE has the responsibility and authority to resolve complaints against Illinois institutions. On-line students who feel their complaint has not been satisfactorily resolved through the College, should contact the IBHE. The link to the IBHE Complain Process is <http://complaints.ibhe.org/>

GENERAL POLICIES AND PROCEDURES

STUDENT ALCOHOL AND DRUG SCREENING

PURPOSE

To define requirements regarding alcohol/drug screening and Fitness for Duty.

POLICY

Students must comply with required Drug/Alcohol Screening procedures, and are to be Fit for Duty while in the student role.

Fitness for Duty is defined as the ability to perform as a student in a safe, appropriate, and effective manner free from the effects of physical, mental, emotional, and personal problems, including the adverse effects of drugs and/or alcohol.

Student role applies to all students when on the premises of all agencies related to the students' education, which include, but are not limited to, the College campus, Blessing Corporate Services (BCS), clinical sites, and College-sponsored events.

PROCEDURE

All students are subject to pre-enrollment and random urine drug testing. In addition, Fitness for Duty or on duty injury urine drug testing are conducted when there is reasonable suspicion of alcohol and/or drug use.

Causes for reasonable suspicion of alcohol and/or drug use may include, but are not limited to:

- Drowsiness and/or sleepiness.

- Odor of alcohol, marijuana, and/or a possible chemically-controlled substance.
- Slurred, incoherent, and/or pressured speech.
- Unexplained and/or frequent absenteeism.
- Unexplained errors.
- Unexplained changes in mood.
- Lack of manual dexterity.
- Personality changes.
- Disorientation.
- Unexplained occurrences, accidents, or injuries.
- Lack of coordination.

Students voluntarily seeking support through Student Services to address drug abuse, alcohol abuse, and/or other problems are encouraged to use the Student Wellness Program (SWP). Students voluntarily seeking such help are not subject to punitive actions, though entrance into an assistance program does not excuse a failed drug test under this policy.

College Facilities/Clinical Sites/Events

Any student manufacturing, possessing, using/misusing, distributing or selling any of the following will be subject to immediate disciplinary action, up to and including dismissal from the College:

- Alcohol.
- Controlled substances.
- Marijuana or marijuana products.
- Illegal drugs and/or drug paraphernalia.

No amnesty is given for a student stealing patient medication.

Violations may result in a search of personal property and potential referral to local law enforcement for investigation.

Conduct subject to the disciplinary process may also be subject to federal, state, and local charges.

Federal, State, and Local Laws/Penalties

Federal, state, and local laws provide penalties for violations of drug and alcohol laws, including:

- Under-age use or possession.
- Furnishing to those underage.
- Falsely misrepresenting one's age to procure.
- Allowing those under 21 to possess or consume in one's home or on one's property.

- Open containers or use in unlicensed places or in motor vehicles.
- Operating or being in physical control of a vehicle under the influence or while intoxicated.
- Disorderly conduct.
- Unauthorized alcohol sales.
- Otherwise illegally possessing, using, manufacturing, selling, or distributing drugs or alcohol.

Federal law provides strict penalties for violation of federal drug and alcohol laws, ranging from:

- Fines of \$1,000 to \$8 million.
- Jail or imprisonment up to life in prison.
- Other penalties such as forfeiture of personal and real property and denial of certain federal benefits.

Illinois law includes similar penalties for drug and alcohol violations.

Local law violations may result in citations, fines, or jail time.

Health Risks

Health risks associated with chronic drug and alcohol use include, but are not limited to:

- Depression.
- Liver disease.
- Kidney disease.
- Psychosis.
- Impaired thinking.
- Heart attacks.
- Seizures.
- Strokes.
- High blood pressure.
- Violent outbursts.
- Paranoia.
- Anxiety.
- Increased risk of birth defects and developmental issues during and after pregnancy.

Pre-Enrollment Drug Testing

Students are required to undergo a mandatory drug test prior to enrollment.

A positive pre-enrollment drug test (or failure to submit to the drug test) results in revocation of admission to the program.

Conditions for Drug Testing Current Students

Current students are tested by urinalysis and/or other appropriate methods in, but not limited to, the following situations:

- Reasonable suspicion of being Unfit for Duty.
- Random testing.
- When required by contract with a federal or state agency.
- Following an injury while in the role of student or College employee.
- Pursuant to conditions or procedures established in the SWP.

The student is not responsible for the cost of the drug testing in the first four situations listed above. The student may be responsible for the cost in the last situation.

Student Responsibilities

Each student is individually responsible for:

- Reporting Fit for Duty to class, clinical, College employment, and College events.
- Reporting any ticket, arrest, charges, or conviction related to drugs and alcohol to the Student and Alumni Services Officer no later than five (5) days after the event.
- Reporting to College faculty, staff, and/or administration any student behavior that raises doubt about the Fitness for Duty of an individual.
- Complying with a Fitness for Duty evaluation upon notification by the College
- Reporting the use of any prescribed, over-the-counter, or other drugs that may adversely affect performance of assigned duties satisfactorily and safely to appropriate instructor/supervisor.

Faculty, Staff, and Administration Responsibilities

Faculty, staff, and administration have the following responsibilities:

- Directing students to the Employee Health Nurse or House Supervisor immediately following an injury during class, clinical, or College employment for a drug test.
- Escorting students from class/clinical for random testing.
- Reporting to College Administration all students who have been criminally convicted for drug-related activity
 - Clinical agencies are notified.

- Identifying students Unfit for Duty.
- Seeking verification of another professional when a student is suspected of being Unfit for Duty.
- Escorting students to the BPS Employer and Sports Clinic when they are suspected of being Unfit for Duty.

Fitness for Duty Testing Procedures

Students displaying behaviors indicative of Unfitness for Duty are required to undergo drug testing at the Blessing Physician Services (BPS) Employer and Sports Clinic. When BPS is closed, students are escorted to the Blessing Hospital emergency room for testing.

Students are not permitted to return to duty until results have been verified as negative.

If the drug test results are negative, the College is notified and students are permitted to resume duties immediately.

Random Drug Testing Procedures

Random drug testing is performed in the following manner:

- During the academic year, the Student Services and Alumni Officer receives a computer-generated list of randomly selected student identification numbers.
- Students are notified of selection and are required to report immediately for screening.
- Screening is conducted by the BPS Employer and Sports Clinic.

Consequences for a Positive Drug Test

If a drug test result is positive, the student is banned from class, clinical, College employment, and College events until all requirements for the SWP have been completed.

Failure to complete the requirements set through the SWP may result in immediate dismissal.

Confidentiality

Information received by the College through any testing program is maintained as confidential except as otherwise indicated by law or subpoena.

Test results are kept separate from academic, personnel, and employee health records.

Student Wellness Program

Students are encouraged to voluntarily seek assistance from the SWP if they are experiencing problems such as drug addiction, alcoholism, and/or other personal, behavioral, and/or mental health issues that may affect performance.

The College may mandate students to seek assistance from the SWP based on observations of suspicious or actual behavior and documentation of their deteriorating performance in class or clinical or at College employment.

Participating in the SWP does not exempt any student from normal policies and procedures, nor does it exempt students from completing their normal responsibilities as required by the College academic standards.

Students who are mandated to utilize the SWP due to alcohol or drug use may participate in the program only one (1) time for the same reason for the duration of their education.

Leave of Absence

If a leave of absence is necessary, the College has the right to set conditions for the student to return.

A contract of return explaining these conditions must be signed by the student.

Violation of the terms as described in the contract of return to campus may result in dismissal from the College.

ANIMALS ON CAMPUS

PURPOSE

The purpose of this policy is to ensure appropriate access and safe handling of animals on the campuses of the College.

POLICY

The College supports the use of service dogs by those with disabilities and licensed therapy animals on campus in appropriate circumstances and in

accordance with this policy. Those with questions about the use of service or licensed therapy animals should refer to this policy and/or contact:

Jenna Crabtree
Dean of Enrollment Management/Business
Manager
Blessing-Rieman College of Nursing & Health
Sciences
3609 N. Marx Drive
Quincy, IL 62305
www.brcn.edu
jcrabtree@brcn.edu
1-800-877-9140 extension 6961

The College's Confidential Compliance Hotline is 1-888-495-4387.

DEFINITIONS

Service Animals

Are defined under the Americans with Disabilities Act ("ADA") as dogs that are individually trained to do work or perform tasks for people with disabilities. Service animals are working animals, not pets. The work or tasks performed must be directly related to the individual's disability. Dogs whose sole function is to provide comfort or emotional support do not qualify as service animals.

- Examples of work or tasks that service animals perform include, but are not limited to: assisting individuals who are blind or have low vision with navigation and other tasks, alerting individuals who are deaf or hard of hearing to the presence of people or sounds, pulling a wheelchair, assisting an individual during a seizure, alerting individuals to the presence of allergens, retrieving items such as books or the telephone, alerting a person to a sudden change in blood sugar levels, providing physical support and assistance with balance and stability to individuals with mobility disabilities, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, and helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.
- Miniature horses may also be considered service animals in certain situations.

Emotional Support Animals

An emotional support animal is a companion animal which provides therapeutic benefit, such as alleviating or mitigating symptoms of a person's disability. Emotional support animals are not service animals.

Handler

A person who is the responsible party for a licensed therapy animal, a person with a disability that a service animal assists or a personal care attendant who handles the animal for a person with a disability.

Licensed Therapy Animal

An animal who has received training and licensure through a certified therapy training program and who goes with their handler to volunteer in a variety of settings.

PROCEDURE

Students, Employees and Visitors

- **Service Animals:** Individuals with disabilities who wish to bring a service animal to the College campus – including classrooms, and other College buildings – may do so without prior approval. In certain environments the use of a service animal may not be appropriate. However, individuals are *strongly encouraged* to reach out to the Dean of Enrollment Management/Business Manager, to ensure that their experience bringing the animal to campus is smooth.
- **Emotional Support Animals:** Individuals may not bring emotional support animals onto campus.
- **Licensed Therapy Animals:** Individuals who wish to bring their licensed therapy animal to the College campus must receive prior approval by the Dean of Enrollment Management/Business Manager.

Responsibilities of Handlers/Owners

- **Laws, Ordinances, and Policies:** Handlers/owners are responsible for complying with all state laws and local animal ordinances and are subject to all College policies and guidelines.
- **Arrangements prior to Visit:** Handlers of therapy animals are responsible for reporting to the Dean of Enrollment Management/Business Manager prior to visits. A reoccurring visit

schedule may be arranged with the Dean of Enrollment Management/Business Manager.

- **Proper Identification:** All animals are subject to local licensing and registration requirements. Handlers and animals should wear an identification badge/item while onsite.
- **Health, Temperament, and Vaccination:** Animals must be immunized against diseases common to that type of animal. All vaccinations must be current. These animals must wear a rabies vaccination tag. The animal must have passed a temperament evaluation by a licensed veterinarian. Certification needs to be provided to the Dean of Enrollment Management/Business Manager.
- **Caring for the Animal:** The cost of care, arrangements, and responsibilities for the well-being of the animal are the sole responsibility of the handler/owner at all times. The College will accept no responsibility for the care of any animal covered by this policy.
 - Animals must be well groomed (College facilities are not to be used for grooming animals). Animals cannot be left unattended at any time. If the handler/owner must be away, they must either take the animal with them or make arrangements for the animal to be cared for by a responsible handler. Animals cannot be confined to a vehicle, tethered, or abandoned at any time. Regular and routine cleaning of floors, kennels, cages, etc. must occur.
- **Keeping the Animal under Control:** The animal should respond to voice and/or hand commands at all times, and be fully controlled by the handler/owner.
 - **Being Responsible for Damage Caused by the Animal:** Handlers/owners are personally responsible for any damage caused by their animals and must take appropriate precautions to prevent property damage. The handler/owner will be required to pay, and assume any and all liability, for any damages or harm caused by the animal.
 - **Being Responsible for Waste:** Cleaning up after the animal is the sole responsibility of the handler/owner and it must be done so immediately. In the event that the handler/owner is not physically able to clean up after the animal, it is then the responsibility of the handler/owner to hire

someone capable of cleaning up after the animal.

- **Leash Requirements:** Service and Therapy animals should be on a leash and collared at all times, unless the owner is unable to use a leash due to a disability or the use of the leash would interfere with the animal's ability to perform its duties. The leash should be no more than 6 feet in length and be under constant control of the handler/owner.
- **Observing Good Animal Etiquette:** To the greatest extent possible, the handler/owner should ensure that the animal does not display behaviors or make noises that are disruptive or frightening to others, unless it is part of the service being provided to the handler (e.g., barking to alert the handler of danger). The animal must possess friendly and sociable characteristics.
- **Other Conditions and Restrictions:** In response to a particular situation, the College reserves the right to impose other reasonable conditions or restrictions on the use of service animals as necessary to ensure the health, safety, and reasonable enjoyment of College programs and activities by others.

Handlers/Owners Education

The Handler/Owner will be educated on this policy through the Dean of Enrollment Management prior to the initial visit with licensed therapy animals.

Clinical and Hospital Policies

Clinical sites and hospital settings may have service animal policies that differ from those of the College. Students should contact the Dean of Enrollment Management/Business Manager with any questions or concerns about clinical site or hospital service animal policies where those policies may impact a student's ability to participate in College educational programs or activities.

Other Information Specifically Related to Service Animals

Permitted Inquiries

- In general, members of the College community should not ask about the nature or extent of a person's disability. However, as permitted by the ADA, if it is not obvious that the animal is

required because of a disability, the handler may be asked:

- If the animal is required because of a disability, and
- What work or task the animal has been trained to perform.
- The handler should not be asked for documentation, such as proof that the animal has been certified, trained, or licensed as a service animal. Generally, College community members should not make inquiries about a service animal when it is readily apparent that an animal is trained to do work or perform tasks for an individual with a disability (e.g., if the dog is observed guiding an individual who is blind or has low vision, pulling a person's wheelchair, or providing assistance with stability or balance to an individual with an observable mobility disability).

Areas Off Limits to Service Animals

- While service animals are generally allowed to go anywhere on campus that the handler is allowed to go, there are certain areas where the presence of a service animal fundamentally alters the nature of a program or activity or is disruptive. Examples of the areas that are off limits to service animals include:
 - **Sterile Environments:** Operating rooms and other highly controlled and sterile environments are off limits to service animals.
 - **Mechanical Rooms/Custodial Closets:** Mechanical rooms, such as boiler rooms, facility equipment rooms, electric closets, elevator control rooms and custodial closets, are off-limits to service animals. The machinery and/or chemicals in these rooms may be harmful to animals.
 - **Food Preparation Areas:** Animals should not visit during meal time or in food preparation areas as they are off limits to service animals per health codes.
 - **Patient Care Settings where the Service Animal Poses a Health Risk:** Patient care settings where the presence of the animal poses a reasonable risk of harm to a particular patient, such as in cases of patient allergy or anxiety, are off-limits to service animals.

- Areas Where There is a Danger to the Service Animal: Any room, including a classroom, where there are sharp metal cuttings or other sharp objects on the floor or protruding from a surface; where there is hot material on the floor (e.g., molten metal or glass); where there is a high level of dust; or where there is moving machinery is off-limits to service animals.

Questions regarding areas that are off limits to service animals should be directed to the Dean of Enrollment Management/Business Manager or in the laboratory setting, the laboratory instructor. Exceptions may be granted in some circumstances.

General Standards for the Removal of Service Animals

- Decisions to remove a service or therapy animal will be made on a case-by-case basis, taking into account all surrounding circumstances. However, the following general **examples** reflect reasons why an animal may be removed:
 - The animal poses a direct threat to the health or safety of others. For example, the animal displays vicious behavior towards others or has a serious illness.
 - The animal causes or would cause substantial physical damage to the property of the College and other community members, including but not limited to students, faculty, staff, and visitors.
 - The animal poses an undue financial and administrative burden to the College.
 - The animal would fundamentally alter the nature of the College's operations.
 - The animal is out of control and the handler/owner does not take effective action to control it. If the out of control behavior happens repeatedly, the handler/owner may be prohibited from bringing the animal into College facilities until the handler/owner can demonstrate that he/she has taken significant steps to mitigate the behavior.
 - The animal is not housebroken.
 - The handler/owner does not abide by his/her responsibilities as outlined in Responsibilities of Handlers/Owners part of this policy.

- When an animal has been properly removed pursuant to this policy, the College will work with the handler/owner to determine reasonable alternative opportunities to participate in the College's services, programs, and activities without having the animal on the premises.

Additional Matters

- Animal No Longer Necessary: The Dean of Enrollment Management/Business Manager should be notified when an animal covered by this policy will no longer be on campus.
- Conflicting Disabilities: Some people may have allergic reactions, asthma, respiratory diseases, etc. to animals that are substantial enough to qualify as disabilities. The College will consider the needs of both persons in meeting its obligations to reasonably accommodate all disabilities to resolve the problem as efficiently and expeditiously as possible. Students requesting allergy accommodations should contact the Dean of Enrollment Management/Business Manager.
- Concerns: Concerns regarding an animal covered by this policy can be brought to the attention of the Dean of Enrollment Management/Business Manager.
 - Individuals with minor concerns about an animal may discuss the matter with the owner/handler. Major concerns should immediately be brought to the attention of the Dean of Enrollment Management/Business Manager.
- Grievances: If the decision is made to deny a request for or remove an animal covered by this policy, the affected individual may informally discuss the situation with the Dean of Enrollment Management/Business Manager in order to reach a resolution or file a formal written appeal with the Dean of Enrollment Management/Business Manager.

BILL OF RIGHTS FOR STUDENTS OF NURSING

POLICY

In addition to the College "Mission Statement," it is the philosophy of the College that all persons have intrinsic worth, value, and rights within society. In keeping with this philosophy, the faculty and the

Student Nurses Organization adapted the following Bill of Rights for Students of Nursing from the 1975 House of Delegates of the National Student Nurses Association.

The Bill of Rights for Students of Nursing states:

- Students should be encouraged to develop the capacity for critical judgment, and engage in a sustained and independent search for truth.
- The freedom to teach and the freedom to learn are inseparable facets of academic freedom: students should exercise their freedom with responsibility.
- Each institution has a duty to develop policies and procedures, which provide and safeguard the students' freedom to learn.
- Under no circumstances should students be barred from admission to a particular institution on the basis of race, creed, sex, or marital status.
- Students should be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion; but they are responsible for learning the content of any course of study for which they are enrolled.
- Students should have protection through orderly procedures against prejudiced or capricious academic evaluation, but they are responsible for maintaining standards of academic performance established for each course in which they are enrolled.
- Information about student views, beliefs, and political associations which instructors acquire in the course of their work should be considered confidential, and not be released without the knowledge or consent of the student.
- The student should have the right to have a responsible voice in the determination of his/her curriculum.
- Institutions should have a carefully considered policy regarding information retained as part of the student's permanent record, and as to the conditions of disclosure.
- Students and student organizations should be allowed to invite, and to hear, any person of their own choosing outside of the scheduled learning experiences, thereby taking the responsibility of furthering their education.
- The student body should have clearly defined means to participate in the formulation and

application of institutional policies affecting academic and student affairs.

- The institution has an obligation to clarify those standards of behavior, which it considers essential to its educational mission and its community life.
- Disciplinary proceedings should be instituted only for violations of standards of conduct formulated with significant student participation, and published in advance through such means as a college catalog and student handbook or a generally available body of institutional regulations. It is the responsibility of the student to know these regulations. Grievance procedures shall be available for every student.
- As citizens and members of an academic community, students are subject to obligations, which accrue to them by virtue of this membership, and should enjoy the same freedoms of citizenship.
- Students have the right to belong or refuse to belong to any organization of their choice.
- Students have the right to personal privacy in their living space to the extent that the welfare of others is respected.
- Adequate safety precautions should be provided by the College; for example, to and from student dorms, adequate street lighting, locks, etc.
- Dress code, if present in the College, should be established by student government in conjunction with the College President and Faculty, so the highest professional standards possible are maintained, and also take into consideration points of comfort and practicality for the student.
- Grading systems should be carefully reviewed periodically with students and faculty for clarification and better student-faculty understanding.

Faculty and students, if need be, will negotiate and compromise on those specific actions and requests that fulfill the rights of, and are in accordance with, the policies of the College and of Blessing Corporate Services (BCS).

CAMPUS SAFETY

It is the responsibility of Blessing Rieman College of Nursing to provide a safe and secure environment for our students, employees and campus visitors.

This booklet was prepared so the members of the college can be well informed regarding campus crime statistics, crime reporting procedures and crime prevention.

The particular crime categories cited are those required by federal legislation, specifically the Jeanne Clery Disclosure of Campus Security Policy and the Campus Crime Statistics Act of 1998.

The collection of crime statistics, requests for service, and provisions for the safety of the Blessing Rieman College of Nursing community are provided on a 24-hour basis and are similar to those of a small town. We take campus safety and security seriously and are committed in the effort to maintain a safe, secure learning environment for all students, staff, faculty and visitors. Your personal safety is a priority at Blessing Rieman College of Nursing. Blessing Rieman College of Nursing and Blessing Hospital Campus Safety maintain a close working relationship with the Quincy Police Department and other public service entities to maintain a safe campus. Blessing Rieman College of Nursing is in the process of drawing up a Memorandum of Understanding with Blessing Hospital as to services provided. In the event a criminal offense occurs on campus law enforcement will need to be called and a report filed with the law enforcement agency.

Safety and security are everyone's responsibility. We need your cooperation and assistance to make Blessing Rieman College of Nursing a safe place to live, work and learn.

CAMPUS SAFETY DEPARTMENT

The Blessing Rieman College of Nursing/Blessing Hospital Safety Department is under the supervision of the Manager of Security at Blessing Hospital. Campus Safety staff includes a Director, Manager and full/part time safety officers. The officers are responsible for working cooperatively with students, faculty, staff and local law enforcement to enhance the level of service and safety on campus. Campus safety officers have direct contact with city police, fire department, and ambulance services to facilitate rapid response in any emergency situation. The campus safety department is responsible for providing a number of services related to safety and security. Safety officers routinely patrol campus on foot or in a marked safety vehicle, conduct vehicle

checks, enforce parking and issue permits, conduct security surveys, student escorts and document incidents which occur on campus. Other duties include the presentation of training and crime prevention programs. Campus Security officers do not have the authority to issue legally binding citations or make arrests. Campus Security patrols the Blessing Hospital grounds, which Blessing Rieman College of Nursing is a part of as well as the adjacent parking lots. The college has no officially recognized off campus locations.

CAMPUS SECURITY AUTHORITIES

In addition to campus safety personnel, crimes or situations requiring a timely warning may be reported to: the President, Dean of Enrollment Management/Business Manager, Academic Dean, and Student Services Officer. All of the mentioned parties may be reached by phone at 217-228-5520.

POLICY ON REPORTING CRIMES

It is the policy of the College that all criminal activity be accurately and promptly reported to Campus Safety, another campus security authority or to local law enforcement authorities.

CAMPUS PHYSICAL SECURITY

Most campus facilities are open during normal operating hours of 8 a.m. and 4:30 p.m. Certain facilities, buildings and offices may be restricted as to hours of access requirements. Access to residence buildings is restricted to residents and their guests. Access to residence buildings also includes admittance of staff for the purpose of maintenance, housekeeping, security and other administrative functions. Keys are issued to all residents, remain the property of the college, and may not be duplicated. Afterhours access to administrative buildings is on an as needed basis and may be granted by contacting campus safety. Some buildings have cameras installed to monitor areas where safety and security could be a risk.

All broken windows or locks should be reported to Student Services (extension 6990). For any repairs students, faculty and staff can report information to Student Services or Blessing Hospital Physical Plant. Exterior doors should not be propped open, if found

open they should be secured and reported to campus safety.

IDENTIFICATION CARDS

All students, faculty and staff are issued identification cards at Blessing Rieman College of Nursing. The cards are used for identification purposes and to make purchase(s) from hospital dining services. If the card becomes lost or stolen it should be reported to Student Services

ESCORTS

Blessing Hospital Campus Safety offers a ride and walking escort service for students, faculty and staff. The telephone number for an escort is extension 0.

WEAPONS

Illinois law and college policy prohibit anyone other than commissioned police officers to carry weapons on campus. A weapon is defined as any object that is designed to cause injury or shoot a projectile. This includes paintball guns, blowguns, pellet/bb guns, archery equipment, knives with blades over four inches long and ammunition.

OTHER PHYSICAL SECURITY MEASURES

Campus safety along with other campus officials, regularly survey the campus grounds to assess lighting and foliage conditions as they relate to the safety and security of the college. Comments pertaining to safety and security can be directed to Student Services. The information may also be exchanged by contacting the Student Services by e-mail sgeschwandner@brcn.edu.

CRIME PREVENTION AND SAFETY AWARENESS

Educational Programs on Campus Security Procedures and Individual Responsibility
Blessing Rieman College of Nursing in conjunction with Blessing Hospital offers various programs designed to inform students and employees about campus security procedures and practices and to encourage students and employees to be responsible for their own security and the security of others. Those programs come in the form of annual

CBL's (computer based learning) that must be completed, and annual emails directing them to our procedures. They cover topics such as:

- Fire.
- Active Shooter.
- Travel Safety.
- Personal Safety.

Educational Programs about Crime Prevention

Crime prevention and safety awareness programs are offered at Blessing Rieman College of Nursing. Campus safety and other outside agencies provide information, talks and programs as well as annual CBL's on topics pertaining to:

- Rape and Sexual Risk Reduction.
- Domestic Violence Education.
- Workplace Violence Education.
- Personal Safety: Rape Aggression Defense System.
- Alcohol and Drug Awareness.
- Travel Safety.
- Fire Extinguisher Use Get out and Stay Alive/Surviving the Fire Weather Safety/Preparedness.
- Personal Safety/Property Safety.

CAMPUS EMERGENCY NOTIFICATIONS AND TIMELY WARNINGS

All emergencies including crimes in progress, fire and medical emergencies on and off campus should be **immediately reported to 911.**

- Emergency callers should be prepared with the following information:
 - Name
 - Exact location of the incident
 - Description of the scene
 - Description of any suspects
 - Description and license numbers of any involved vehicles.
- All victims are encouraged to report crimes and emergencies to Blessing Rieman College of Nursing or the Quincy Police Department. Initially campus safety officers will be the primary responder to campus emergencies. Direct radio and phone communications with local police, fire and emergency medical services ensures the campus safety officer can initiate and direct emergency responders to the area.

To report non-emergencies or suspicious activities, call campus safety at 228-5520 x 0.

Blessing Riemann College of Nursing Campus Safety has the primary responsibility of responding to, and summoning the necessary resources, to mitigate, investigate, and document emergencies on campus.

In the event the College becomes aware of a serious or continuing threat to the health or safety of members of the Blessing Rieman College of Nursing community it will issue a timely warning to the College community. The College has various systems in place for communicating information quickly to those individuals. Some or all of these methods of communication may be activated in the event of a confirmed immediate threat to the Blessing Rieman College of Nursing campus community. These methods of communication include the following:

- Emergency Text Message by Cell Phone.
- Emergency E-Mail.
- NOAA Weather Radios.
- Building Fire Alarms.

Student Services Officer is responsible for issuing these warnings. The College has communicated with local police requesting their cooperation in informing the College about crimes reported to them that may warrant these timely warnings.

CRIME RESPONSE

Blessing Rieman College of Nursing Campus Safety requires that calls involving crimes against persons and life/safety issues, such as fire or injury, receive priority response from the department. Any crime in progress shall be handled by local law enforcement. The primary response will be handled by the Quincy Police Department. The Adams County Sheriff's Office and the Illinois State Highway Patrol may be a source of Secondary response in an emergency situation which involves crimes in progress or acts which exhibit high potential for violence or serious bodily injury. If you are witness to a crime in progress dial 911 immediately. Reports on criminal acts not in progress or general assistance requests are taken by campus safety officers. To contact campus safety dial 217-228-5520 ext. 0 and have the operator contact campus safety or contact student services at 217-228-5520 ext. 6990.

Awareness is a vital part to crime prevention. Students, faculty, staff and visitors can stay informed about criminal incidents at Blessing Rieman College of Nursing by reading the Daily Crime Logs or Safety Alerts Which are available upon request from Blessing Hospitals Security Manager. To contact the security manager dial 217-228-5520 and have the operator connect you.

Blessing Rieman College of Nursing/Blessing Hospital Campus Safety maintains a Daily Crime Log in compliance with the Jeanne Clery Disclosure of Campus Safety Security Policy and Campus Crime Statistics Act. Persons may view a copy of the crime log at the Director of Campus Safety Office, Blessing Hospital Quincy Illinois during normal business hours (8A.M – 5 P.M.). You can reach the Safety Office by phone at 217-223-1200.

CONFIDENTIAL REPORTING PROCEDURES

- Blessing Rieman College of Nursing has an anonymous reporting system known as Silent Witness. This can be used if the witness or victim chooses to make a report anonymously. This form is available on the door to the student services office as well as the College website, in the forms section.
- When College personnel become aware that a crime has been committed they are to inform the person they are counseling to call the Quincy Police Department and file a report. Calling the police and filing a report is completely voluntary. Contact the College Counselor if appropriate. In addition notify the Student Services Officer in writing or email. It is important to receive reports of criminal activity, even anonymously, in order for the disclosure of annual crime statistics to be as accurate as possible.
- The College counselor or the counselors at Blessing Behavioral Services are not considered to be a campus security authority and are not required to report the crime for inclusion in the annual disclosure of crime statistics. They are encouraged to inform persons being counseled of the procedure to report crimes on a voluntary basis for inclusion in the annual crime statistics. A professional counselor is defined as a person who is an employee of the institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning

within the scope of his or her license or certificate.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

The ultimate goal of emergency preparedness is to promote community safety, assure continuity of emergency response operations and restore normal college operations and services as quickly as possible following an emergency. The Emergency Response Framework identifies key decision makers and their roles during a campus emergency. The plan provides for the establishment of emergency command centers and describes procedures that will be utilized during specifically identified severities of emergency.

The College procedure for addressing a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus or the immediate area:

- Unless obvious from the circumstances, the Student Service Officer, Administration team, or Campus security will first confirm the existence of the emergency or dangerous situation by consulting with appropriate area law enforcement, state or federal emergency management personnel or local weather information providers.
- Upon confirmation, the Student Services Officer, Administrative team and Campus security will consult with one another to determine the appropriate content of that notification. Due to the fact that our campus is mostly commuter students we will send emergency notifications to the entire student body as well as all faculty and staff.
- The Student Services Officer or the Dean of Enrollment Management/Business Manager will initiate the emergency alert system which will send a text message and email to all students and employees who are registered for the system as well as a P.A. announcement if appropriate.
- The Blessing Health Systems Public Relations Office will notify local media in order that the larger community external to the campus may be advised of the emergency information being disseminated to the campus.

- Blessing Hospital and the Quincy Police or Fire department will be notified as well.

The College also has communicated with local police requesting their cooperation in informing the College of situations that may warrant initiating the College's emergency response and evacuation procedures.

The College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise the effort to assist a victim or to contain, respond to or otherwise mitigate the emergency.

The Emergency alert system is tested every semester, and students can register for the alerts at any time.

EVACUATION

Buildings on campus have a notification system for emergency evacuation. In most buildings this is a fire alarm system. All fire alarm systems will sound an audible alarm and with a visible flashing strobe to signal an emergency. Whenever the alarm sounds, everyone must leave the building or move to a safe location. The alarms and strobe lights are tested every quarter and maintained by Blessing Hospital.

All buildings on-campus have emergency evacuation protocol in place with an annual distribution to faculty, staff and students. The evacuation plans include information specific to fire evacuation and severe weather procedures. These documents include such information as emergency telephone numbers; evacuation personnel duties; designated meeting points; and building information about smoke detection, and /or pull alarm systems and fire extinguisher locations. Severe weather protocol includes information specific to watch /warning education, communication procedures and safe areas for seeking shelter.

TESTING EMERGENCY RESPONSE PROCEDURES

There are a number of exercises in place to enhance the effectiveness of emergency preparedness at the

college. These exercises include announced and unannounced fire alarm drills throughout campus every semester, threat recognition training for faculty and staff and an annual tabletop exercise which includes members of college administration. A record is kept of each test or exercise that includes the date and time of it and whether it was announced or unannounced. Emergency response and evacuation procedures are publicized to students and employees in conjunction with at least one test per calendar year.

ON-CAMPUS MISSING STUDENT POLICY

This policy, with its accompanying procedures, establishes a framework for cooperation among members of the college community in the event that a student living on campus is perceived to be and is reported missing.

If a member of the College community has reason to believe that a student who resides on campus is missing, he or she should immediately notify Student Services (217-228-5520 ext. 6990), which will initiate a missing person report and initiate an investigation. That reports should immediately be referred to Campus Safety. In the event a Campus Safety person cannot be reached, the report should be made to the Quincy Police at 911. The College will notify local law enforcement within 24 hours of the determination that a student is missing, unless the local law enforcement agency was the entity that made the determination that the student was missing.

In addition to registering a general emergency contact, all students have the opportunity to identify confidentially an individual (a confidential contact) to be contacted by the college in the event the student is determined to be missing for more than 24 hours. This, however, does not preclude the College from making a determination that the student is missing before that 24 hours has run or from initiating notification procedures as soon as it makes that missing determination.

If a student has identified a confidential contact, the College will notify that individual no later than 24 hours after the student is determined to be missing. A student's confidential contact information will be accessible only by authorized campus officials and law enforcement in the course of the investigation. If the missing student is under 18 years of age and

not emancipated, the college is required to notify a custodial parent or guardian, in addition to any other designated contact person, within 24 hours of the determination that the student is missing.

Students shall be given the opportunity to designate confidential contact information, specific to the possibility of being reported missing, during residence hall check in procedures. This Confidential Contact Registration Form will be kept on file in the Student Services Office. A registration form is also available for completion in the Student Services Office. Each student who files a Confidential Contact Registration Form is solely responsible for the accuracy of the contact phone number and for the update of information should the confidential contact person and /or number change.

SEXUAL OFFENDER REGISTRATION

The Illinois State Highway Patrol maintains the State Sexual Offender Registry, a central information and registration system for sexual offenders located in Illinois, you can access it by visiting there website at <http://www.isp.state.il.us/sor/>. Information for registered sex offenders can be received from this location as well the Adams County Sheriff's Office. The sheriff keeps record(s) of registered sex offenders in Adams County. Registered sex offender information can also be obtained from the Student Service Officer. This includes information obtained from the above mentioned law enforcement agencies.

The College will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

ALCOHOL AND ILLEGAL DRUG USE ON CAMPUS

The Drug Free Workplace Act of 1988 & Drug Free Schools and Communities Act Amendment of 1991 mandate that we have a drug & alcohol abuse

prevention program. The prevention program is comprised of the following components:

- Education and information about the dangers of drug abuse in the workplace and on the property will be disseminated through student newsletters, bulletin boards, special publications, and special programs to employees, faculty and students.
- Programs, which address unlawfully controlled substance use, including personnel actions that may result from such violations, will be conducted and coordinated by the Blessing Health System Human Resources Department and included in the Faculty and Staff Handbooks (employees) or by the College Student Handbook (students).
- Self-referrals, as well as supervisory referrals, to drug counseling and rehabilitation programs are available to students-and faculty and staff members through the Blessing Hospital Behavioral Services and on partner campuses.

Definitions

- Drug any substance that has known mind or function altering effects on a person, including psychoactive substances prohibited or controlled by Federal and State laws.
- Prescribed Drug any substance prescribed for use by the employee by a licensed medical practitioner.

College Sanctions

To ensure a safe and productive work & learning environment, the following is prohibited on College or Hospital property or as part of any College activity:

- Unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances, or misusing or abusing prescribed or over-the-counter drugs;
- Detectable levels of illegal drugs or alcohol while executing job duties during normal working hours;
- Violating any federal or state law relating to alcohol or drugs, including those relating to underage drinking;
- Consuming alcoholic beverages on College or Hospital premises or at a College-sponsored function.

Anyone violating this policy regarding alcohol and illegal drugs and/or controlled substances will be subject to disciplinary action up to and including termination (employee) or suspension and/or expulsion (student) in addition to referral for prosecution by local and federal authorities.

External Sanctions

Students and employees must be aware that there are significant criminal penalties, under federal and state law, for the unlawful possession or distribution of alcohol and illegal drugs.

Federal Law: Conviction for the possession of illicit drugs results in 1 to 3 years imprisonment and a minimum fine of \$1,000, unless the offense involves cocaine base (crack) which may carry mandatory imprisonment for 5 to 20 years.

A Federal Trafficking Penalties table, obtained from the U.S. Drug Enforcement Administration:
<http://www.justice.gov/dea/druginfo/ftp3.shtml>

The severity of the sanctions imposed for both possession and distribution offenses depend on the type of quality of drugs, prior conviction, and whether death or serious injury resulted. Sanctions may be increased for offenses which involve distribution to minors or occur on or near College premises. In addition, other federal laws require or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport or conceal a controlled substance. A person's right to purchase a firearm or receive federal benefits, such as student loans, grants, contracts, or professional or commercial licenses, may also be revoked or denied as a result of a drug conviction.

Counseling and Treatment

The College encourages individuals with substance abuse problems to seek assistance. Employees and Students at Blessing Rieman College of Nursing have a free resource through Blessing Behavioral Health Services. Employees are encouraged to speak with Human Resources for more information on who to contact for help and Students are encouraged to speak to the College counselor or the Student Services officer.

Students of Blessing Rieman College of Nursing are encouraged to seek help in their local area or

through online programs and hotlines. Some examples are:

- www.drugrehabcenter.com
- www.journeyrecoverycenters.com
- www.Unhooked.com

OFFENSE DEFINITIONS

The Clery Act requires statistics be reported for certain specified serious crimes, liquor law violations, drug law violations and illegal weapons violations. The offenses are defined according to the F.B.I. Uniform Crime Reporting/ National Incident – Base Reporting System as follows:

Arson

Any willful or malicious burning or attempting to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. The UCR Program further specifies that this type of assault is usually accompanied by the use of a weapon or by other means likely to produce death or great bodily harm. Attempted aggravated assault that involves the display of—or threat to use—a gun, knife, or other weapon is included in this crime category because serious personal injury would likely result if the assault were completed. When aggravated assault and larceny-theft occur together, the offense falls under the category of robbery

Burglary

The unlawful entry into a building or other structure with the intent to commit a felony or a theft.

Murder and Non-Negligent Manslaughter

The willful killing of one human being by another

Negligent Manslaughter

The killing of another person through gross negligence.

Drug Abuse Violations

Arrests or disciplinary referrals for the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the

equipment or devices utilized in the preparation and /or use.

Liquor Law Violations

Arrests or disciplinary referrals for the violation of laws and ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages. Drunkenness and driving under the influence are not included.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. In the UCR Program, a motor vehicle is a self-propelled vehicle that runs on land surfaces and not on rails. Examples of motor vehicles include sport utility vehicles, automobiles, trucks, buses, motorcycles, motor scooters, all-terrain vehicles, and snowmobiles. Motor vehicle theft does not include farm equipment, bulldozers, airplanes, construction equipment, or water craft such as motorboats, sailboats, houseboats, or jet skis. The taking of a motor vehicle for temporary use by persons having lawful access is excluded from this definition.

Rape

The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sex Offenses

- *Fondling*: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- *Incest*: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory Rape*: Sexual intercourse with a person who is under the statutory age of consent.

Weapons Law Violations

Arrests or disciplinary referrals for the violation of laws or ordinances prohibiting the sale, purchase, manufacture, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. Include violations such as the manufacture, sale, or possession of deadly weapons, concealed or openly; using, manufacturing, etc., silencers; and furnishing deadly weapons to a minor.

Hate Crimes

The Clery Act also requires collecting and reporting statistics related to hate crimes. These are crimes motivated by bias related to the victim's actual or perceived, race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability. Hate crime statistics include not only those crimes noted above, but also the crimes of:

- *Larceny-theft*: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possessing of another. Attempted larcenies are included.
- *Simple assault*: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- *Intimidation*: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying the weapon or subjecting the victim to actual physical attack.
- *Destruction/damage/vandalism of property*: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

OTHER CRIMES

The Clery Act also requires collecting and reporting statistics on the additional crimes set forth below. These definitions are prescribed to ensure consistent reporting by colleges and universities across the country. As noted later in this document, however, definitions under Illinois law are used for purposes of training and educating students and employees.

Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. This includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Domestic Violence

A felony or misdemeanor committed: by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking

A course of conduct directed at a specific person that would cause a reasonable person to fear for her, his or others' safety, or to suffer substantial emotional distress. For purpose of this definition, "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person's property. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling. "Reasonable person" means a reasonable person under similar circumstances and with a similar identity to the victim.

Preventing and Responding to Various Sex Related Offenses

Blessing Rieman College of Nursing prohibits rape, acquaintance rape, domestic violence, dating violence, sexual assault and stalking and has various

programs to educate students and employees about awareness of such offenses and steps that can be taken to prevent them.

The College's Primary Prevention and Awareness Program focuses on all incoming students and new employees and is geared towards stopping dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention and seek to change behavior and social norms in healthy and safe directions.

The Primary Prevention and Awareness Program also includes instruction on safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene where there is a risk of domestic violence, dating violence, sexual assault or stalking against a person other than such individual. It also includes information on risk reduction, such as warning signs of abusive behavior and how to avoid potential attacks.

The following are safe and positive options that a bystander can take to intervene and prevent harm or the risk of harm to another individual:

- Name or acknowledge an offense.
- Point to the "elephant in the room."
- Interrupt the behavior.
- Publicly support an aggrieved person.
- Call for help.

The following information relates to risk reduction options that promote safety and help students and employees address conditions that facilitate violence:

- If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:
 - Make your limits known before going too far.
 - You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor "NO" clearly and loudly.
 - Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
 - Grab someone nearby and ask them for help.

- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating "rape drug" like Rohypnol or GHB.
- It is also important to be aware of the warning signs of an abusive person. Some examples include:
 - Past abuse.
 - Threats of violence or abuse.
 - Breaking objects.
 - Using force during an argument.
 - Jealousy.
 - Controlling behavior.
 - Quick involvement.
 - Unrealistic expectations.
 - Isolation.
 - Blames others for problems.
 - Hypersensitive.
 - Cruelty to animals or children.
 - "Playful" use of force during sex.
 - Jekyll-and-Hyde personality.
- If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:
 - Remember that you owe sexual respect to the other person.
 - Don't make assumptions about the other person's consent or about how far they are willing to go.
 - Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
 - If your partner expresses a withdrawal of consent, stop immediately.
 - Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
 - Consider "mixed messages" a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.

- Don't take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don't be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

In addition, the College has an Ongoing Prevention and Awareness Campaign for students and faculty. This campaign serves as a refresher for the topics addressed in the Primary Prevention and Awareness Program. It is conducted by means of Computer Based Learning modules, and emails with links to videos for programming, initiatives, and strategies that are focused on increasing understanding of topics relevant to, and skills for addressing, dating violence, domestic violence, sexual assault, and stalking.

On-line resources:

- www.Notalone.gov
- www.NSVRC.org

For purposes of the aforementioned educational programs, the College uses certain definitions contained in the Illinois law. They are set forth below.

Domestic Violence

Under Illinois Law, Domestic violence is a crime. Any person who hits, chokes, kicks, threatens, harasses, or interferes with the personal liberty of another family or household member has broken Illinois Domestic Violence law. Under Illinois law family or household members are defined as

- family members related by blood;
- people who are married or used to be married;
- people who share or used to share a home, apartment, or other common dwelling;
- people who have or allegedly have child in common or a blood relationship through a child in common;
- people who are dating or engaged or used to date, including same sex couples; and people with disabilities and their personal assistants.

Dating Violence

The College has determined from good-faith research that Illinois law does not define a separate offense of "dating violence.. Note, however, that the definition of "domestic violence" above includes within its coverage violence by a person against another person whom the perpetrator is dating or engaged or used to date. Also, the College uses in its sexual violence educational programs the definition of dating violence provided in the Clery Act for purposes of collecting crime statistics. Under it, dating violence means violence committed by a person

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship.
 - The type of relationship.
 - The frequency of interaction between the persons involved in the relationship.

Stalking

Under Illinois Law, Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for his or her safety or the safety of others; or
- Suffer substantial emotional distress
- 720 ILCS 5/12-7.3. Stalking. (2011)(a) A person commits stalking when he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to:
 - fear for his or her safety or the safety of a third person; or
 - suffer other emotional distress.
- (a-3) A person commits stalking when he or she, knowingly and without lawful justification, on at least 2 separate occasions follows another person or places the person under surveillance or any combination thereof and:
 - at any time transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or
 - places that person in reasonable apprehension of immediate or future bodily

- harm, sexual assault, confinement or restraint to or of that person or a family member of that person.
- (a-5) A person commits stalking when he or she has previously been convicted of stalking another person and knowingly and without lawful justification on one occasion:
 - follows that same person or places that same person under surveillance; and
 - transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person.
 - (b) Sentence. Stalking is a Class 4 felony. A second or subsequent conviction for stalking is a Class 3 felony.
 - (c) Definitions. For purposes of this Section:
 - "Course of conduct" means 2 or more acts, including but not limited to acts in which a defendant directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, engages in other non-consensual contact, or interferes with or damages a person's property or pet. A course of conduct may include contact via electronic communications.
 - "Electronic communication" means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectric, or photo-optical system. "Electronic communication" includes transmissions by a computer through the Internet to another computer.
 - "Emotional distress" means significant mental suffering, anxiety or alarm.
 - "Family member" means a parent, grandparent, brother, sister, or child, whether by whole blood, half-blood, or adoption and includes a step-grandparent, step-parent, step-brother, step-sister or step-child. "Family member" also means any other person who regularly resides in the household, or who, within the prior 6 months, regularly resided in the household.
 - "Follows another person" means (i) to move in relative proximity to a person as that person moves from place to place or (ii) to remain in relative proximity to a person who is stationary or whose movements are confined to a small area. "Follows another person" does not include a following within the residence of the defendant.
 - "Non-consensual contact" means any contact with the victim that is initiated or continued without the victim's consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim.
 - "Places a person under surveillance" means: (1) remaining present outside the person's school, place of employment, vehicle, other place occupied by the person, or residence other than the residence of the defendant; or (2) placing an electronic tracking device on the person or the person's property.
 - "Reasonable person" means a person in the victim's situation.
 - "Transmits a threat" means a verbal or written threat or a threat implied by a pattern of conduct or a combination of verbal or written statements or conduct.
 - (d) Exemptions.
 - This Section does not apply to any individual or organization (i) monitoring or attentive to compliance with public or worker safety laws, wage and hour requirements, or other statutory requirements, or (ii) picketing occurring at the workplace that is otherwise lawful and arises out of a bona fide labor dispute, including any controversy concerning wages, salaries, hours, working conditions or benefits, including health and welfare, sick leave, insurance, and pension or retirement provisions, the making or maintaining of collective bargaining agreements, and the terms to be included in those agreements.
 - This Section does not apply to an exercise of the right to free speech or assembly that is otherwise lawful.

- Telecommunications carriers, commercial mobile service providers, and providers of information services, including, but not limited to, Internet service providers and hosting service providers, are not liable under this Section, except for willful and wanton misconduct, by virtue of the transmission, storage, or caching of electronic communications or messages of others or by virtue of the provision of other related telecommunications, commercial mobile services, or information services used by others in violation of this Section.
- (d-5) The incarceration of a person in a penal institution who commits the course of conduct or transmits a threat is not a bar to prosecution under this Section.(d-10) A defendant who directed the actions of a third party violate this Section, under the principles of accountability set forth in Article 5 of this Code, is guilty of violating this Section as if the same had been personally done by the defendant, without regard to the mental state of the third party acting at the direction of the defendant.
- This includes those of the same or opposite sex.

Sexual Assault

Under Illinois law (720 ILCS 5/11-1.20) the crime of criminal sexual assault is committed when a person does any of the following:

- commits an act of sexual penetration by the use of force or threat of force;
- commits an act of sexual penetration and the accused knew that the victim was unable to understand the nature of the act or was unable to give knowing consent
- commits an act of sexual penetration with a victim who was under 18 years of age when the act was committed and the accused was a family member
- commits an act of sexual penetration with a victim who was at least 13 years of age but under 18 years of age when the act was committed and the accused was 17 years of age or over and held a position of trust, authority or supervision in relation to the victim.
- This includes those of the same or opposite sex.

Consent as defined in Illinois Statutes (720 ILCS 5/11-1.70)

"Consent" means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.

CRIMINAL BACKGROUND CHECK

PURPOSE

To ensure compliance with the Illinois State Law, Health Care Worker Background Check Act.

POLICY

Criminal background checks are required of all students who have been accepted to an on-campus program at the College.

PROCEDURE

General Information

The criminal background check includes self-disclosure of the student's criminal history and investigation of their criminal background.

Students are responsible for completing criminal background check as described below:

- Every student is required to do a background check no more than 60 days prior to the start of the program, but must be completed by the end of the first week of classes
- Student acceptance may be revoked if the results are not received by this deadline.

If the criminal background check shows a conviction of any of the criminal offenses listed in this policy, the student's admission will be revoked.

- The student will be reinstated if their identity is validated by a fingerprint-based record check and it is determined that the student does not have a disqualifying criminal history.
- The results of a fingerprint-based record check will be entered on the Health Care Worker Registry.

Current students who have been convicted of committing or attempting to commit one or more of the offenses listed in this policy are not permitted to perform clinical activities unless a waiver is granted.

- In the event the College grants a waiver, the student with a criminal history may not be able to perform clinical activities because agencies have the right to refuse clinical privileges to any individual with a criminal history.
- Students who are denied clinical privileges may not be able to complete clinical courses, which may prevent completion of the program.

Also, as discussed more below, a criminal history may prevent a student from obtaining professional licensure.

- It is the student's responsibility to know their eligibility for licensure or if a conviction or adverse information in a criminal background check may prevent the student from participating in clinical programs and from being licensed and employed in the health care industry.
- College faculty and staff will not provide advice on student's ability to obtain licensure notwithstanding an adverse criminal background check and students should not rely on any general information provided by College personnel in that regard.
- The College makes no representations or assurances regarding any student's ability to attain licensure or employment in the event of an adverse background check result.

The student has a right to:

- Obtain a copy of the criminal record report.
- Challenge the accuracy and completeness of the report.
- Request a waiver.

Completing the Background Check

Background checks:

- Are completed online by going to the College's website at www.brcn.edu. Click the Student Services button. On the Student Services page, click the Online Student Verification Center link (www.myvci.com/blessingrieman) and follow the directions.
- May include additional investigation, including fingerprint-based checking, if deemed necessary

to positively identify a student who may be associated with a criminal act.

All students:

- Must sign an authorization for the College to disseminate results to any agency requiring the information for clinical privileges. However, agencies will be notified of a student's criminal history when the criminal background check flags a past offense. This notification is in accordance with state and federal laws.
- May request a waiver of the prohibition against them by submitting the following information to the Academic Committee (within 30 days after receipt of the criminal record report).
- Provide information to initiate a fingerprint-based criminal records check.
- Pay additional fees for the above records check.

A waiver may be granted based upon, but not limited to, the following mitigating circumstances:

- The age at which the crime was committed.
- The circumstances surrounding the crime.
- The length of time since the conviction.
- The student's criminal history since the conviction.
- The student's current character references.
- Other evidence demonstrating the ability of the student to perform the responsibilities competently and evidence that the student does not pose a threat to the health or safety of resident, patient or clients.

APPLICABLE LAW AND LICENSURE REQUIREMENTS

The Illinois State Law authorizing this check is known as the Health Care Worker Background Check Act, enacted to protect frail and disabled citizens of the State of Illinois.

The academic programs of the College require clinical training experiences that may include the treatment of children, developmentally disabled, or vulnerable adults.

Requirements for licensure not only include passing an exam, but also include being of good moral character as demonstrated by not having a criminal history. Therefore, to demonstrate moral character, graduates are required to submit to a nation-wide

criminal history records check when applying for licensure and the exam.

A criminal history may not prohibit an individual from obtaining a RN license. However, the Illinois Department of Financial and Professional Regulation (IDFPR) - as well as licensing departments/boards of nursing of other states - may refuse to issue a license when an individual:

- Has a conviction by plea of guilty or nolo contendere, finding of guilt, jury verdict, or entry of judgment or by sentencing of any crime, including, but not limited to:
 - Convictions, preceding sentences of supervision, conditional discharge, or first offender probation, under the laws of any jurisdiction of the United States that is:
 - A felony.
 - A misdemeanor.
 - An essential element of which is dishonesty, or that is directly related to the practice of the profession(225 ILCS 65/70-5, Nurse Practice Act).
 - The felonies and misdemeanors referred to in the Nurse Practice Act include but are not limited to the offenses listed in this policy.

Having a history with any of these offenses may not prohibit the student from obtaining the RN license but there is the risk that IDFPR - or another state's licensing department/ board of nursing - may not issue the student a license. The decision to grant the license is based on a number of factors and will not be made until the time of application for licensure.

Refer to

<http://www.idph.state.il.us/nar/disconvictions.htm> for the most current list of offenses.

DISQUALIFYING OFFENSES THAT MAY BE CONSIDERED FOR WAIVER

The following offenses may be considered for waiver via application:

- Unlawful Restraint.
- Aggravated Unlawful Restraint.
- Forcible Detention.
- Child Abduction.
- Aiding and Abetting Child Abduction.
- Assault.

- Aggravated Assault.
- Battery.
- Battery of an Unborn Child.
- Domestic Battery.
- Tampering with Food, Drugs or Cosmetics.
- Aggravated Stalking.
- Home Invasion.
- Endangering the Life or Health of a Child.
- Ritual Mutilation.
- Ritual Abuse of a Child.
- Theft.
- Theft of Lost or Mislaid Property.
- Retail Theft.
- Identity Theft.
- Aggravated Identity Theft.
- Forgery.
- Robbery.
- Vehicular Hijacking.
- Burglary.
- Residential Burglary.
- Criminal Trespass to Residence.
- Arson.
- Aggravated Arson.
- Residential Arson.
- Unlawful Use of a Weapon.
- Unlawful Use or Possession of Weapons by Felons or Persons in the Custody of the Department of Corrections Facility.
- Aggravated Discharge of a Firearm.
- Aggravated Discharge of a Machine Gun or a Firearm Equipped with a Device Designed or Used for Silencing the Report of a Firearm.
- Reckless Discharge of a Firearm.
- Aggravated Unlawful Use of a Weapon.
- Unlawful Discharge of Firearm Projectiles.
- Unlawful Sale or Delivery of Firearms on the Premises of Any School.
- Armed Violence.
- Practice of Nursing without a License.
- Endangering Life or Health of a Child.
- Permitting Sexual Abuse of a Child.
- Cruelty to Children.
- Receiving Stolen Credit Card or Debit Card.
- Receiving a Credit or Debit Card with Intent to Use, Sell, or Transfer.
- Selling a Credit or Debit Card without the Consent of Issuer.
- Using a Credit or Debit Card with the Intent to Defraud.
- Fraudulent Use of Electronic Transmission.

- Manufacture, Delivery, or Possession with Intent to Deliver, or Manufacture, Cannabis.
- Cannabis Trafficking.
- Delivery of Cannabis on School Grounds.
- Delivering Cannabis to a Person under 18.
- Calculated Criminal Cannabis Conspiracy.
- Manufacture or Delivery, or Possession with Intent to Manufacture or Deliver, a Controlled Substance. Other than Methamphetamine, a Counterfeit Substance, or a Controlled Substance Analog.
- Controlled Substance Trafficking Distribution, Advertisement, or Possession with Intent to Manufacture or Distribute a Look-alike Substance.
- Calculated Criminal Drug Conspiracy.
- Delivering a Controlled, Counterfeit or Look-alike Substance to Persons under 18.
- Engaging or Employing Person under 18 to Deliver a Controlled, Counterfeit or Look-alike Substance.
- Violations under the Methamphetamine Control and Community Protection Act.

DISQUALIFYING OFFENSES THAT MAY BE CONSIDERED FOR A REHABILITATION WAIVER

The following offenses may be considered for rehabilitation waiver via application:

- Theft (as a misdemeanor).
- Theft of Lost or Mislaid Property.
- Retail Theft (as a misdemeanor).
- Criminal trespass to Residence.
- Reckless Discharge of a Firearm.
- Practice of Nursing without a License.
- Cruelty to Children.
- Receiving Stolen Credit Card or Debit Card.
- Receiving a Credit or Debit Card with Intent to Use, Sell, or Transfer.
- Selling a Credit Card or Debit Card with the Intent to Defraud.
- Using a Credit or Debit Card with the Intent to Defraud.
- Fraudulent Use of Electronic Transmission.

OFFENSES THAT ARE ALWAYS DISQUALIFYING EXCEPT THROUGH THE APPEAL PROCESS

- Solicitation of Murder.
- Solicitation of Murder for Hire.
- First Degree Murder.
- Intentional Homicide of an Unborn Child.
- Second Degree Murder.
- Voluntary Manslaughter of an Unborn Child.
- Involuntary Manslaughter and Reckless Homicide.
- Concealment of Homicidal Death.
- Involuntary Manslaughter and Reckless Homicide of an Unborn Child.
- Drug Induced Homicide.
- Kidnapping.
- Aggravated Kidnapping.
- Indecent Solicitation of a Child.
- Sexual Exploitation of a Child.
- Sexual Misconduct with a Person with a Disability.
- Exploitation of a Child.
- Child Pornography.
- Aggravated Domestic Battery.
- Aggravated Battery with a Firearm.
- Aggravated Battery with a Machine Gun or a Firearm Equipped with Any Device or Attachment Designed or Used for Silencing the Report of a Firearm.
- Aggravated Battery of a Child.
- Aggravated Battery of a Senior Citizen.
- Drug Induced Infliction of Great Bodily Harm.
- Criminal Sexual Assault.
- Aggravated Criminal Sexual Assault.
- Predatory Criminal Sexual Assault of a Child.
- Criminal Sexual Abuse.
- Aggravated Criminal Sexual Abuse.
- Abuse and Criminal Neglect of a Long Term Care (LTC) Facility Resident.
- Criminal Abuse or Neglect of an Elderly Person or Person with a Disability.
- Financial Exploration of an Elderly Person or a Person with a Disability.
- Armed Robbery.
- Aggravated Vehicular Hijacking.
- Aggravated Robbery.
- The following violations of the Illinois Cannabis Control Act:

- Manufacture, Delivery or Possession of Cannabis.
- Delivery of Cannabis on School Grounds.
- Calculated Criminal Cannabis Conspiracy.
- Cannabis Trafficking with Intent to Deliver/Manufacture.
- Delivery to a Person Under 18.
- The following violations of the Illinois Controlled Substances:
 - Manufacture of Controlled/Counterfeit Substance, Controlled Substance Analog, or Look-Alike Substances.
 - Delivery to a Person Under 18.
 - Violation on or Near Schools, Public Housing, Public Park.
 - Intent to Deliver Substances.
 - Controlled Substances Trafficking.
 - Calculated Criminal Drug Conspiracy.
 - Employing a Person Under 18 to Deliver Substance.

EXPERIENTIAL LEARNING PROGRAM (EXP) REWARDS

PURPOSE

To explain the application/proposal process, redemption, and utilization guidelines for Experiential Learning Program (EXP) Rewards.

POLICY

Students may obtain and use available EXP Reward dollars for expenses related to experiential learning opportunities and required curricula.

EXP Rewards/dollars: Money budgeted by the College to assist students with costs of experiential learning offered as part of the curriculum.

PROCEDURE

EXP Reward dollars are available for students in undergraduate and graduate programs.

Reward vouchers are only used for course expenses and cannot be applied toward payment of tuition, room, board, books or other usual fees.

Undergraduate Students

A junior or senior undergraduate student in good standing may receive up to \$1,000 in EXP Reward vouchers. Reward vouchers may be used toward payment of any special fees associated with College curricula, including:

- Domestic or foreign travel
- Research materials
- Off-campus internship expenses
- Attendance of approved academic conferences
- Other authorized expenses

Students have a maximum of \$1000 of EXP Rewards available at the start of the Junior year. This is equivalent to \$250 per semester for four (4) semesters. Each semester on probation will result in a loss of one (1) semester of EXP dollars (\$250).

Students enrolled in an eligible course may redeem the voucher for a particular semester, or accrue the Reward toward a future experience.

Students redeeming Rewards toward a course with a fee of less than \$500 may use the remaining voucher amount for a future study experience. Accrued funds over the amount of the expenses will not be disbursed to the student.

Students must complete the course for which EXP dollars have been disbursed or will be required to return the full amount of Reward money to the Student Services Office prior to pre-registration for the following semester, graduation, or release of transcripts.

The drop date for an EXP course is the add/drop date listed on the College academic calendar for each semester.

Any College student enrolled in partnership with Culver-Stockton College or Quincy University is eligible to redeem College Reward vouchers toward an EXP course offered through the partner campus. However, balances remaining from expenses accrued at the partner campuses during the freshmen and sophomore years cannot be transferred to the College.

Graduate Students

Graduate students may apply for EXP Reward dollars while enrolled in project/thesis courses during the 2nd year of the program.

Each graduate student has a maximum of \$500 (\$250/semester) in EXP Rewards that may be used toward expenses incurred from:

- The graduate project or thesis
- Presentations or workshops that support educational objectives

Students enrolled in a project or thesis course may redeem the voucher the first semester, or accrue the Reward for the second semester.

Students redeeming Rewards toward a course with a fee of less than \$500 may use the remaining voucher amount for additional project/thesis expenses. Accrued funds over the amount of the expenses will not be disbursed to the student.

Students must complete the course and apply the funds for which EXP dollars have been disbursed or will be required to return the full amount of Reward money to the Student Services Office prior to pre-registration for the following semester, graduation, or release of transcripts.

General Eligibility Requirements

In order to be eligible to receive EXP Reward vouchers:

- Students must be in good academic standing. Any student who loses his/her good standing as defined in College policies loses his/her voucher earnings for those semesters and does not start to earn again until the semester after probation ends.
- Students must be in good standing with the Student Services Offices:
 - All student services requirements are turned in, uploaded, and up-to-date
 - There are no holds on College accounts
 - Unpaid fines
 - Outstanding balances
- Students must not have been in violation of the Student Code of Conduct or ICARE standards at a warning level or higher or in the past 12 months.
- Students must be enrolled continuously at the College.

Unused EXP Rewards are forfeited, and not disbursed to the student.

Application/Proposal and Redemption Process

Students must complete the following process in order to redeem EXP Reward dollars.

Undergraduate Students

Undergraduate students complete the following steps in order to apply for and redeem EXP Reward dollars:

- Register for an approved experiential course through the College or one of the partner schools.
- Complete the Application for Reward Voucher form and obtain appropriate signatures prior to the add/drop date for the course.
- Turn completed form into the Office of the Registrar with registration form.

Applications for EXP Reward vouchers turned in after the add/drop date will not be accepted or Rewards disbursed.

Once eligibility has been determined and the application approved, the Student Services Officer requests Reward money from fiscal services and will contact the student when the money arrives.

Students must sign for and collect the EXP Reward dollars from the Student Services Office.

Graduate Students

Graduate students must be enrolled in a final project or thesis course to be eligible to earn and redeem EXP Reward dollars.

In order to apply for EXP Reward dollars, graduate students must submit a proposal to the MSN Committee explaining how the EXP dollars will be used. The proposal:

- Must be submitted during the first month of the semester.
- Is first approved by the MSN Program Committee.
- Is submitted to the EXP Committee for final approval.

Once approval has been given, students complete the following steps to redeem EXP dollars:

- Complete the rewards application form and obtain appropriate signatures.
- Submit the completed form to the Office of the Registrar.

The Student/Alumni Services Officer requests the money from Fiscal Services and contacts the student when the money arrives.

Students must sign for and collect the EXP Reward dollars from the Student Services Office.

GENDER EQUITY POLICY

PURPOSE

To define transgender rights and accommodations.

POLICY

Transgender individuals are provided rights and accommodations.

For purposes of this policy, the College uses the term "transgender" to include those individuals who identify as gender non-conforming, including but not limited to: gender queer, gender variant, bigender, transsexual, or other specific terms that individuals feel may more accurately describe their experience of themselves.

The College does not practice or condone discrimination in any form on the grounds of race, color, national or ethnic origin, religion, sex, sexual orientation, age, marital status, veteran status, or disability to the extent required by law. Sex discrimination includes discrimination on the basis of gender identity and failure to conform to stereotypical notions of femininity and masculinity.

PROCEDURE

Legal Name Change

Legal names are used for official transcripts, financial aid documents, payroll, personnel files, and other College systems when a legal name is required by law or College policy.

To change the legal name on documents at the College, individuals must obtain a court-ordered name change. A copy of the court order is submitted

to the Office of the Registrar via the Student Information Change form found on the College's website. The College will change all official records to reflect the changed legal name upon receipt of required documentation.

Preferred Name & Pronoun

Individuals may elect to use a preferred name and/or a preferred pronoun for internal College purposes.

An individual's preferred name and pronoun will be used in lieu of legal name when it is not necessary for the legal name to be used. Legal names will be used for official College documents such as transcripts, financial aid documents, Academic Notice, Code of Conduct notification, and payroll.

In order to designate a preferred name and/or pronoun, students submit the completed Student Information Change Form from the website to the Office of the Registrar. Students, faculty, and staff are expected to use the preferred name and pronoun.

Sex/Gender Marker Change

Official College records reflect sex/gender assigned at birth. Change of a sex/gender marker will require a valid, government-issued document with the corrected gender, or documentation from a medical health care provider or licensed mental health care provider.

In order to change a sex/gender marker, students submit the completed Student Information Change Form from the website to the Office of the Registrar.

An individual's sex/gender marker does not appear on ID cards or transcripts.

Restrooms

The College has one (1) single-occupancy, gender-inclusive restroom located on campus. The Dean of Enrollment Management/Business Manager may be contacted for information related to the single-occupancy restroom. All members of and visitors to the campus community may use any restroom corresponding to gender identity.

Harassment and Discrimination

Any student, faculty, or staff member who believes they or another member of the College community may have been subjected to conduct that constitutes prohibited sex discrimination is encouraged to file a complaint with the College's

Title IX Coordinator:

Jenna Crabtree, MBA
Dean of Enrollment Management/Business
Manager
3609 North Marx Drive
Quincy, IL 62305

Complaints of this nature are investigated and resolved pursuant to the Sexual Misconduct Policy.

Questions

The Dean of Enrollment Management/Business Manager may be contacted for additional information or assistance needed to access transgender accommodation services.

HEALTH AND CPR REQUIREMENTS

PURPOSE

To outline individual immunization and CPR requirements based on the academic program.

POLICY

Immunization Requirements

The State of Illinois legislation requires colleges and universities to collect proof of immunization from all on-campus students. This law applies to all full-time students and those part-time students registered for six or more hours of credit, enrolling after July 1, 1989, and born after January 1, 1957.

Students are required to have the following immunizations prior to patient contact:

- MMR (Measles, Mumps, & Rubella)
- Hepatitis B
- TB
- Td (Diphtheria/Tetanus series or booster)
- Influenza
- Varicella

Exceptions:

- The following immunizations are not required if the student shows evidence of immunity via antibody titer testing.
 - MMR
 - Hepatitis B
 - Td (Diphtheria/Tetanus)
 - Varicella
- The student may choose to sign a waiver for any immunization other than TB or MMR for either medical or religious reasons.
 - Contraindications for an immunization require a letter from the student's primary care provider.
- Students who are enrolled exclusively in online courses are exempt from these immunization requirements.

CPR

Students should check their specific program's CPR requirements. The only acceptable CPR certification is through the American Heart Association (the Basic Life Support for Healthcare Provider course). CPR certification must be renewed prior to expiration.

Submission

Students must submit proof of immunizations and CPR course completion in the CastleBranch portal. Students who fail to submit proof are prohibited from attending classes and clinical.

Questions

Questions may be directed to the Student and Alumni Services Officer at 217-228-5520 ext. 6990 or to CastleBranch at 888-666-7788.

PROCEDURE

Immunizations

The following describes the immunization schedule:

- MMR – 2 doses – initial dose; second dose at least 28 days later.
- Hepatitis B: Initial dose; second dose 4 weeks after first dose; third dose 5 months after second dose.
- TB: Initial 2-step test followed by yearly updates.
 - 2-step test: An initial test with reading of results 48-72 hours later followed by a second test given 1-3 weeks after the first

test with reading of results 48-72 hours later.

- Yearly update: one test given with reading of results 48-72 hours later.
- Td (Diphtheria/Tetanus series or booster) within the last 10 years.
- Influenza: 1 dose annually (typically to be received in late September through the end of October).
- Varicella: 2 doses given at least 28 days apart

Students who have positive-reacting TB skin tests must submit results of their chest X-rays and fill out the Annual Tuberculosis Health Questionnaire.

During periods of regional or widespread influenza activity, students who signed a waiver for the influenza vaccine will be required to wear an isolation mask at all times except when they are in designated eating areas such as break rooms, cafeterias, coffee shops, or tea rooms. Students who are with the requirement to wear a mask will be counseled and disciplined according to the Student Code of Conduct.

CPR

Blessing Hospital has monthly CPR sessions available by reservation through the Educational Services Department. Space in hospital classes is limited, and reservations must be made well in advance by calling 217-223-8400 ext. 4830. Students may also visit www.heart.org to find a local course or to complete the online portion of the training.

Deadlines

Immunization and CPR requirements must be completed by the deadline based on the student's enrollment date. Students who do not meet the designated deadline will not be permitted to attend classes, clinical, or any other events on campus and will be disciplined according to the Student Code of Conduct.

INSURANCE RECOMMENDATIONS AND REQUIREMENTS

PURPOSE

To outline the recommendations and requirements for student insurance.

POLICY

Students must adhere to insurance requirements.

PROCEDURE

Health Insurance

It is strongly recommended that all students carry personal health insurance.

Students are expected to provide for and manage their own health insurance and health care through a professional health care provider.

Expenses for health care from any source are the sole obligation of the student.

Liability/Malpractice Insurance

All Nursing and Health Sciences students in patient contact are required to carry Nurses Service Organization (NSO) malpractice insurance.

To purchase NSO malpractice insurance:

- Go to www.nso.com
- Select "Get a Quote"
- If currently unlicensed, select "Student"

The "Certificate of Insurance" must be uploaded/submitted to Castle Branch.

INTELLECTUAL FREEDOM AND PRIVACY

PURPOSE

To ensure Blessing Health Professions Library (the Library) patrons' rights to confidentiality and privacy are safeguarded.

POLICY

The College is committed to the principles of protecting intellectual freedom with scholarship. Intellectual freedom is the right to seek, research, review, and share information from all points without restriction. This intellectual freedom extends to the protection of the right to privacy of all Library patrons.

PROCEDURE

Library personnel work with other libraries in the Illinois Library and Information Network (ILLINET) to preserve and protect privacy rights, subject to limitations imposed by licensing and payment agreements with electronic content providers. The Library is not responsible for the privacy practices of external web sites.

Library personnel limit the Personally Identifiable Information (PII) collected, does not place PII in public view, avoid creating unnecessary records, and retain only the information needed. PII are data that could potentially identify a specific individual. The identity of the borrower or requestor of a library item and the information contained in individual circulation system patron records are confidential, in accordance with Illinois Statutes. Library personnel may be obligated to release such information to law enforcement agents in response to a search warrant, subpoena, or other lawful directives issued in accordance with S. 193, **the USA PATRIOT Act Sunset Extension Act of 2011**. Deleted records containing PII will be properly disposed of in confidential bins maintained by Blessing Health System.

Library personnel monitors the institutional implementation of the Family Education Rights and Privacy Act of 1973 (FERPA) and the, Health Insurance Portability and Accountability Act (HIPAA) of 2003, evaluating their impact on the collection, retention of library records, and the privacy and confidentiality rights of library patrons. The Library respects and follows the College and Blessing Health System privacy policies including but not limited to logging off databases and computers when finished in order to protect their privacy.

MEDICATION BOX KEY

PURPOSE

The purpose of this policy is to explain the process used to manage secure maintenance, distribution, and collection of unit medication box keys.

POLICY

Medication Boxes are accessible via badge access and/or keys maintained, distributed, and collected by authorized or licensed personnel. Medication box keys must be returned prior to students and clinical faculty leaving hospital units.

Definitions

Unit Nurse: Blessing Hospital nurse authorized to distribute medication box keys.

Authorized Student: Any student who has been given prior approval by their clinical instructor to obtain keys independently from the unit nurse.

Medication Box Keys: Keys that will open medication boxes on individual nursing units.

PROCEDURE

To ensure the security of the medications in the medication boxes on each unit:

- A Clinical Instructor or Authorized Student will obtain a medication box key from the Unit Nurse at the beginning of the shift.
- All keys must be returned to the Unit Nurse at the end of the clinical experience.
 - All students must remain on the clinical unit until all keys are returned.
- In the event a key is lost:
 - The loss is immediately reported to the Security Department and Pharmacy.
 - The Pharmacy will complete an Occurrence Report.
 - A seventy-five dollar (\$75) replacement fee will be billed to the student account.
- If the key is found and returned, the College may refund fifty dollars (\$50) to the student account.
 - The College will work with leadership in processing reimbursement.

MINORS AND VISITORS

PURPOSE

To provide guidelines and limitations for minors/visitors at College facilities and activities/events.

POLICY

Minors/visitors must follow specific guidelines for presence on campus and at activities.

Minors are defined as children less than 18 years of age.

Visitors are defined as any non-enrolled/non-employed individual.

Responsible adult is defined as a parent, guardian, or caregiver over the age of 18.

PROCEDURE

Minors

It is strongly recommended that minors do not accompany students to College facilities barring extenuating circumstances.

In the event minors are on campus, they must be under the direct supervision of a responsible adult at all times:

- The responsible adult may not be an on-duty student employee.
- Faculty and staff are not permitted to supervise minors accompanying students.

Minors who are ill or causing a disturbance will be asked to leave.

Specific Guidelines

Classrooms/BEC/Simulation Center/Clinical Agencies

Minors are not permitted in the classrooms, BEC/Simulation center, or clinical agencies at any time.

Library

Minors are permitted in the library under the direct supervision of a responsible adult.

Minors will be asked to leave if causing a disturbance.

Minors under 16 are not permitted to use computers.

- This equipment is essential for students and is not filtered for minors.
- Minors requesting to use computers must check in with the library staff to receive the guest login information.

Student Lounge

Minors are permitted in the student lounge only under direct supervision of a student who is currently enrolled.

College Offices

Students may bring minors to College offices with the approval of the employee(s) with whom the student is conducting College business.

Employees may bring minors to College offices.

College administration may require an employee to remove a minor from the workplace if there is an interruption of work duties, potential for health or safety risks, or if the presence of the minor is disruptive.

College Activities

Minors are not allowed to attend College-sponsored activities or events unless permitted by event organizer(s). Any student actively participating/working at a College-sponsored event is not permitted to bring minors to the event as they may be unable to directly supervise the minor while fulfilling their duties.

Visitors

Visitors may include, but are not limited to:

- Minors.
- Family members.
- Other acquaintances of the enrolled student or employee.

Exceptions include:

- Guest speakers as approved by the College Administration and/or the course instructor for purposes related to student development and opportunities.
- Potential student recruits approved by the College Administration and/or the course instructor.
- Students auditing a course.
- Other individuals as approved by the course instructor and College Administration (e.g. Accreditation agents).

DISPLAYING INFORMATION

PURPOSE

To explain the expectations for displaying information throughout the College.

POLICY

Students are required to obtain approval prior to displaying information throughout the College.

PROCEDURE

Students wanting to display information including, but not limited to, flyers, posters, and pictures, must complete the following process.

- Students must request approval from the Student/Alumni Services Officer.
- Once approved, the document is initialed by the Student/Alumni Services Officer.
- The information must be removed within two weeks.
- Any item displayed without approval is removed by College personnel.
- Displaying of unapproved information results in disciplinary action.

PREGNANCY DISCLOSURE POLICY

PURPOSE

To outline options for students who disclose pregnancy.

POLICY

A student who is pregnant is strongly encouraged to notify the Americans with Disabilities Act (ADA) Coordinator as soon as possible in order to collaborate with the College and develop an appropriate plan for the continuation of education due to the programs and clinical requirements. Planning may assist with challenges students could face while pregnant or recovering from childbirth (e.g. missed classes, make-up work). The choice to disclose a pregnancy is voluntary.

PROCEDURE

Students voluntarily disclosing a pregnancy may:

- Continue at the College
 - Students desiring adjustments to the academic program due to pregnancy should contact the ADA Coordinator.
 - The student and ADA Coordinator agree upon reasonable adjustments.
 - Adjustments are documented in Addendum A
 - Addendum A is signed by the student and the ADA Coordinator.
- Request a Leave of Absence (LOA)
 - A LOA due to pregnancy may be taken for various amounts of time depending on a student's particular circumstances. Such a leave may be extended if deemed medically necessary by the student's doctor.
 - Normal College LOA procedures apply.
 - The Education Plan in Addendum B will be discussed and signed by the student and ADA Coordinator.
- Withdraw from the College
 - Students may withdraw from the College for an indefinite period of time or permanently due to the pregnancy.
 - Normal College withdrawal procedures and readmission procedures apply.

PROTECTION AND DISCLOSURE OF STUDENT RECORDS UNDER FERPA

PURPOSE

To clarify federal requirements regarding protection and disclosure of student records.

POLICY

Students' educational records are protected under The Family Education Rights and Privacy Act of 1974 (FERPA). The purpose of FERPA is to safeguard information found in education records thereby protecting students' privacy.

The law gives students the right to:

- Review their education records.
- Request correction of any inaccurate or misleading data in their education records.

- Consent to disclosure of personally identifiable information in their education records.

DEFINITION OF EDUCATION RECORD

FERPA defines education record as: "All records, files, documents, and other materials containing information directly related to a student; and maintained by the education agency or institution, or by a person acting for such agency or institution."

Records kept by the Registrar, Student Services, and Financial Aid Offices are education records and protected by FERPA. Course documents that are filed in students' academic records are education records that are also protected under FERPA.

NOTE: Class rosters, security records, personnel/employment records, and treatment records are not education records. Treatment records are protected under HIPAA.

Grades

Faculty grade books are education records because they contain information directly related to students and the information is used to calculate a grade that is shared with the Registrar's Office. Grade books, grades, grade reports, and transcripts are protected by FERPA.

REVIEW OF STUDENT RECORDS

Students have the right to review their education records. However, students must make a request to access these records and the College has 45 days in which to comply with the request. The following procedure is used to review education records.

- The student submits a written request that identifies the records to be reviewed. The request is submitted to the office that maintains the records (Registrar, Student Services, and/or Financial Aid Offices).
- The Registrar, Student Services/Alumni Officer, Financial Aid Coordinator, or Student Accounts Representative makes arrangements for access and notifies the student of the time and place to review the record(s).

Request Correction of Education Records

Students have the right to request a correction of education records that they believe are inaccurate or misleading. The following procedure is used to make this request.

- The student submits a request to view the record believed to be inaccurate or misleading.
- After review of the record, the student submits in writing an explanation of what is and why it is inaccurate or misleading.
- The College notifies the student in writing of its decision to amend or not to amend the record.
- The student has the right to request a hearing if not in agreement with the College's decision to not amend the record.
- After the hearing, if the College decides not to amend the record, the student has the right to place a statement with the record setting forth his/her view about the contested information.

CONSENT TO DISCLOSE PERSONALLY IDENTIFIABLE INFORMATION

Students have the right to give consent to disclosure of any personally identifiable information from their education records. Disclosure is defined by FERPA as: "Access, release, or transfer of personally identifiable information about a student."

In compliance with FERPA, the College does not give access, release, or transfer student information unless the student has given written consent.

Release of Education Records

Students give consent to disclose information when they complete and sign the *Authorization to Release Confidential Information* form during fall registration. The form identifies the specific individuals who have permission from the student to obtain information from education records. The authorization to release information form covers all education records at the College whether academic, student services, or financial aid.

The authorization to release information remains in effect until the student amends the form, either rescinding or giving permission for a specific person to obtain information from education records. The form is obtained from the College's Registrar's Office.

Release of Directory Information

FERPA defines a directory as information that can be given to third parties and the public without students' prior consent. FERPA identifies directory information as the following personally identifiable information: "A student's name; student's address; student's e-mail address; student's phone number; parents' names; parents' phone numbers; student's date of birth; major field of study; minor field of study; academic advisor; participation in officially recognized activities and sports; dates of attendance; degrees; honors; and awards received; most recent school attended; and photograph."

Of the above directory information, the College only releases the following directory information under the following circumstances:

Armed Services Requests

The College complies with requests from U.S. armed services officials for student names, addresses, phone numbers, and College email addresses. Students may opt out of the release of this information by notifying the College's Registrar's Office in writing.

Exceptions to Consent to Disclose Student Information

FERPA permits disclosure without student consent under the following circumstances and the College, in compliance with FERPA, will release information when these circumstances occur.

Legitimate Educational Interest

College employees who are in administrative, counseling, supervisory, academic, student support, and research positions are allowed access to student information when: a) they need specific student information to perform their tasks, b) these tasks are within the scope of their positions, and c) their use of student information is consistent with the College's purposes.

Official Audits or Evaluations

The College releases student information to federal and state educational agencies when these agencies need student information to audit, evaluate, or enforce educational programs, rules, and regulations.

Financial Aid

The College releases student information when required to determine: a) financial aid eligibility, b) amount of financial aid awarded, and c) conditions under which financial aid is granted. The College also gives access to student information when auditors are enforcing the terms and conditions of financial aid.

Accreditation

The College releases student information when accrediting agencies need student information to complete an accreditation.

Judicial Orders and Subpoenas

The College must release student information when requested by a judicial order or subpoena. However, the College, in compliance with FERPA, will notify the student before complying with the subpoena, unless the court ordered that the contents of the subpoena are not disclosed or protected education records were not part of the subpoena.

Ex Parte Court Orders under the USA PATRIOT Act

The College releases student information without notification or consent of the student when requested by the attorney general per an ex parte court order under the USA PATRIOT Act. Before releasing the information, the College will take steps to ensure that the court order is valid.

Registered Sex Offenders

The College discloses, without student consent or notification, information about a student who is required to register as a sex offender under the Wetterling Act.

Health and Safety Emergencies

The College will disclose student information to appropriate officials when necessary to protect the health and safety of the student or other individuals.

De-identification of Personal Information

FERPA permits the release of information from education records without students' consent when all personally identifiable information is removed. This release of information is done by the College for research and quality improvement purposes. When the College discloses education records, personal information of individuals other than the student are redacted before copies of records are released.

FILING COMPLAINTS

Students have the right to file a complaint with the US Department of Education concerning alleged failures by the College to comply with the requirements of FERPA. Students who need assistance or who wish to file a complaint should do so in writing to the Family Policy Compliance Office, sending pertinent information concerning allegations, to the following address:

Family Policy Compliance Office
US Department of Education
400 Maryland Avenue, SW
Washington, DC20202-5920

SOLICITATION

PURPOSE

To define the approval of solicitation.

POLICY

No outside individual or group, other than the United Way, is permitted to raise funds or solicit on the campus of the College. Fundraisers for College student organizations or other College-supported organizations, such as honor societies and alumni associations, are permitted with prior approval.

PROCEDURE

Members of College student organizations must contact the SDC chair to request approval for the fundraising activity at least seven (7) days prior to the event. The SDC chair shares the information with the committee for a vote. Members of other College-supported organizations must contact a member of the College administration team to request approval for the fundraising activity at least seven (7) days prior to the event.

STUDENT AUTHENTICATION

PURPOSE

To ensure security of student identity and private information.

POLICY

All College employees require students to identify themselves with two identifiers before disclosing information protected by the Family Educational Rights and Privacy Act (FERPA).

PROCEDURE

Student/Authorized Third Party Responsibility

- Students are required to identify themselves prior to obtaining information protected by FERPA.
- When meeting with College employees in person, students must identify themselves with their name badge and CAMS Student ID.
- When communicating over the phone with College employees, students must identify themselves with their CAMS Student ID and home address.
- Students are responsible for providing written confirmation of their CAMS Student ID on all submitted tests.
- Authorized third parties are required to provide the CAMS Student ID and home address prior to obtaining information protected by FERPA.

Employee Responsibility

- Prior to disclosing information protected by FERPA, College employees require students to identify themselves with their name badge and CAMS Student ID when meeting in person.
- Prior to disclosing information protected by FERPA, College employees require students to identify themselves with their CAMS Student ID and home address when communicating over the phone.
- Prior to disclosing information protected by FERPA to a third party, College employees verify the student has authorized the third party to receive information on the FERPA release form.
- Faculty require students to provide their CAMS Student ID on all submitted tests.

STUDENT DRESS AND CLINICAL SUPPLIES

PURPOSE

To identify required student attire consistent professional standards of health care.

POLICY

Students must follow dress code standards.

Name Badge & Student Identifier

The College's official name badge and student identifier must:

- Always be worn when in the student role.
- Be clean and in good repair.
- Be visible; worn above the waist, complying with agency policies, state/federal regulations, and DNV GL/NIAHO standards for patient care.
- Not be worn when not in the student role.

Students must not wear employee badges while on the college campus or in the clinical facility when in the student role.

Clinical/Simulation Center Dress

Students are required to use the following standards for the official College uniform:

- Uniforms include matching royal blue scrub pants and top with the College insignia embroidered on the chest.
 - Uniforms must always fit appropriately and provide full coverage.
 - Uniforms must be clean, in good repair, and wrinkle-free.
 - Pants should not touch the floor.
- A plain yellow, gold, white, gray, or black tank-style, short- or long-sleeved shirt may be worn under the uniform.
 - The undershirt must provide appropriate coverage.
 - Undershirts may not have finger holes or hoods.
- Shoes must be soft-soled, skid-resistant, clean, and in good repair with a closed top and toe.
- Socks or hosiery must always be worn with the uniform.
- Optional: A white or royal blue lab coat/scrub jacket embroidered with the College insignia may be worn.

Students are required to practice the following standards for hygiene:

- Good body hygiene
- Excessive perfume/cologne, make-up, and smoke odor are not permitted.
- Chewing gum is not permitted.
- Hair longer than shoulder length must be pulled back and secured. Dyed hair must be a natural

hair color. Non-natural colors including, but not limited to, blue, pink, purple, and orange are not permitted.

- Beards and mustaches must be neatly trimmed to meet safety and infection control standards.
- Artificial nails or nail enhancements are not permitted. Natural fingernails must be no longer than ¼ inch. Nail polish is not permitted.
- Tattoos that could be considered offensive in nature or have profanity must be covered.

Safety and infection control must be taken into consideration at all times when selecting jewelry. Students are required to practice the following standards for jewelry:

- Watches must be water-resistant and be able to count seconds. Smart watches are not permitted.
- One ring or band set is permitted.
- Bracelets are not permitted.
- Earrings are limited to two (2) per ear and are to be no larger than ½ inch in diameter. Hoops, bars, dangles, and/or connected jewelry are not permitted. Gauges must be solid and not exceed ¼ inch in diameter.
- Neck chains (including medical alert tags) must be worn inside or under clothing.
- Body jewelry, excluding earrings, must not be visible.

The College will not assume responsibility for jewelry that is lost or damaged while on campus or during clinical experiences.

Pre-Clinical Dress

Students must wear official College dress when visiting clinical floors for clinical preparation:

- Matching scrubs with insignia *or*
- Polo shirt and lab coat/scrub jacket with insignia, khaki slacks/skirt *or*
- Semi-professional dress and lab coat/scrub jacket with insignia.

Community Service Dress

The official College polo shirt and khaki slacks/skirt may be worn when representing the College in settings outside patient care areas. The polo shirt must be tucked in so that no skin will show when bending over or when arms are raised.

Students are advised to read course syllabi to determine when to wear community service dress to events required for courses.

Students are encouraged to clarify with faculty, the Student/Alumni Services Officer, the Student Organization Representatives, or the event coordinator when uncertain about the appropriate dress for the event.

Professional Dress

Professional dress includes:

- Suit skirt/pants and jacket with collared shirt and tie or blouse
- Dress with jacket/blazer
- Slacks and jacket with collared shirt and tie or blouse
- Pantsuit with collared shirt and tie or blouse
- Coat dress, shirtwaist dress, or knit dress

Students are encouraged to clarify with faculty, the Student/Alumni Services Officer, the Student Organization Representatives, or the event coordinator when uncertain about the expected dress for the event.

Supplies

All nursing and respiratory care students are required to have the following supplies:

- Water resistant watch with a second hand (smart watches not permitted)
- Stethoscope
- Penlight
- Adult-sized blood pressure cuff (nursing students only)

Stethoscopes, penlights, and blood pressure cuffs are available for purchase from our online store.

Notes

- Bandage scissors and cloth stethoscope covers are not permitted in order to meet infection control standards.
- See course syllabi to determine supplies that are required for individual courses.

STUDENT OPTIONAL DISCLOSURE OF PRIVATE MENTAL HEALTH ACT

POLICY

In accordance with the State of Illinois' Student Optional Disclosure of Private Mental Health Act, the College is providing students the opportunity to authorize in writing the disclosure of certain private mental health information to a designated person of your choosing.

This Act states that an institution of higher learning may disclose mental health information if a physician, clinical psychologist, or qualified examiner who is employed by the institution, makes a determination that the student poses a clear danger to himself, herself or others to protect the student or other person against a clear, imminent risk of serious physical or mental injury or disease or death being inflicted upon the person or by the student on himself, herself, or another. The physician, clinical psychologist, or qualified examiner shall, as soon as practicable, but in no more than 24 hours after making the determination under this section, attempt to contact the designated person and notify the designated person that the physician, clinical psychologist, or qualified examiner has made a determination that the student poses a clear, imminent danger to himself, herself, or others.

PROCEDURE

If the student desires to designate a person that would receive certain private mental health information in such a situation, please complete the form titled, Mental Health Disclosure Form. This form will allow you to affirmatively authorize the disclosure of the information. This process is optional. Please print, complete the form, and return to Student Services Office.

Mental Health Disclosure Form (Optional)

Pursuant with the State of Illinois' Student Optional Disclosure of Private Mental Health Act, you have the opportunity to designate an adult whom you would like the College to contact in the event that you experience a mental health emergency that puts you or others at risk of serious injury or death. You are not required to designate a contact person;

however, if you choose to designate someone, the person can be anyone over the age of 18 years.

If the student would like to designate an individual as a mental health designee contact in the event that the student is evaluated by a physician, clinical psychologist or qualified examiner and it is determined that the student poses a threat of harm to the student or another person, complete the form and return to the Student Services Office.

STUDENT PARKING

PURPOSE

To outline the parking requirements for students.

POLICY

Students must adhere to all parking regulations while on College property and at clinical agencies.

PROCEDURE

Students are required to:

- Sign the Student Parking Acknowledgement form.
- Register vehicle(s) and obtain a College parking tag from the Student Services Officer.
- Display College parking tag at all times in designated area of vehicle while parking in any location on College property and at clinical agencies:
 - Hang tags must be displayed on the rear-view mirror.
 - Parking stickers must be displayed in the lower left (driver's side) corner of the windshield.
 - Replacement parking tags are available in the Student Services office.
- Park only in required/designated parking areas while on College property and clinical agencies.

Anyone witnessing nonadherence to this policy may report the violation to the Student Services Officer. The Student Services Officer will then investigate and issue fines accordingly:

- Fines issued as a result of parking violations are as follows:
 - First offense: \$100
 - Second offense: \$200
 - Third offense: \$300
- Fines must be paid within two (2) calendar weeks from the official notification.
 - An additional fee of \$5.00/day is assessed for overdue payment.
- Failure to pay the fine will result in withheld grades/transcripts and/or a registration hold.
- All fines are payable to BRCN in the Student Accounts office.

Any dispute regarding parking violations should be directed to the Dean of Enrollment Management/Business Manager

STUDENT SERVICES ITEMS

PURPOSE

To assure the timely return of property belonging to the hospital or the College.

POLICY

The Student Services items listed below are issued to students upon the start of their classes on the College campus.

Student Services items:

- Campus mailbox key
- Name badge
- Door access chip
- Badge backer

PROCEDURE

Mailbox keys and badge backers are collected at the end of each school year by the Student Services Officer. Failure to return these items to Student Services within 15 days of the end of the semester will result in a hold on the student's account, and a fee will be charged to revoke the hold. If an item is lost, a replacement can be obtained for a fee. Badge backers and mailbox keys can be obtained from Student Services. Name badges and door access chips can be obtained from Blessing Hospital's Human Resources department ("Human Resources").

Students are issued one name badge and door access chip free of charge from the College. If the item is lost or damaged, the student is responsible for notifying Human Resources within two days. Failure to return one's badge and door access chip within 30 days from the time of separation from the College will result in a hold being placed on the student's account and a fee being charged to revoke the hold.

All replacement fees are to be paid to the College's Student Accounts office.

- Fee for replacement - \$5
- Fee to revoke hold - \$30 (includes replacement fee)

STUDENT TRAVEL AND TRANSPORTATION

PURPOSE

To address potential risks, increase safety, and set forth a consistent set of standards to be followed in connection with College-sponsored activities and events involving student travel.

POLICY

Students must follow a consistent set of standards when travel is required for College-sponsored activities and events.

PROCEDURE

Students may engage in College-sponsored activities and events involving travel for the purpose of study, research, service learning, volunteer activities, or other reasons. These travel activities include, but are not limited to, individual educational and research projects and service projects conducted by recognized student organizations. Trip Sponsors may require additional standards to address the unique requirements associated with a particular type of travel.

Travel Activity(ies)

College-sponsored activities and events involving student travel governed by this policy.

Travel Sponsor

Faculty member, staff member, or leader of a recognized student organization responsible for organizing, obtaining approval for, and supervising students participating in the Travel Activity.

- Other faculty and staff members may assist the Travel Sponsor in carrying out his or her duties under this policy.

Sponsoring Department/Organization

The department or organization represented by the Travel Sponsor and responsible for maintaining documentation related to the Travel Activity.

College-sponsored Activities and Events

- Credit-bearing or degree-advancing.
- Part of a service learning experience through the College.
- Funded by the College or a recognized student organization.
- Organized by or on behalf of a recognized student organization.

Scope

This policy applies to all undergraduate and graduate students currently enrolled at the College and covers both international and domestic Travel Activities, as well as transportation needs for the completion of course and clinical assignments.

Student Self-Transportation

In some circumstances, students may be transporting themselves on a Travel Activity. In the event a student travels in any personally-owned vehicle or via public transportation during a Travel Activity or arranges their own transportation (e.g. airfare, train, bus, etc.), the student must complete a Student Self-Transportation Agreement and submit it to the Travel Sponsor prior to the Travel Activity. This applies to events for which the student chooses not to use the College-provided transportation as well as events for which the College does not provide transportation. The Student Self-Transportation Agreement may be used for a one-time Travel Activity or for frequent Travel Activities throughout a given semester or athletic season.

Classes are held on the College and the Culver-Stockton College or Quincy University campuses. Many clinical experiences are held at agencies away

from these campuses. Transportation to campuses and clinical agencies is the responsibility of the student and may require access to a vehicle.

In the event a student is involved in an accident in his/her personal vehicle while transporting himself/herself on a Travel Activity, the student is responsible for loss or damage to the vehicle and any bodily injury or property or other liability, and is expected to maintain appropriate insurance covering damage, liability and medical costs. In the event the student arranges their own transportation or travels via public transportation, the student is responsible for all loss or damage and any bodily injury or property or other liability that results therefrom.

Sponsoring Department/Organization policies may be more restrictive in nature and may not allow student self-transportation.

Student Participation Authorization/Required Forms

The College may require a Travel Waiver or other documentation to be signed by participants for Travel Activities or self-transportation requirements. Travel Sponsors consult with the appropriate administrative office to determine required forms.

Students must receive authorization prior to participating in a Travel Activity. The authorization process includes completing the following forms and filing them with the appropriate administrative office as set forth herein by the deadline communicated by the Travel Sponsor:

- Travel Waiver Form.
- Emergency Contact and Medical Form.
- All other forms required by the Sponsoring Department/Organization and/or Travel Sponsor.

Students who do not complete or file required forms, or do not meet other specific departmental/organizational pre-requisites for the Travel Activity, will not receive authorization to participate.

Travel Activities are not authorized for students:

- Under any form of disciplinary probation (at any level)
- Subject to a current behavior contract
- With a current College hold in place
- On academic probation
- Receiving disciplinary action under:

- The Sexual Misconduct Policy
- The Equal Employment Opportunity and Discrimination Policy
- Any other College policy

The College may make exceptions to this rule.

Additionally, once a student has received notification of acceptance to participate in an International or Off-Campus Travel Activity and confirms the offer to participate in the College program, the student must complete the Health Information Form. Any information regarding a person's health and/or disability shall be considered confidential and shall be shared with others only on a need-to-know basis. These forms shall be kept in a separate file with limited access in order to maintain confidentiality.

Expectations

Travel Sponsors

Travel Sponsors are expected to:

- Meet with students prior to departure to discuss the planned itinerary, behavioral expectations, and transportation details.
 - This meeting should be in the form of a group orientation session that occurs in advance of departure.
 - The Travel Sponsor must follow-up with any student unable to attend the group orientation session to discuss these matters.
- Carry emergency contact information and all Travel related forms identified herein for all students participating in the Travel Activity.

Students

Participating students are expected to:

- Attend any pre-departure orientation sessions with the Sponsoring Department/Organization and/or Travel Sponsor and review any materials provided.
- Attend all scheduled events and activities during the Travel Activity and to arrive on time.
 - Students are not permitted to deviate from the scheduled program events and activities.
- Abide by any specific rules and academic requirements for the Travel Activity.
- Abide by any local, state or federal laws or regulations for each country to or through which the student travels during the Travel Activity.

- Each foreign country has its own laws and standards of acceptable conduct, including dress, manners, morals, politics, drug use and behavior.
- Students assume responsibility for personal actions/behaviors.
- Represent the College in a positive manner.
- Comply with the College's rules, standards, and instructions for student behavior generally and for the Travel Activity, including the College's Student Code of Conduct and Policies.
 - Discipline may occur as a result of conduct occurring during a Travel Activity.

Students are held financially responsible for any damages, liability, or losses to personal property that result from their misconduct (e.g., damage to a hotel room).

Violations of College policies, the Student Code of Conduct, any rules, or standards and instructions set forth in the Pre-Departure Orientation for the Travel Activity while participating in a Travel Activity may result in the student being sent back to the College campus at his/her own cost and with no refund for any costs associated with the Travel Activity.

Additionally, the student will be obligated to pay for any costs expended by the College for student's participation in the Travel Activity.

Students are expected to evaluate weather conditions based upon starting and ending locations in the event of inclement weather.

Students will notify the Travel Sponsor/instructor to arrange alternate plans if travel is unsafe.

Additional Considerations for International Travel

Students participating in an international Travel Activity should also consider the following:

- Traveling internationally exposes people to new places, ideas, norms, and laws, many of which may be different than what is encountered in the United States.
 - Students should familiarize themselves with the culture, customs, and rules of the places they will be traveling prior to departure.
 - Students should be cautious, look out for their own health and safety, and avoid

situations that present a heightened level of risk.

- Students should avoid deviating from scheduled events and activities.
- Students are encouraged to travel in groups and never travel alone.
- Drug and alcohol abuse and misuse will not be tolerated during the Travel Activity. Students are required to comply with the College's Alcohol Policy during the Travel Activity.
- The U.S. Department of State allows those traveling outside of the United States to register under the Smart Traveler Enrollment Program (Step). The website is:
<https://step.state.gov/step/>.
 - Students are encouraged to register prior to departure. Doing so allows the Department of State to better assist you in case of an emergency.
 - International travel requires a valid passport for the duration of the travel. Students should ensure their passports are not expired and will not expire during the Travel Activity or within six (6) months after the Travel Activity.
 - As a part of the authorization process, students are expected to provide proof of health insurance coverage for illnesses and injuries that occur outside of the United States.
 - Students are encouraged to consult with their health care providers prior to departure and to also ensure that their immunizations are current.
- * Traveling internationally and participating in activities abroad can be demanding. Students should carefully consider their physical, mental, and spiritual health prior to seeking authorization and participating in an international Travel Activity.

Student Complaints and Concerns

While participating in a Travel Activity, students may bring complaints or other concerns to the attention of the Travel Sponsor or any other College employees participating in the Travel Activity. Students may also contact local law enforcement in the location they are traveling if they have been the victim of a crime.

In situations involving sexual misconduct, students may contact the College's Title IX Coordinator.

Appropriate action will be taken to address and resolve these complaints and concerns.

Handling Emergencies and Incident Reporting

This section contains guidelines to follow in case an incident or emergency occurs on a Travel Activity.

Reactions to incidents and emergencies will and do vary depending upon the circumstances.

Travel Sponsors and other faculty/staff members should use their judgment of how to best handle an incident or emergency situation.

In addition to these guidelines, it is recommended that Sponsoring Departments/Organizations develop trip-specific safety precautions as appropriate (especially in the case of international Travel Activities).

Medical

If someone requires medical attention:

- Taking into consideration the extent of the injury or illness, make certain that the student or faculty/staff member receives the required medical attention.
- For more than minor injuries or illnesses, report the situation to the Sponsoring Department/Organization or approved designee.

Other Serious Incidents

The following should be reported to the Sponsoring Department/Organization and the College or approved designee:

- Crimes committed by or against someone participating in the Travel Activity.
- Recurring alcohol abuse.
- Somebody participating in the Travel Activity goes missing.
- Natural disasters affecting those participating in the Travel Activity.
- Political unrest affecting those participating in the Travel Activity.
- Any incident requiring emergency medical response or involvement of law enforcement.
- Any incident involving significant violation of College policy.

- Any incident that could require the use of significant College resources.
- Any other crisis involving the immediate well-being of those participating in the Travel Activity.

Retention of Documents

During the Travel Activity

The following documents should be maintained by the Travel Sponsor and Sponsoring Department/Organization during the Travel Activity and put on the College's Travel shared drive prior to the Travel Activity:

- The approved Student Travel Activity Approval Form (where applicable)
- Signed Travel Waiver Forms
- Signed Student Self-Transportation Agreements (where applicable)
- Emergency Contact Medical Form
- Any other forms required by the Sponsoring Organization/Department and/or Travel Sponsor
- A copy of this Student Travel Policy
- An extra copy of all students' passport

Following the Travel Activity

The following documents should be retained by the Sponsoring Department/Organization for three (3) years after completion of the Travel Activity:

- The approved Student Travel Activity Approval Form (where applicable)--does this exist??? not on H:drive
- Emergency Contact and Medical Form
- Signed Travel Waiver Forms
- Signed Student Self-Transportation Agreements (where applicable)
- Any other forms required by the Sponsoring Organization/Department and/or Travel Sponsor

STUDENT WELLNESS PROGRAM

PURPOSE

To outline the behavioral health assistance available to students of the College.

POLICY

The College offers a student wellness program (SWP) to all on-campus College students. The SWP provides free access to behavioral health resources through the College and the Blessing Outpatient Behavioral Health Center and provides education about outside resources. Topics of discussion include, but are not limited to, drug dependency, alcohol dependency, stress/anxiety, and depression.

PROCEDURE

Students have access to five (5) free visits per year at the Blessing Outpatient Behavioral Health Center. For appointments, students must contact the Blessing Outpatient Behavioral Health Center.

In addition to the Blessing Outpatient Behavioral Health Center, students have unlimited access to the College counselor at no charge. Students must contact the College counselor to schedule an appointment.

If necessary services are outside the College counselor's or the Blessing Outpatient Behavioral Health Center's scope of practice, students may be referred to an outside agency on a case-by-case basis.

All information is kept confidential. If consultation and/or referral is deemed necessary, the student is informed and is required to sign a release for information to be forwarded to the appropriate counselor/agency. The student must also sign a release form with cooperating counselors/agencies giving permission to release to the College information related to his or her treatment.

VOTER REGISTRATION

PURPOSE

To ensure compliance with federal requirements.

POLICY

The College supports the voter registration requirement and makes a good faith effort to distribute voter registration forms to its students prior to state and federal general election days.

PROCEDURE

The College sends a dedicated electronic message quarterly (the beginning of March, June, September, and December) to all students that provides a link to the state online registration forms.

CONSTITUTION DAY AND CITIZENSHIP DAY

PURPOSE

To ensure students have the opportunity to attend an educational program pertaining to the US Constitution on September 17 of each year.

POLICY

Constitution Day and Citizenship Day is an American federal observance recognizing the adoption of the United States Constitution and those who have become U.S. citizens by birth or naturalization. It is normally observed on September 17, the day the U.S. Constitutional Convention signed the Constitution in Philadelphia in 1787. If it falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

PROCEDURE

The College collaborates with Quincy University and Culver-Stockton College for this event. Students are notified of the event each year.

COMPUTER USAGE POLICIES AND PROCEDURES

ACCEPTABLE USE OF INFORMATION TECHNOLOGY RESOURCES

PURPOSE

To outline the terms and conditions for acceptable use of information technology (IT) resources.

POLICY

IT resources may only be used for activities that support the mission and purposes of the College.

PROCEDURE

All users of College IT resources must understand and adhere to the following terms and conditions for acceptable use.

IT resources include, but are not limited to:

- Computers
- Wireless networks
- Specialized software
- Audience response technology
- Networking and audio/visual capabilities

Any violation will be considered a Code of Conduct violation and may result in disciplinary action, including the termination of networks, e-mail, and/or internet access.

Privacy

The College makes all reasonable attempts to provide security and privacy for all users; however, complete privacy is not guaranteed on any IT system or application.

All users of IT resources must respect and protect the confidentiality of private information at all times, and use good judgment when transmitting information electronically.

User Responsibilities

Acceptable Use

IT resources are provided for employee and student use as part of regular work and educational activities.

All users of IT resources must conform to network etiquette, customs, courtesies and any or all applicable laws or regulations.

Acceptable use of IT resources includes, but are not limited to:

- Users must keep secure all data, computer files, or e-mail containing private or confidential information.
- Students may not print, remove, or share, any patient related information from Blessing Health System (BHS), or other agencies.
- Storage of any patient information the College network, computers, or portable storage devices is prohibited.

- Users must keep credentials for computer accounts secure and up to date and follow all applicable password and security policies.
 - Users must not share account information with anyone.
 - The IT Department does not ask for user passwords.
- Users are expected to access/manage College email accounts on a regular basis.
 - Email is the official means of communication for the College.
 - Incoming email should be carefully reviewed for potential of being a phishing email before opening attachments or clicking on hyperlinks.
 - Phishing awareness training is available from the BHS Intranet/Be Secure resource.
 - College email will not be configured to automatically forward to an external destination/email address.
 - Private information must be handled in accordance with controls defined within the BHS Information Classification policy.
- Users must log out of any College computer after use to prevent unauthorized access.
- Users are responsible for backing up any personal data/files created using College IT resources.
 - The use of portable storage devices is strongly recommended.
 - IT personnel are not responsible for recovering lost data resulting from computer problems, user error, etc.
- As with other forms of publications, copyright restrictions/regulations must be observed.
- Users must communicate with professionalism.
- Users may use personal devices such as PCs, laptops, tablets, etc., to connect to the public Wi-Fi network.
 - Configuring and maintaining any such devices is the responsibility of the user.

Unacceptable Use

Unacceptable use of IT resources is prohibited and under no circumstances is any user authorized to engage in any activity that is illegal under local, state, federal or international law.

Unacceptable use of the Internet, intranet, and email include, but are not limited to:

- Transmitting confidential or private information over the Internet or via electronic mail outside of the network without encryption.
- Engaging in illegal activities or using the Internet for any illegal purposes:
 - Initiating or receiving communications that violate the Code of Conduct or any laws and regulations.
 - Malicious use, spreading of viruses and hacking.
 - Hacking means gaining or attempting to gain unauthorized access to any computers, computer networks, databases, data or electronically stored information.
- Transmitting statements, language, images or other materials that are reasonably likely to be perceived as offensive or disparaging of others based on race, national origin, sex, sexual orientation, age, disability, religious or political beliefs.
- Use of abusive or objectionable language in either public or private messages.
- Knowingly visiting pornographic, racist, discriminatory, anti-Semitic, anti-U.S., gambling or illegal sites, or any other inappropriate sites.
- Sending, receiving, soliciting or storing material, messages, or images that are vulgar, offensive, sexually oriented, anti-Semitic, or racist.
 - If unsolicited materials containing inappropriate content are received, immediately inform the sender that this type of email is inappropriate and is a violation of College policy.
- Sending or forwarding electronic chain letters or other unsolicited e-mail.
- Attempting to read, delete, copy, or modify another user's email with malicious intent.
- Soliciting money for religious or political causes, or advocating religious or political opinions.
- Use of IT resources to harass, threaten or stalk others.
- Disclosing or sharing your security code or password with others.
- Storing personal entertainment files such as movie, or music files on the network.
- Copying, disseminating or printing intellectual property and/or copyrighted materials (including articles, images, movies, music, games, or other software) in violation of copyright laws.

- Downloading or installing software without it first being approved by the IT Department.
- Engaging in activities that will cause congestion and disruption of networks and systems. This may include, but is not limited to:
 - Non-school related streaming of audio or video content.
 - Internet games/online gaming.
 - P2P files sharing.
 - Unnecessary email subscriptions and e-mail attachments.
- Connecting devices to the internal network.
 - No personal hardware may be connected the internal "private" network.
- Damaging equipment.
 - Users who intentionally abuse or damage information technology resources may be held responsible for repair charges or cost of replacement.
 - Report all known instances of intentional abuse and damage to the IT Department.

Please see note on social media under Personal Use.

Personal Use

Employees and Students should avoid storing personal information (documents, photos, media files, other files) on College-owned computers and/or technology. Personal data should instead be stored on removable media such as USB drives if there is a need to access from a College computer. There is no guaranteed right to access personal information stored on a College computer during or after employment.

The use of social media can pose risks to the BHS and College confidential and proprietary information, reputation and brands and can jeopardize the organization's compliance with business rules and laws applicable to our industry. Employees and students are free to express their views in social media but are responsible for what they post and should utilize good judgment and common sense.

Inappropriate personal use of the College's resources may lead to loss of privilege to use them or additional consequences. Personal use of the College's IT systems such as web browsing will be regulated by the department manager or supervisor provided the following minimum requirements are met:

- Use does not interfere with productivity
- Use does not compromise security, integrity, and availability of IT systems.
- Use does not compromise student or employee privacy and confidentiality.
- Use is not in opposition with the College's Mission, Vision, Values and Code of Conduct.

HEALTH INFORMATION PORTABILITY AND ACCOUNTABILITY ACT (HIPAA) AND HEALTH AGENCY POLICIES

POLICY

College personnel and students may have access to Protected Health Information (PHI) as part of their educational assignments when on a clinical site or by accessing the computer systems of Blessing Health System or other health agencies. College personnel and students are required to adhere to all data privacy and data security policies in effect at these agencies such as those related. It is absolutely prohibited to print, copy, or otherwise save any PHI to any College computer system or personal devices.

Inappropriate use of PHI may be subject to evaluation of consequences under the College's Student Code of Conduct. Failure to adhere to federal, state and local laws regarding the use of Blessing Health System or other health agencies computer systems and the sensitive data they contain can also result in personal financial liability and legal prosecution.

STUDENT COMPUTER SYSTEMS ACCOUNT DEACTIVATION

PURPOSE

To explain the process of computer system account deactivation.

POLICY

Computer systems are deactivated when students graduate or are dismissed/withdrawn from a program.

PROCEDURE

Graduation

Upon graduation:

- The Office of the Registrar submits the names of graduates to the Information Technology (IT) department and Blessing Hospital (BH).
- The IT department deactivates/deletes accounts after 90 days.
- Hospital accounts are deactivated by BH immediately.

Graduates are responsible for informing others of account deactivation.

Dismissal/Withdrawal

Upon Dismissal/Withdrawal:

- The Office of the Registrar submits the names of dismissed/withdrawn students to the Information Technology (IT) department and Blessing Hospital (BH).
- The IT department deactivates/deletes accounts immediately.
- Hospital accounts are deactivated by BH immediately.

Students dismissed/withdrawn are responsible for informing others of account deactivation.

PASSWORDS

PURPOSE

To outline the requirements for password management and security.

POLICY

Passwords are required to access all College Information Technology (IT) systems.

PROCEDURE

Confidentiality of passwords is vital to the protection of sensitive data. Employees and Students are responsible for protection of their user account passwords. The following guidelines are used to protect access to college assets:

- Do not share College passwords with anyone.

- Do not discuss your password openly around others.
- Do not reveal a password over the phone to anyone.
- Do not send your password in an email or text message on a computer or phone.
- Do not hint at the format of a password (e.g., “my family name”).
- Do not reveal a password on questionnaires or security forms.
- Do not reuse passwords between business applications and personal applications.
- Do not use the “Remember Password” or “Enter Password Automatically” features of any application (e.g., Internet Explorer). Users are strongly discouraged from writing their password down. It should be committed to memory whenever possible. If users must write their password down, the paper must be stored in a secure location and with a level of security equal to the information the password protects.
- Users may securely store their password in electronic form as an alternate means. If passwords are stored or transmitted electronically, they must be encrypted using a tool approved by Blessing Information Systems (IS). The type of encryption should provide protection equal to the sensitivity of the data protected by the password. For example, passwords protecting access to ePHI should have a 128-bit key minimum (Bitlocker, Winzip, or GuardianEdge). Passwords protecting non-ePHI access can be less secure, such as a note in the user's MS Outlook.
- Practical training aides (FAQ and video) on password management are found on the College website on the IT Help Desk page.
<https://www.brcn.edu/parents-current-students/it-help-desk>

First Time Use

First-time passwords are set to a unique value for each user. The user is required to change the password immediately after the first use. The first-time use password must conform to the password requirements section in this policy. It cannot be a simple password such as blessing123.

Password Non-Display

Passwords must not be visible on a screen, hard copy, or any other output devices.

Password Resets

The user's identity is verified using personal information prior to resetting passwords. No exceptions are made to the user verification process.

Password Requirements

Passwords must meet the following criteria:

- All user account passwords must be changed one (1) time per year.
- The minimum password length is 11 characters.
- Passwords must be comprised of a mix of letters, numbers, and a minimum of one (1) special character (e.g., !@#%&^*).
- Passwords may not be the same as any previous eight (8) submissions.
- A password cannot be used if it has been compromised and is listed at <https://haveibeenpwned.com/Passwords> (enforced automatically for Active Directory passwords).
- Passwords must not include easily guessed words (e.g., company names, city names, family names, nicknames, Social Security number, phone number, or account number).
- Passwords should not include repetitive characters (e.g., AAAAAAAAAA, BBBB), characters normally found in a common sequence (e.g., 123456), or characters found in a specific sequence on the keyboard (e.g., QWERTY).
- Words found in a dictionary must never be used.
- Passwords should not be based on personal information (e.g., initials, family name, birthdates, Social Security numbers, phone numbers, account numbers, places, etc.).

Group /Shared Passwords

Group or shared passwords are explicitly prohibited on individual user accounts.

Change of Default Passwords

All vendor-supplied default passwords must be changed immediately upon installation of the vendor's product to meet the criteria required by this policy. Default accounts should be disabled or removed.

Access Attempts

Unsuccessful login attempts are limited to no more than five (5) consecutive invalid attempts. Users failing to authenticate within five (5) consecutive

attempts are locked out for a minimum of 15 minutes or until the account is enabled by the systems administrator or IT helpdesk (217-228-5520 ext. 6900).

Compromised Account

Compromised accounts must be reported to the College's IT helpdesk at 217-228-5520 ext. 6900 and must be reset immediately.

STUDENT MOBILE DEVICES

PURPOSE

To identify the student requirements necessary to mitigate risk and to protect the College from a security breach in regard to mobile devices.

POLICY

Students may choose to have a personally owned mobile device set up to access web-facing College Information Technology (IT) services such as email, calendar, or other approved apps or services. The students are required to follow all applicable College Information Security policies and procedures. All data on the student's mobile device will be erased when the pin code or password is entered incorrectly five (5) times.

PROCEDURE

Student Security Responsibilities

Students must not store confidential data on mobile devices. Students should always be aware of the physical location of any device that has College IT services on it. They must take steps to prevent loss or theft and keep the device in a secure location.

It is strongly recommended that Apple iCloud, Google Drive, or similar technology be utilized by the student to prevent the loss of data on the device such as personal photos. Backing up and preventing the loss of data on a personally owned device is solely the responsibility of the owner. Students will be required to sign a form acknowledging this policy.

Setup and Removal of IT Services

The student must sign the Student Mobile Device Acknowledgement form. The College IT Department

will then set up access for College IT services on students' personally owned mobile devices.

Students' accounts will be immediately deactivated upon dismissal or withdrawal from the College. Students' accounts will be terminated 90 days after graduation from the College. This will result in not being able to access email, calendar, or other approved apps or services on their mobile devices.

Configuration of Student Mobile Devices

The College IT Department will set a security configuration that requires a locking pin code or password on the device.

The pin code or password will be set to expire every 90 days.

The security configuration will enable the data on the device to be automatically erased in the event of the wrong pin code or password being entered on the device five (5) times in a row.

TECHNOLOGY REQUIREMENTS

PURPOSE

To outline technology requirements for students.

POLICY

Students must have access to College-standard technology requirements to ensure academic success.

PROCEDURE

Microsoft Office Compatibility Requirements

All courses require submitted assignments to be compatible with the most current Microsoft Office Suite software.

Assignments created using applications incompatible with the most current Microsoft Office Suite software are not acceptable.

General Software Requirements

The most current browsers are recommended for access to web portals. Examples include:

- Internet Explorer 11.

- Google Chrome.
- Firefox.

The College does not sell or provide software/hardware for personally owned devices.

The IT department does not install or configure personally owned devices.

Computer Lab Environment

The computer labs are upgraded and maintained by the Information Technology (IT) Department and:

- Meet the minimum computer software and hardware requirements and have the Microsoft Office Suite software installed.
- Provide internet and email access.

Students are prohibited from installing software on lab computers.

STUDENT SERVICES

ADVISING

Student advising is accomplished by two different groups of people and is designed to facilitate the development and success of each individual student. Students are assigned both a Faculty Advisor and an Academic Advisor.

Through their commitment to students and close interaction with students, Faculty Advisors are positioned to monitor and guide the student to meet their professional and personal goals. Faculty Advisors also assist the student with socialization into the nursing profession.

The Academic Advisors are also an integral part of the educational process. Academic advising is a continuous process of evaluating educational and personal goals. Final responsibility for decisions concerning life goals and/or educational plans rests with the student.

The Faculty Advisor and Academic Advisor will collaborate as needed to facilitate the students' academic success.

Students with needs other than academic advising will be referred for counseling. Referrals are made

by College faculty or staff, or through the College's Student/Alumni Services Office.

CAREER SERVICES

College faculty and the career offices at Culver-Stockton College and Quincy University are available to any student wishing to investigate career opportunities. All three college libraries contain career materials. Students seeking career opportunities are encouraged to ask faculty members to complete recommendations for placement files. Placement files are maintained by the career offices of partner institutions.

FAXING

Students may fax information to the Financial Aid Office, the Student Accounts Representative/Bursar, the Student Services Office, the Registrar, and the Admission Office. Before faxing, students are to contact the recipient to determine that faxing is the best method for submitting information. The College's FAX number is 217-223-1781.

COUNSELING

The College provides counseling services. Services include crisis intervention, stress management, coping strategies, time management, confidence building, and finding resources to help manage crises. The purpose of the College's counseling services is to empower students to promote their own successful learning. The College's counselor is Sarah Mueller who can be contacted at 217-228-5520, x6997 and her email is MuellerS@brcn.edu

FOOD SERVICE AT THE HOSPITAL

Food service is available to students through the Blessing Hospital cafeteria. Students can purchase meals and other food items at a 50% discount when showing their College/Blessing Hospital ID/name badge.

The College offers an optional Cafeteria Cash Card Program that allows students to scan their name-badge at the register to pay for food purchases from the Blessing Hospital cafeteria or the Blessing Tea Room. To participate in this program or have questions about the program, contact Nancy

Campbell in the Financial Aid Office at 217-228-5520, ext. 6996 or ncampbell@brcn.edu. Open enrollment for the program begins on the first day of classes in August and ends August 30th.

LIBRARY AND COMPUTER LAB

The Blessing Health Professions Library's web page (www.brcn.edu/library) provides online access to databases, electronic books, electronic journals, and tutorials. Remote access to resources is available through the library's single sign-on service. Students may contact the library staff for more information.

The library offers:

- Computers and printers.
- Wireless access for personal devices.
- Loaner laptops for work within the library.
- Reference and research help.
- A web page with electronic resources and online tutorials.
- Interlibrary loan.
- Print collections.
- A copier, a fax machine, scanners, and laminators.
- Professional help with poster design and printing.
- Library orientations.

General library policies are:

- Print materials are checked out for four weeks and are renewable.
- Print journals are for use in the library only.
- Fines (25 cents/day) must be paid by the end of each semester or grades will not be released.

The computer lab is under the direction of the library staff and is open only during library hours. Computer work is self-directed; however, help is available. The computer lab is also used for testing.

LEARNING RESOURCE CENTER (LCR)

All students who feel they need additional assistance to meet educational objectives may use the tutoring facilities at Culver-Stockton College or Quincy University.

Tutoring is also available on the College's campus. Tutoring services are available for APA formatting,

writing, math, nursing content, test taking, study strategies, and time management.

Tutoring services are provided by the following individuals:

Kim Erskine, MSN, RN
217-228-5520, x6911
ErskineK@brcn.edu

Christian White, MSN, RN
212-228-5520, x6955
WhiteC@brcn.edu

Tutoring services are available by appointment. Appointments are made by calling or emailing one of the above individuals. Referrals for tutoring may be made by faculty as a strategy to help students achieve success with their course work.

LOCKERS

Student lockers are located in the College Building. Lockers for use during clinical are located on the Blessing Hospital campus. Students must request a lock from the Student/Alumni Services Office. Personal locks are not permitted. Students must remove locks and all personal belongings from lockers (College Building and the hospital) at the end of each day. Locks must be returned at the time of graduation or withdrawal from the College.

The College and Blessing Hospital retain the right to inspect the contents of all lockers for items that are in violation of the College/hospital policies. The College assumes no responsibility for the loss or damage of personal belongings.

LOST AND FOUND

Lost and found articles are taken to the College's front desk. Blessing Hospital's Lost and Found can be reached at ext. 6720.

ORGANIZATIONS

Student Organization

The purpose of the College's student organizations is to allow students to participate in social activities and to promote health care through group-

sponsored events. The Student Nurses Organization (SNO) and the Student Health Sciences Organization (SHSO) host joint meetings that include educational sessions of interest to students.

SNO coordinates trips to the National Student Nurses Association (NSNA) convention and the Student Nurses Association of Illinois (SNAI) convention.

SNO and SHSO also sponsor many events throughout the year such as bowling nights, picnics, blood drives and paint nights. SNO and SHSO are open to all students, and is governed by its members through officers elected by students.

Student Representation

A function SNO and SHSO is to provide student representation in the governance of the College. Students actively participate in the governance of the College through membership on the College Senate and on most standing committees of the College Senate. SNO and SHSO are also the liaison groups with the Student Development Committee at the College.

State and National Student Nurse Organizations

Nursing students become members of NSNA. Through this organization, students can participate at the national, state, and local levels. Participation provides an opportunity to become aware of current trends and issues within the profession of nursing.

Sigma Theta Tau International

Sigma Theta Tau International is the international honor society of nursing. Its vision is a global community of nurses leading the profession in scholarship, knowledge, and technology to improve the health of the people of the world. The chapter of Sigma Theta Tau at the College is the Pi Chapter. Senior nursing students who have at least a 3.0 GPA and are in the top 35% of their class are invited to join the honor society.

American Association for Respiratory Care (AARC)

Respiratory care students become members of AARC. Membership includes two monthly magazines (Respiratory Care and AARC Times), reduction in registration fees at national meetings, literature from manufacturers, and membership to the Illinois Society for Respiratory Care (ISRC).

American Health Information Management Association (AHIMA)

Health information management students become members of AHIMA. Membership includes the *Journal of AHIMA*, career assistance, discounts on certification exams, and membership in the State Association.

ROOM SCHEDULING AND FACILITY USE

Students may reserve a room or meeting space by contacting front desk or library personnel.

STUDENT EMPLOYMENT

Internships

Blessing Hospital offers students who have completed their junior years paid summer internships in clinical areas of their choice. Students are assigned to a unit and a registered nurse for a contracted period of time. Students interested in internships and/or regular hospital employment may contact the Human Resources Office at Blessing Hospital. Students may earn college credit for these internships.

Student Workers

A limited number of assistantships are available each semester with preferences given to junior and senior students. Applicants must be enrolled in a minimum of 6 credit hours, and maintain a cumulative GPA of 2.7. Positions are renewable each semester based on continued 2.7 GPA and satisfactory job performance. Applications for positions are available from the College's Student Services/Alumni Office.

SPIRITUAL LIFE

As a college whose mission is to develop the individual's mind, body, and spirit, the College encourages the free practice of religious life. A variety of formal and informal religious life opportunities are available in the Quincy area.

A chaplaincy service is provided by Blessing Hospital. The hospital chapel at Blessing Hospital on 11th Street is located on the first floor of the hospital across from the elevators. It is open 24 hours daily.

for prayer and meditation. Students may contact the chaplain at his office adjacent to the chapel.

STUDENT FORMS

Student forms are on the College's website on the Student Forms page (<https://www.brcn.edu/parents-current-students/student-forms>). The page is accessed by clicking the Student Forms link under the Parent & Current Students tab on the homepage. The Student Forms page provides links to Financial Aid, Student Services, Registrar, and MSN Program forms as well as student worker information.

STUDENT LOUNGE

The student lounge is primarily for fellowship and relaxation. Students requiring a quiet place to study should use the library.

Kitchen facilities are available in the lounge and there are two refrigerators for storing food. All students are responsible for keeping the area clean. Students are expected to help maintain an atmosphere conducive to learning by keeping all areas orderly and neat.

Students are reminded that eating in classrooms and the library is not allowed. Drinks are allowed in the classroom **only if they are in covered containers**.

TEXTBOOKS

All nursing textbooks can be purchased online through the College website or another vendor. Information about ordering textbooks can be obtained from the College's website.

OTHER POLICIES AND PROCEDURES

NON-DISCRIMINATION/EQUAL OPPORTUNITY

PURPOSE

The purpose of this policy is to define the College's guidelines and procedures regarding discrimination that may create a hostile learning environment.

POLICY

The College is committed to the principle of equal opportunity in education and employment. The College prohibits discrimination against and harassment of any student, employee, applicant for employment, third party or community member because of race; color; national or ethnic origin; age; religion; disability; sex; sexual orientation; gender; gender identity and expression; including a transgender identity; genetics; veteran status; and any other characteristic protected under applicable federal or state law, herein called "protected categories." The College expects all employees, students, and community members to join with and uphold this commitment.

The College also prohibits retaliation based on a protected activity, such as the filing of a complaint of discrimination or participation in the investigation of such a claim. Any witness, complainant or respondent involved in an investigation ought not to be retaliated against for their participation in the fact-finding process.

The College has designated the Title IX Coordinator to coordinate its compliance with Equal Opportunity and to receive inquiries regarding Equal Opportunity:

Jenna Crabtree, MBA
Dean of Enrollment Management/Business
Manager Blessing-Rieman College of Nursing &
Health Sciences Broadway at 11th St
PO Box 7005
Quincy, IL 62305
www.brcn.edu
crabtreej@brcn.edu
217-228-5520, ext. 6961

BRCN Confidential Compliance Hotline:
1-888-495-4387

A person may also file a complaint of discrimination with the United States Department of Education's Office for Civil Rights regarding an alleged violation of Equal Opportunity by visiting: www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 800-421-3481

DEFINING AND RECOGNIZING DISCRIMINATION

Regardless of other language in this policy, Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), as defined in the Sexual Harassment Policy, will be governed exclusively by the Sexual Harassment Policy and processes provided in it. All other forms of sex-based discrimination are governed by this policy, including sex-based discrimination and harassment, as defined in this policy, that does not rise to the level of Sexual Harassment as defined in the Sexual Harassment Policy.

Conduct that is initially raised through a formal complaint under the Sexual Harassment Policy may also be addressed under this policy, in the College's discretion, when: (i) the conduct, or some part of it, may amount to a violation of this policy regardless of whether it meets the definition of Sexual Harassment under the Sexual Harassment Policy; (ii) the formal complaint, or some part of it, has been dismissed under the Sexual Harassment Policy; or (iii) a final determination of a formal complaint has been made under the Sexual Harassment Policy and separate or additional action may be necessary to enforce this policy.

Discrimination is material, adverse treatment of an individual based on a protected category.

Unlawful discrimination occurs when a person is harassed or treated arbitrarily or differently because of their real or implied membership in a "protected category" such as race; color; national or ethnic origin; age; religion; disability; sex; sexual orientation; gender; gender identity and expression; including a transgender identity; veteran status; genetics; and any other characteristic protected under applicable federal or state law.

Personality differences; personal conflicts; general mistreatment not related to the above protected categories; or a response to poor performance are usually employee relations issues, not discrimination matters.

Harassment consists of unwelcome conduct on the basis of a Protected Category that explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective and must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the College's education or employment programs and/or activities. In determining whether a hostile environment exists, the College examines the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved.

COMPLAINTS OF DISCRIMINATION

This Policy and accompanying Complaint Resolution Procedures are meant to address complaints of Discrimination based on Protected Categories, as listed above.

Making a Complaint

Employees

All College employees have a duty to file a complaint with the Title IX Coordinator (see contact information above) when they believe or receive information indicating that a member of the College Community may have been subjected to conduct that constitutes prohibited Discrimination on the basis of a Protected Category.

Students and Other Persons

Students and other persons who believe they or another member of the College Community may have been subjected to conduct that constitutes prohibited Discrimination based on a Protected

Category are encouraged to file a complaint with the Title IX Coordinator (see contact information above). Students and other persons may also file a complaint with the United States Department of Education's Office for Civil Rights at: www2.ed.gov/about/offices/list/ocr/complaintintro.html or by calling 1-800-421-3481.

Content of the Complaint

So the College has sufficient information to investigate a complaint, the complaint should include: (1) the date(s) and time(s) of the alleged Discrimination based on a Protected Category; (2) the names of all person(s) involved in the alleged Discrimination based on a Protected Category, including possible witnesses; (3) all details outlining what happened; and (4) contact information for the complainant so the College may follow up appropriately.

Conduct that Constitutes a Crime

Any person who believes they have been subject to Discrimination that also constitutes a crime is encouraged to make a complaint to local law enforcement as well as to the College's Title IX Coordinator. If requested, the College will assist the complainant in notifying the appropriate law enforcement authorities. If the situation is an emergency or if a person believes he or she is in imminent danger, the person should dial 911.

Vendors, Contractors, and Third-Parties

This policy applies to the conduct of vendors, contractors, and third parties. Persons who believe they have been discriminated against or harassed in violation of all the College's non-discrimination policies should make a complaint in the manner set forth in this section.

Retaliation

It is a violation of this policy to retaliate against any member of the College community who reports or assists in making a complaint of Sex Discrimination or a complaint of Discrimination based on a Protected Category. It is also a violation of this policy to retaliate against any member of the College Community who participates in the investigation of a complaint in any way. Retaliation includes any act of revenge or negative or otherwise unwarranted treatment. Persons who believe they have been

retaliated against in violation of this Policy should make a complaint.

Protecting the Parties

Pending final outcome of an investigation in accordance with the complaint resolution procedures, the College will take steps to protect the parties from further Discrimination based on a Protected Category or retaliation. This may include allowing the parties to change his or her academic, transportation, dining, work, or living situation if options to do so are reasonably available and upon request.

Timing of Complaints

The College encourages persons to make complaints of Discrimination based on a Protected Category as soon as possible because late reporting may limit the College's ability to investigate and respond to the conduct complained of. College employees must forward any report or observation of Discrimination based on a Protected Category against a student within three (3) business days to the Title IX Coordinator.

All complaints of Discrimination based on a Protected Category should be made within 180 days of the alleged misconduct.

Investigation and Confidentiality

All complaints of Discrimination based on a Protected Category will be promptly and thoroughly investigated in accordance with the Complaint Resolution Procedures (see below), and the College will take disciplinary and remedial action where appropriate. The College will make reasonable and appropriate efforts to preserve an individual's privacy and protect the confidentiality of information when investigating and resolving a complaint. However, because of laws relating to reporting and other state and federal laws, the College cannot guarantee confidentiality to those who make complaints. In the event that the complainant's confidentiality cannot be ensured, the College will notify the complainant.

In the event a complainant requests confidentiality or asks that a complaint not be investigated, the College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation. If a complainant insists that his or

her name not be disclosed to the alleged perpetrator, the College's ability to respond may be limited. The College reserves the right to initiate and proceed with an investigation despite a complainant's request for confidentiality in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the College Community.

Resolution

If a complaint of Sex Discrimination or Discrimination based on a Protected Category is found to be substantiated, the College will take appropriate corrective and remedial action. Students, faculty, and employees found to be in violation of this policy will be subject to discipline up to and including written reprimand, suspension, demotion, termination, or expulsion. Affiliates and program participants may be removed from the College programs and/or prevented from returning to campus. Remedial steps may also include counseling for the complainant, academic, work, or living accommodations for the complainant, separation of the parties, and training for the respondent and other persons.

Good Faith Complaints

While the College encourages all good faith complaints of Sex Discrimination or Discrimination based on a Protected Category, the College has the responsibility to balance the rights of all parties. Therefore, if the College's investigation reveals that a complaint was knowingly false, the complaint will be dismissed and the person who filed the knowingly false complaint may be subject to discipline.

Academic Freedom

The College strongly supports and protects principles of academic freedom. All members of the College community have the right to use the academic forum provided by the College to discuss controversial subjects and express ideas with which some or most of the members of the College community disagree. Sex Discrimination or Discrimination based on a Protected Category, however, is not about voicing unpopular ideas. Sex Discrimination or Discrimination based on a Protected Category is neither legally protected expression nor the proper exercise of academic freedom.

Education

Because the College recognizes that preventing Discrimination based on a Protected Category is an important issue, it offers educational programming to a variety of groups such as: campus personnel; incoming students participating in orientation; and members of student organizations. To learn more about educational resources, please contact the Title IX Coordinator.

COMPLAINT RESOLUTION PROCEDURES: COMPLAINTS OF DISCRIMINATION

General Principles

For purposes of these complaint resolution procedures, "Investigating Officer" means the Title IX Coordinator or his/her designee. The Investigating Officer shall have responsibility for administering these complaint resolution procedures.

Fairness and Impartiality

The Investigating Officer shall discharge his or her obligations under these Complaint Resolution Procedures fairly and impartially. If the Investigating Officer determines that he or she cannot apply these procedures fairly and impartially because of the identity of a complainant, respondent, or witness, or due to any other conflict of interest, the Investigating Officer shall designate another appropriate individual to administer these procedures.

Investigation and Resolution of the Complaint

Once a complaint is made, the Investigating Officer will commence an investigation of it as soon as practicable, but not later than seven (7) days after the complaint is made. The purpose of the investigation is to determine whether it is more likely than not that the alleged behavior occurred and, if so, whether it constitutes Discrimination based on a Protected Category. During the course of the investigation, the Investigating Officer may receive counsel from the College's administrators, the College's attorneys, or other parties as needed.

In certain narrow circumstances, the Investigating Officer may commence an investigation in cases where the complainant requests that the matter not be pursued. In such a circumstance, the Investigating Officer will take all reasonable steps to investigate and respond to the matter in a manner

that is informed by the complainant's articulated concerns.

Content of the Investigation

During the investigation, the complainant will have the opportunity to describe his or her allegations and present supporting witnesses or other evidence. The respondent will have the opportunity to respond to the allegations and present supporting witnesses or other evidence. The Investigating Officer will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint.

During the investigation and resolution of a complaint, the complainant and respondent shall have equal rights. They include:

- Equal opportunity to identify and have considered witnesses and other relevant evidence.
- Similar and timely access to all information considered by the Investigating Officer.
- Equal opportunity to review and comment, in writing, on any statements or evidence provided by the other party.
- Equal access to review and comment, in writing on any information independently developed by the Investigating Officer.

All parties and witnesses involved in the investigation are expected to cooperate and provide complete and truthful information.

Support Person for Cases Involving Students

During the investigation process, both a student complainant and a student respondent may ask a person to accompany him or her to meetings with the Investigating Officer. In cases involving multiple student complainants or student respondents, the support person cannot be another complainant or respondent. The support person does not serve as an advocate on behalf of the complainant or respondent, and he or she must agree to maintain the confidentiality of the process. Non-student complainants, and non-student respondents, are not entitled to have a support person present during the investigatory process.

Interim Measures

At any time during the investigation, the Investigating Officer may determine that interim remedies or protections for the parties involved or witnesses are appropriate. These interim remedies may include separating the parties, placing limitations on contact between the parties, suspension, or making alternative class-placement or workplace arrangements. Failure to comply with the terms of these interim remedies or protections may constitute a separate violation of this policy.

Pending Criminal Investigation

Some instances of Discrimination may also constitute criminal conduct. In such instances, the complainant is also encouraged to file a report with the appropriate law enforcement authorities and, if requested, the College will assist the complainant in doing so. The pendency of a criminal investigation, however, does not relieve the College of its responsibilities. Therefore, to the extent doing so does not interfere with any criminal investigation, the College will proceed with its own investigation and resolution of the complaint.

Resolution

At the conclusion of the investigation, the Investigating Officer will prepare a written report. The written report will explain the scope of the investigation, identify findings of fact, state whether any allegations in the complaint were found to be substantiated by a preponderance of the evidence, and recommend one of the three determinations specified below. The written report will be submitted to both the Academic Dean and the Dean of Enrollment Management/Business Manager. Both parties will be provided a copy of the draft written report and allowed to respond to the written investigation report, in writing.

In the case of a complaint against a faculty member or student, the Academic Dean, in consultation with the Dean of Enrollment Management/Business Manager, may accept the Investigating Officer's report, request to review additional information, including summaries of party/witness statements or other information, or return the report for further investigation.

In the case of a complaint against any person other than a faculty member or student, the Dean of Enrollment Management/Business Manager, in

consultation with the Academic Dean, may accept the Investigating Officer's report, request to review additional information, including summaries of party/witness statements or other information, or return the report for further investigation.

After the review of the Investigating Officer's report is complete, the Academic Dean or Dean of Enrollment Management/Business Manager, as the case may be, will for both the complainant and respondent, prepare and deliver a written determination of the complaint. The determination will be one of three outcomes.

The outcome of the investigation will be conveyed to the parties, simultaneously, in writing. The complainant and the respondent will receive a copy of the written report within three (3) days of its completion. If necessary, the version of the written report provided to the complainant and/or respondent will be redacted to ensure that information concerning any remedial and/or disciplinary measures is disclosed in a manner consistent with the Family Educational Rights and Privacy Act ("FERPA").

1. Finding "No Violation"
If there is a determination that the behavior investigated did not violate the Non-Discrimination/Equal Opportunity Policy, both parties will be so informed.
2. Finding "Inappropriate Behavior Not Rising to the Level of a Violation"
There may be a determination that the behavior investigated did not violate the Non-Discrimination/ Equal Opportunity Policy but was inappropriate, unprofessional, or violated some other College policy. The Academic Dean or Dean of Enrollment Management/Business Manager may determine that such inappropriate behavior merits discipline, ongoing monitoring, coaching, or other appropriate action. If so, the Academic Dean or Dean of Enrollment Management/Business Manager may initiate further proceedings or impose disciplinary measures consistent with College policy.
3. Finding "Violation"
If there is a determination that the behavior violated the Non-Discrimination/Equal

Opportunity Policy, the Academic Dean or Dean of Enrollment Management/Business Manager, in consultation with any appropriate supervisor, will determine appropriate corrective and disciplinary action to be taken. In addition, the Academic Dean or Dean of Enrollment Management/Business Manager will implement reasonable and appropriate measures to ensure that the complainant is not subject to further discrimination or harassment and to remedy the effects of any discrimination or harassment that may have occurred. Remedial steps may include, but are not limited to, counseling or training, separation of the parties, and/or discipline of the respondent, including written reprimand, suspension, demotion, termination, or expulsion in accordance with College policy. Remedial steps that do not directly affect the respondent shall be redacted from the respondent's copy of the written determination.

The written report shall be final subject only to the right of appeal set forth below.

Special Procedure Concerning Complaints against the President and Certain Other Administrators

If a complaint involves alleged conduct on the part of the College's President, the College's Board of Trustees will designate the Investigating Officer. Based on the information gathered by the investigation, the Board of Trustees will prepare and issue the written report determining the complaint. The determination of the Board of Trustees is final and not subject to appeal.

If a complaint involves alleged conduct on the part of the Title IX Coordinator, a Dean, or other administrator, the President will designate an appropriate person to conduct the investigation required by these procedures. The written report of the investigation shall be presented to the President, who will prepare and issue the written determination. The determination issued by the President is subject to appeal to the Board of Trustees consistent with the appeal procedure set forth below.

Informal Resolution

Informal means of resolution, such as mediation, may be used in lieu of the formal investigation and determination procedure. However, informal resolution may only be used with the complainant's

voluntary cooperation and the involvement of the Title IX Coordinator. The complainant, however, will not be required to work out the problem directly with the respondent. Moreover, the complainant may terminate any such informal resolution at any time. In any event, informal resolution, even on a voluntary basis, will not be used to resolve complaints alleging any form of violence.

Timing of the Investigation and Resolution

The College will endeavor to conclude its investigation and resolution of the complaint within a timely and prompt manner, approximately sixty (60) calendar days of receiving it. Both the complainant and the respondent will be given periodic updates regarding the status of the investigation. If either the complainant or respondent needs additional time to prepare or to gather their witnesses or information, they shall notify the Investigating Officer in writing explaining how much additional time is needed and why it is needed. The Investigating Officer shall respond to any such request within three (3) days.

Rights of the Parties

During the investigation and resolution of a complaint, the complainant and respondent shall have equal rights. They include:

- Equal opportunity to identify and have considered witnesses and other relevant evidence.
- Similar and timely access to all information considered by the Investigating Officer.
- Equal opportunity to review any statements or evidence provided by the other party.
- Equal access to review and comment upon any information independently developed by the Investigating Office.

APPEALS

Grounds of Appeal

The complainant or respondent may appeal the determination of a complaint only on the following grounds:

- The decision was contrary to the substantial weight of the evidence,
- There is a substantial likelihood that newly discovered information, not available at the time evidence was presented to the

Investigating Officer, would result in a different decision,

- Bias or prejudice on the part of the Investigating Officer, or
- The punishment or the corrective action imposed is disproportionate to the offense.

Method of Appeal

Appeals must be filed with the College's President within ten (10) days of receipt of the written report determining the outcome of the complaint. The appeal must be in writing and contain the following:

- Name of the complainant
- Name of the respondent
- A statement of the determination of the complaint, including corrective action if any
- A detailed statement of the basis for the appeal including the specific facts, circumstances, and argument in support of it, and
- Requested action, if any.

The appellant may request a meeting with the President, but the decision to grant a meeting is within the President's discretion. However, if a meeting is granted, then the other party will be granted a similar opportunity.

Resolution of the Appeal

The President will resolve the appeal within fifteen (15) days of receiving it and may take any and all actions that he/she determines to be in the interest of a fair and just decision. The decision of the President is final. The President shall issue a short and plain, written statement of the resolution of the appeal. The written statement shall be provided to the complainant, respondent, and the Title IX Coordinator within three (3) days of the resolution.

DOCUMENTATION

Throughout all stages of the investigation, resolution, and appeal, the Investigating Officer, the Title IX Coordinator, and the President as the case may be, are responsible for maintaining documentation of the investigation and appeal, including documentation of all proceedings conducted under these complaint resolution procedures, which may include written findings of fact, transcripts, and audio recordings.

INTERSECTION WITH OTHER PROCEDURES

These complaint resolution procedures are the exclusive means of resolving complaints alleging violations of the Non-Discrimination/Equal Opportunity Policy. To the extent there are any inconsistencies between these complaint resolution procedures and other College grievance, complaint, or discipline procedures, these complaint resolution procedures will control the resolution of complaints alleging violations of the Non-Discrimination/Equal Opportunity Policy.

Nothing in these complaint resolution procedures, the Non-Discrimination/Equal Opportunity Policy, or associated materials should be interpreted so as to limit the College's right to resolve, investigate, and/or take disciplinary action against any improper conduct of a discriminatory nature, even though such conduct is not of the type, severity or pervasiveness that constitutes Discrimination based on a Protected Category as defined in the Non-Discrimination/Equal Opportunity Policy.

Complaints of Sexual Misconduct, including complaints of sex discrimination, will be investigated and resolved through the College's Sexual Harassment Policy and Sexual Harassment Hearing Procedure. For complaints involving sexual misconduct, please refer to the Sexual Misconduct Policy, located in the College Student Handbook.

SEXUAL HARASSMENT POLICY

PURPOSE

The purpose of the policy is to define the guidelines and procedures regarding sexual harassment, as defined by Title IX.

POLICY

I. Policy Statement

The College is committed to providing a learning and working environment that promotes personal integrity, civility, and mutual respect where individuals are free from sexual harassment. Consistent with this commitment, the College's Non-Discrimination Notice, and the U.S. Department of Education's implementing regulations for Title IX of the Education Amendments of 1972 ("Title IX") (see

34 C.F.R. §106 et seq.), the College prohibits Sexual Harassment that occurs within its Education Programs and Activities pursuant to this Sexual Harassment Policy ("Policy").

For purposes of this Policy, Sexual Harassment includes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking. Administrators, faculty member, staff, students, contractors, guests, and other members of the College community who commit Sexual Harassment are subject to the full range of College discipline including verbal reprimand; written reprimand; mandatory training, coaching, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; fines; permanent separation from the institution (that is, termination or dismissal); physical restriction from College property; cancellation of contracts; and any combination of the same.

The College will provide persons who have experienced Sexual Harassment ongoing remedies as reasonably necessary to restore or preserve access to the College's Education Programs and Activities.

II. Scope

This Policy applies to Sexual Harassment that occurs within the College's Education Programs and Activities and that is committed by an administrator, faculty member, staff, student, contractor, guest, or other member of the College community.

This Policy does not apply to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the College's Education Programs and Activities. This Policy does not apply to Sexual Harassment that occurs outside the geographic boundaries of the United States, even if the Sexual Harassment occurs in the College's Education Programs and Activities, such as a study abroad program. Sexual Harassment that occurs either off-campus, in a private setting, and outside the geographic boundaries of the United States is governed by the Student Code of Conduct if committed by a student, the Faculty Handbook if committed by a faculty member, or other College policies and standards if committed by an employee.

III. Definitions

1. "Complainant" is an alleged victim of Sexual Harassment.
2. "Respondent" is a person alleged to have perpetrated Sexual Harassment.
3. "Sexual Harassment" is conduct on the basis of sex that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.
4. "Quid Pro Quo Sexual Harassment" is an employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual contact.
5. "Hostile Environment Sexual Harassment" is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the College's Education Programs and Activities.
6. "Sexual Assault" includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape.[1]
 - a. "Rape" is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. There is "carnal knowledge" if there is the slightest penetration of the vagina or penis by the sexual organ of the other person. Attempted Rape is included.
 - b. "Sodomy" is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - c. "Sexual Assault with an Object" is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything used by the offender other than the offender's genitalia.
- d. "Fondling" is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- e. "Incest" is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Illinois law.
- f. "Statutory Rape" is sexual intercourse with a person who is under the statutory age of consent as defined by Illinois law.
7. "Domestic Violence" is felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Illinois, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Illinois.
8. "Dating Violence" is violence committed by a person
 - a. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - b. Where the existence of such a relationship will be determined based on a consideration of the following factors:
 - i. The length of the relationship;
 - ii. The type of relationship; and
 - iii. The frequency of interaction between the persons involved in the relationship.
9. "Stalking" is engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - a. Fear for their safety or the safety of others; or
 - b. Suffer substantial emotional distress.
10. "Consent" refers to words or actions that a reasonable person in the perspective of the Respondent would understand as agreement to

engage in the sexual conduct at issue. A person who is Incapacitated is not capable of giving Consent.

11. "Coercion" is direct or implied threat of force, violence, danger, hardship, or retribution sufficient to persuade a reasonable person of ordinary susceptibility to perform an act which otherwise would not have been performed or acquiesce in an act to which one would otherwise not have submitted. Coercion can include unreasonable and sustained pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. A person's words or conduct cannot amount to Coercion for purposes of this Policy unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity.
12. "Incapacitated" refers to the state where a person does not appreciate the nature or fact of sexual activity due to the effect of drugs or alcohol consumption, medical condition or disability, or due to a state of unconsciousness or sleep
13. "Retaliation" is intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or because an individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.
14. "Complainant" means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.
15. "Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.
16. "Formal Complaint" means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment in accordance with this Policy. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the College's Education Programs and Activities. A "document filed by a Complainant" means a document or electronic submission (such as an email) that contains the

Complainant's physical or electronic signature or otherwise indicates that the Complainant is the person filing the Complaint.

17. "Supportive Measures" are non-disciplinary, non-punitive individualized services offered, as appropriate, and reasonably available, and without fee or charge, that are designed to restore or preserve equal access to the College's Education Programs and Activities without unreasonably burdening another party, including measures designed to protect the safety of all parties implicated by a report or the College's education environment, or to deter Sexual Harassment. Supportive measures may include: counseling, extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus escort services, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus other changes to academic, living, dining, transportation, and working situations, honoring an order of protection or no contact order entered by a State civil or criminal court, and other similar measures. Supportive Measures may also include mutual restrictions on contact between the parties implicated by a report.
18. "Education Programs and Activities" refers to all the operations of the College, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, performances, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the College. It also includes off-campus locations, events, or circumstances over which the College exercises substantial control over the Respondent and the context in which the Sexual Harassment occurs, including Sexual Harassment occurring in any building owned or controlled by a student organization that is officially recognized by the College.

[1] The College's definition of "Sexual Assault" is mandated by federal regulations implementing Title IX of the Education Amendments of 1972. Those regulations require the College to adopt a definition of "Sexual Assault" that incorporates various forcible and non-forcible sex crimes as defined by the FBI's

Uniform Crime Reporting System. See 34 C.F.R. § 106.30(a).

IV. Understanding Hostile Environment Sexual Harassment

In determining whether a hostile environment exists, the College will consider the totality of circumstances, including factors such as the actual impact the conduct has had on the Complainant; the nature and severity of the conduct at issue; the frequency and duration of the conduct; the relationship between the parties (including accounting for whether one individual has power or authority over the other); the respective ages of the parties; the context in which the conduct occurred; and the number of persons affected. The College will evaluate the totality of circumstances from the perspective of a reasonable person in the Complainant's position. A person's adverse subjective reaction to conduct is not sufficient, in and of itself, to establish the existence of a hostile environment.

The College encourages members of the College community to report any and all instances of Sexual Harassment, even if they are unsure whether the conduct rises to the level of a Policy violation.

Some specific examples of conduct that may constitute Sexual Harassment if unwelcome include, but are not limited to:

1. Unreasonable pressure for a dating, romantic, or intimate relationship or sexual contact
2. Unwelcome kissing, hugging, or massaging
3. Sexual innuendos, jokes, or humor
4. Displaying sexual graffiti, pictures, videos, or posters
5. Using sexually explicit profanity
6. Asking about, or telling about, sexual fantasies, sexual preferences, or sexual activities
7. E-mail, internet, or other electronic use that violates this Policy.
8. Leering or staring at someone in a sexual way, such as staring at a person's breasts or groin
9. Sending sexually explicit emails, text messages, or social media posts
10. Commenting on a person's dress in a sexual manner
11. Giving unwelcome personal gifts such as lingerie that suggest the desire for a romantic relationship

12. Insulting, demeaning, or degrading another person based on gender or gender stereotypes.

V. Understanding Consent and Incapacitation

1. Consent

Lack of consent is a critical factor in determining whether Sexual Harassment has occurred. As defined above, consent is an informed, freely given, and mutually understood agreement to participate in specific sexual acts with another person that is not achieved through unreasonable manipulation or coercion—or any kind of physical force or weapon—and requires having cognitive ability to agree to participate. Consent requires an outward demonstration, through mutually understandable words, conduct or action, indicating that an individual has freely chosen to engage in the specific sexual acts. A verbal “no” constitutes lack of consent, even if it sounds insincere or indecisive.

- a. Silence or lack of physical or verbal resistance does not imply consent.
- b. If coercion, intimidation, threats, and/or physical force are used, there is no consent.
- c. Consent cannot be inferred from a person's manner of dress.
- d. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- e. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- f. Consent to past sexual activity does not constitute consent to future sexual activity.
- g. Consent can be withdrawn at any time. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent. When consent is withdrawn, sexual activity must immediately stop.
- h. Being in a romantic relationship with someone does not imply consent to sexual activity. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act.
- i. Effective consent may not exist when there is a disparity in power between the parties (e.g., faculty/student, supervisor/employee).
- j. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:

- i. The individual is incapacitated due to drug or alcohol consumption, either voluntarily or involuntarily;
- ii. The individual is unconscious, asleep, or otherwise unaware that sexual activity is occurring;
- iii. The individual is below the minimum age of consent in the applicable jurisdiction (17 years in Illinois); or
- iv. The individual has a mental disability that impairs his or her ability to provide consent.[1]

2. Incapacitation

Incapacitation is a state where an individual cannot make an informed and rational decision to consent to engage in sexual contact because the individual lacks conscious knowledge of the nature of the act (e.g., to understand the “who, what, where, when, why or how” of the sexual interaction) and/or is physically or mentally helpless. An individual is also considered incapacitated, and therefore unable to give consent, when asleep, unconscious, or otherwise unaware that sexual contact is occurring.

Incapacitation can only be found when the Respondent knew or should have known that the Complainant was incapacitated when viewed from the position of a sober, reasonable person. One’s own intoxication is not an excuse for failure to recognize another person’s incapacitation.

Incapacitation may result from the use of alcohol and/or other drugs; however, consumption of alcohol or other drugs, inebriation, or intoxication alone are insufficient to establish incapacitation. Incapacitation is beyond mere drunkenness or intoxication. The impact of alcohol or drugs varies from person to person, and evaluating incapacitation requires an assessment of how consumption of alcohol and/or drugs impacts an individual’s:

- a. Decision-making ability
- b. Awareness of consequences
- c. Ability to make informed judgments
- d. Capacity to appreciate the nature of circumstances of the act.

No single factor is determinative of incapacitation. Some common signs that someone may be incapacitated include slurred speech, confusion, shaky balance, stumbling or falling down, vomiting, and unconsciousness

[1] This language mirrors 110 ILCS 155/10(1)(vii). Note that the age of consent for statutory rape will vary by jurisdiction.

VI. Reporting Sexual Harassment

1. Reporting to the College

Any person may report Sexual Harassment to the Title IX Coordinator. The Title IX Coordinator oversees and provides leadership for the activities related to Title IX compliance, training, investigations, enforcement, and reporting. The Title IX Coordinator will coordinate with law enforcement when appropriate.

The Title IX Coordinator can also answer questions regarding the process and procedures for reporting, investigating, and adjudicating complaints of Title IX violations. The Coordinator is a nonconfidential source but can direct members to on- and off-campus confidential resources.

Reports may be made by complainants, third parties, witnesses, or bystanders, a may be made in person, by regular mail, telephone, electronic mail, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. In-person reports must be made during normal business hours, but reports can be made by regular mail, telephone, or electronic mail at any time, including outside normal business hours.

The name and contact information for the Title IX Coordinator is:

Jenna Crabtree, MBA
Dean of Enrollment Management/Business
Manager
Blessing-Rieman College of Nursing & Health
Sciences
3609 North Marx Drive
Quincy, IL62305-7005
www.brcn.edu
jcrabtree@brcn.edu
217-228-5520 , ext. 6961

In addition to reporting to the Title IX Coordinator, any person may report Sexual Harassment to the following employees:

The name and contact information for the
Deputy Title IX Coordinator is:
Jan Akright, PhD, RN
Academic Dean

Blessing-Rieman College of Nursing & Health Sciences
3609 North Marx Drive Quincy, IL 62305-7005
www.brcn.edu
jakright@brcn.edu
217-228-5520 , ext 6907

In addition to reporting to the Title IX Coordinator, any person may report Sexual Harassment to any College employee with managerial authority over other employees, including cabinet members, deans, department heads, unit supervisors, and other managers, other than those identified as confidential resources (collectively “Reporting Officials”) who must promptly forward such report of Sexual Harassment to the Title IX Coordinator.

All College employees, other than those identified as confidential resources, have a duty to report Sexual Harassment to the Title IX Coordinator when they receive a report of such conduct, witness such conduct, or otherwise obtain information about such conduct. This includes employees who may have a professional license requiring confidentiality if they are not employed by the College in that professional role. An employee who does not report Sexual Harassment as required by this Policy may be disciplined accordingly, up to and including termination.

Reporting Officials are required to report incidents of Sexual Harassment within 24 hours of receiving information regarding the incident. Others are encouraged to file as soon as possible because delayed reporting may limit the College's ability to investigate and respond to the complaint.²

Special Procedure Concerning Complaints Against the Title IX Coordinator, the President, or Other Administrators Ranked Higher than the Title IX Coordinator

If a report involves alleged conduct on the part of the College's President/CEO, the College's Board of Trustees (“Board”) will designate appropriate individuals to fulfill appropriate functions under this policy, including, but not limited to, the investigator, hearing panel, administrative officer, informal resolution officer, and/or appeal officer. Based on the information gathered by the investigation. If a complaint involves alleged conduct on the part of the Title IX Coordinator or any administrator ranked higher than the Title IX Coordinator, the

President/CEO will designate appropriate individuals to fulfill appropriate functions under this policy, including, but not limited to, the investigator, hearing panel, administrative officer, informal resolution officer, and/or appeal officer.

2. Reporting Officials

Reporting Officials have a duty to report Sexual Harassment to the Title IX Coordinator when they receive a report of such conduct, witness such conduct, or otherwise obtain information about such conduct. This includes Reporting Officials who may have a professional license requiring confidentiality if they are not employed by the College in that professional role. Reporting Officials who do not report Sexual Harassment as required by this Policy may be disciplined accordingly, up to and including termination.

Reporting Officials are required to report and may not keep the information confidential. Students and others should be aware that providing information about Sexual Harassment to a Reporting Official will result in that information being forwarded to the Title IX Coordinator for review and investigation.

College employees who are not Reporting Officials are encouraged, but are not required to, forward reports of Sexual Harassment to the Title IX Coordinator. The College encourages all employees and members of the College community to report any and all incidents of Sexual Harassment, even if they are unsure if the conduct is a violation of this policy.

3. Information Provided in Report

There is no formally required content. However, so that the College has sufficient information to investigate a complaint, the following elements should be included to the extent possible:

- a. Date(s) and time(s) of the alleged conduct
- b. Name(s) of all persons involved in the alleged conduct
- c. Name(s) of possible witnesses
- d. A statement of the event(s) which is (are) the cause of the complaint
- e. Contact information for the complainant so that the College may follow up appropriately.

VII. To File a Report Electronically and/or Anonymously

Individuals, including third parties and bystanders, can submit a report of Sexual Harassment electronically by completing the form found at:

Online Silent Witness Form:

<https://www.brcn.edu/aboutus/campus-safety>. This form is also available in the Student Services Office as well as the college website under Campus Safety.

They may also submit a report of Sexual Harassment to the BRCN Confidential Compliance Hotline: 1-888-495-4387. Reports made through these methods can be submitted anonymously

Upon filing an electronic report, the electronic reporter (if not anonymous) will receive an electronic response within 12 hours. These reports will be sent to the Title IX Coordinator who will make every effort to respond or take other corrective action, but the College's ability to respond or take corrective action following an anonymous report may be limited. This reporting mechanism is not a substitute for the obligation of all College employees, except for the confidential resources identified, to make a report as described above.

Reporting Officials may not submit anonymous reports when they receive a report of sexual misconduct.

Reporting Officials are required to provide the College with all relevant information.

VIII. Information Regarding the Rights and Options of the Parties

Once a report of Sexual Assault, Domestic Violence, Dating Violence, or Stalking is made, the victim has several options such as, but not limited to:

1. obtaining Supportive Measure
2. contacting parents or a relative
3. seeking legal advice
4. seeking personal counseling (always recommended)
5. pursuing legal action against the perpetrator
6. filing a Formal Complaint
7. requesting that no further action be taken.

Upon receiving a report of an incident of Sexual Harassment prohibited under this Policy, the College

will provide the Complainant with a written document (separate from this Policy) listing, in plain, concise language, the Complainant's available rights, options and resources, as well as a description of the College's procedures for investigating and resolving the report. The College will also provide the Respondent with a written document (separate from this Policy) listing, in plain and concise language, the Respondent's available rights, options and resources, as well as a description of the College's procedures for investigating and resolving the report.

IX. Special Advice for Individuals Reporting Sexual Assault, Domestic Violence, Dating Violence, or Stalking

1. Reporting to Law Enforcement

Individuals who feel they have experienced Sexual Assault, Domestic Violence, Dating Violence, or Stalking have the option to pursue a criminal complaint with the appropriate law enforcement agency, to pursue a complaint with the College through its Complaint Resolution Procedures or to pursue both processes consecutively or concurrently. A victim of Sexual Assault, Domestic Violence, Dating Violence, or Stalking also has the right not to pursue any complaint to either the College or to a law enforcement agency. For more information regarding the option to pursue a criminal complaint, contact:

Quincy Police Department
110 South 8th Street
Quincy, IL 62301
217-228-4470

In case of an emergency, dial 911

The Title IX Coordinator and the Blessing Hospital Security Department are available to assist students with making contact with appropriate law enforcement authorities. (For more information on the extent of a particular law enforcement agency's reporting obligations to other entities or its ability to protect an individual's privacy or have confidential communications during the criminal complaint process, contact the appropriate law enforcement agency.)

In addition to having the option of pursuing a criminal complaint, individuals also have the right to request that law enforcement issue emergency protective restraining orders or to pursue such orders through the court process. The College can

assist parties who wish to do so. Individuals who receive emergency or permanent protective or restraining orders through a criminal or civil process should notify the Title IX Coordinator so that the College can work with the individual and the subject of the restraining order to manage compliance with the order on campus.

For more information about such orders see:
Quanada-Domestic Violence and Sexual Assault Programs

2707 Maine Street

Quincy, IL 62301

217-222-0069

1-800-369-2287

Quanada.org

Or

Quincy Police Department

110 South 8th Street

Quincy, IL 62301

217-228-4470

In case of an emergency, dial 91

The Title IX Coordinator and the Campus Security Department will assist individuals with transportation to a hospital if they so request, with making contact with appropriate law enforcement authorities upon request, and with accessing all appropriate resources and support, including on and off-campus confidential victim services and Sexual Assault crisis support.

Whether or not criminal charges are filed, the College will initiate an investigation as provided in this Policy where appropriate. The "Requesting Confidentiality to a Non-Confidential Source" Section below includes additional information regarding requests for confidentiality or requests that no investigation be conducted. Any pending criminal investigation or criminal proceeding may have some impact on the timing of the College's investigation, but the College will commence or resume its own investigation as soon as is practicable under the circumstances. The College reserves the right to commence and/or complete its own investigation prior to the completion of any criminal investigation or criminal proceeding. The College also may, in some circumstances, be required by law enforcement to defer the fact-finding portion of its investigation for a limited time while law enforcement gathers evidence. In such cases, the Title IX Coordinator shall inform the parties of the

need to defer the College's fact-finding, provide regular updates on the status of the investigation and notify the parties when the College's fact-finding resumes. During this time period, the College will take any additional measures necessary to protect and support the parties and the College community. The College's authority to sanction members of the College community applies only to the violation of College rules, policies and procedures.

Because the standards for finding a violation of criminal law are different from the standards for finding a violation of Sexual Assault, Dating Violence, Domestic Violence, or Stalking under this Policy, criminal investigations or reports are not determinative of whether Sexual Assault, Dating Violence, Domestic Violence, or Stalking, for purposes of this Policy, has occurred. In other words, conduct may constitute Sexual Assault, Dating Violence, Domestic Violence, or Stalking under this Policy even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to investigate or prosecute.

2. Medical Assistance and Preserving Evidence

If you believe you are the victim of Sexual Assault, Domestic Violence, or Dating Violence, get to safety and do everything possible to preserve evidence by making certain that the crime scene is not disturbed. Preservation of evidence may be necessary for proof of the crime or in obtaining a protection order. The College also encourages all individuals who feel they have been victims of Sexual Assault, Domestic Violence, Dating Violence, or Stalking to seek immediate assistance from a medical provider for emergency services, including treatment of any injury.

Seeking medical attention and preserving evidence helps preserve the full range of options for an individual, including the options of working through the College's Complaint Resolution Procedures and/or legal options including obtaining a protective order from a court, pursuing a civil action, and/or participating in a law enforcement investigation and criminal prosecution.

Even if an individual has not been physically hurt, a timely medical examination is recommended so that forensic evidence can be collected and preserved. An individual may choose to allow the collection of

evidence by medical personnel even if they choose not to make a report to the police.

Local medical assistance can be obtained at:

Blessing Hospital
Broadway at 11th St
PO Box 7005
Quincy, IL 62305-7005
217-223-1200

The College recommends the following for individuals who believe they are victims of Sexual Assault, Dating Violence, Domestic Violence or Stalking:

- a. Get to a safe place as soon as possible.
- b. Try to preserve all physical evidence of the crime – avoid showering, bathing, using the toilet, rinsing one’s mouth, smoking, or changing clothes. If it is necessary, put all clothing that was worn at the time of the incident in a paper bag, not a plastic one.
- c. Do not launder or discard bedding or otherwise clean the area where the assault occurred preserve for law enforcement.
- d. Preserve all forms of electronic communication that occurred before, during, or after the assault.
- e. Contact law enforcement by calling 911.
- f. Seek medical attention as soon as possible – all medical injuries are not immediately apparent. This will also be necessary to help collect evidence that may be needed in case the individual decides to press charges. Local hospitals have evidence collection kits necessary for criminal prosecution should the victim wish to pursue charges. Take a full change of clothing, including shoes, for use after a medical examination
- g. Contact a trusted person, such as a friend or family member for support.
- h. Talk with a professional licensed counselor, College chaplain, or health care provider who can help explain options, give information, and provide emotional support.
- i. Make a report to the Title IX Coordinator.
- j. Explore this Policy and avenues for resolution under this Policy.

It is also important to take steps to preserve evidence in cases of Stalking, to the extent such evidence exists. Such evidence is more likely to be in the form of letters, emails, text messages, electronic

images, etc. rather than evidence of physical contact and violence. This type of nonphysical evidence will also be useful in all types of Sexual Harassment investigations.

Under Illinois law, forensic medical examinations (i.e., evidence collection) sought subsequent to instances of sexual violence are free of charge to the patient. Victims can obtain a free forensic medical examination at:

Blessing Hospital
Broadway at 11th St
PO Box 7005
Quincy, IL 62305-7005
217-223-1200

Medical personnel may be covered by federal and/or state privacy laws, such as the Health Insurance Portability and Accountability Act. Under Illinois law, medical personnel are required to alert police when it reasonably appears that the individual requesting the treatment has received an injury sustained as a victim of a criminal offense, including Sexual Assault. However, it is the individual’s choice whether they want to speak to the police.

3. Confidential Reporting

The College recognizes that individuals who feel they have been victims of Sexual Assault, Dating Violence, Domestic Violence, or Stalking may require time and support in considering whether or how to participate in any College or law enforcement process. The College also recognizes that individuals who have been accused of Sexual Assault, Dating Violence, Domestic Violence, or Stalking may also require support. There are confidential resources on campus and in the community available to any individual who needs support or assistance.

a. On-Campus Confidential Advisors

Individuals wishing to receive confidential assistance without making a report to the College may speak with one of the College’s confidential advisors. These confidential resources are available to assist you and will not report your circumstances to the College without your permission unless otherwise required to do so by law (such as when the victim is a minor). Confidential advisors are available to discuss incidents or accusations of Sexual Assault, Dating Violence, Domestic Violence, or Stalking with both Complainants and Respondents in confidence, and

provide emotional support in a safe and confidential space.

Notwithstanding, when necessary, the on-campus confidential resource will make a nonidentifying report to the appropriate College personnel so that reported crimes can be included in the College's annual crime statistics disclosure. Disclosures to confidential advisors will not trigger the College's investigation into an incident.

All of the College's confidential advisors shall receive forty hours (40) of initial training regarding sexual violence and participate in six (6) hours of annual continuing education thereafter. In addition to providing confidential counseling, confidential advisors also provide emergency and ongoing support to individuals who have experienced or been accused of Sexual Assault, Dating Violence, Domestic Violence, or Stalking including:

- i. Providing information regarding the individual's reporting options and possible outcomes, including making a report or a Formal Complaint under this Policy and notifying local law enforcement;
- ii. Providing information about available resources and services, including but not limited to services available on campus and through community-based resources such as sexual assault crisis centers, medical treatment facilities, counseling services, legal resources, medical forensic services and mental health services;
- iii. Providing information regarding orders of protection, no contact orders or similar lawful orders issued by the College or a criminal or civil court;
- iv. An explanation of the individual's right to have privileged, confidential communications with the confidential advisor consistent with applicable law;
- v. Upon request and as appropriate, providing assistance in contacting campus officials, community-based sexual assault crisis centers, campus security, and/or local law enforcement; and/or
- vi. Upon request, providing assistance with securing Supportive Measures and accommodations.

The on-campus confidential advisor is:
Sarah Mueller, MSW, LCSW

Counselor, Blessing-Rieman College of Nursing & Health Sciences
Broadway at 11th St
PO Box 7005
Quincy, IL 62305-7005
Student Services Building
muellers@brcn.edu
217-228-5520 x 6997

BRCN Confidential Compliance Hotline
1-888-495-4387

b. Confidential Resources in the Community

The following off-campus agencies also employ individuals available to assist members of the College community with issues relating to Sexual Assault, Dating Violence, Domestic Violence, or Stalking in confidence. Disclosures to these entities will not trigger the College's investigation into an incident. Please note that limitations of confidentiality may exist for individuals under the age of 18.

National Sexual Assault Telephone Hotline: 800-656-HOPE (4673)

RAINN Rape, Abuse, and Incest National Network
Rainn.org

State of Illinois Domestic Violence Hotline: 877-863-6338

Quanada-Domestic Violence and Sexual Assault Programs
2707 Maine
Quincy, IL 62301
217-222-0069
1-800-369-2287
<https://www.quanada.org/>

Avenues-Domestic Violence and Sexual Assault Advocacy
PO Box 284 Hannibal, MO 63401
1-800-678-7713
<https://www.domesticshelters.org/help/mo/hannibal/63401/avenues>

4. Requesting Confidentiality to a Non-Confidential Source

In some cases, an individual may disclose an incident of Sexual Assault, Dating Violence, Domestic Violence, or Stalking to a non-confidential source but

wish to maintain confidentiality or request that no investigation into a particular incident be conducted or disciplinary action be taken. The College has designated the Title IX Coordinator to evaluate requests for confidentiality or that no formal action be taken and oversee the College's response to reports of alleged Sexual Assault, Dating Violence, Domestic Violence, or Stalking.

If a Complainant discloses an incident, but requests confidentiality or is unwilling to participate in any investigation or adjudication process, the Title IX Coordinator, in consultation with other College administrators, will weigh the request against the College's obligation to provide a safe, nondiscriminatory environment for all students, including the Complainant and the alleged Respondent. When weighing a Complainant's request for confidentiality or that no investigation or resolution be pursued, the Title IX Coordinator will consider a range of factors, which may include but are not limited to, whether:

- a. The alleged Respondent is likely to commit additional acts of Sexual Harassment, such as:
 - i. Whether there have been other Sexual Harassment complaints about the same alleged Respondent;
 - ii. Whether the alleged Respondent has a history of arrests or records from a prior school indicating a history of violence;
 - iii. Whether the alleged Respondent threatened further Sexual Harassment against the Complainant or others;
 - iv. Whether the Title IX Sexual Harassment was committed by multiple perpetrators.
- b. The Title IX Sexual Harassment was perpetrated with a weapon;
- c. The Complainant is a minor;
- d. The College possesses other means to obtain relevant evidence of the Sexual Harassment (e.g., security cameras or personnel, physical evidence);
- e. The Complainant's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

If none of these factors are present, the College is more likely to respect the Complainant's request.

If the College honors a Complainant's request for confidentiality or request that no investigation or resolution be pursued, the College's ability to investigate the incident comprehensively or pursue disciplinary action against the alleged Respondent(s) may potentially be limited.

The presence of one or more of the above factors could lead the Title IX Coordinator to file a Formal Complaint on behalf of the College, if doing so is not clearly unreasonable, as set forth below ("Formal Complaint"). If the Title IX Coordinator determines that the College cannot maintain a Complainant's confidentiality, the Title IX Coordinator will inform the Complainant prior to filing the Formal Complaint.

X. Amnesty

The Amnesty Provision provides immunity to any student who reports, in good faith, an alleged violation of this policy to the Title IX Coordinator or other responsible employee, so that the reporting student will not receive a disciplinary sanction by the College for a Student Code of Conduct violation, such as underage drinking, that is revealed in the course of such a report, unless the College determines that the violation was egregious. Instances of egregious violations may include but are not limited to taking action that places the health and safety of any other person at risk. However, the College reserves the right to require counseling, education, or other preventative measures to help prevent alcohol or drug violations in the future. The College's commitment to amnesty in these situations does not prevent action by police or other legal authorities against an individual who has illegally consumed alcohol or drugs.

XI. Preliminary Assessment

After receiving a report under "Reporting Sexual Harassment," the Title IX Coordinator will conduct a preliminary assessment to determine:

1. Whether the conduct, as reported, falls or could fall within the scope of this Policy (see "Scope"); and
2. Whether the conduct, as reported, constitutes or could constitute Sexual Harassment.

If the Title IX Coordinator determines that the conduct reported could not fall within the scope of

this Policy, and/or could not constitute Sexual Harassment, even if investigated, the Title Coordinator will close the matter under this Policy and may notify the reporting party if doing so is consistent with the Family Educational Rights and Privacy Act ("FERPA"). The Title IX Coordinator may refer the report to other College offices, as appropriate, including for potential assessment under the under the Student Code of Conduct in the case of students and other College policies and standards, as applicable, for other persons.

If the Title IX Coordinator determines that the conduct reported could fall within the scope of this Policy, and/or could constitute Sexual Harassment, if investigated, the Title IX Coordinator will proceed to contact the Complainant (see "Contacting the Complainant").

As part of the preliminary assessment, the Title IX Coordinator may take investigative steps to determine the identity of the Complainant, if it is not apparent from the report.

XII. Contacting the Complainant

If a report is not closed as a result of the preliminary assessment (see "Preliminary Assessment") and the Complainant's identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures (see "Supportive Measures"); to discuss and consider the Complainant's wishes with respect to Supportive Measures; to inform the Complainant about the availability of Supportive Measures with or without filing a Formal Complaint; and to explain the process for filing and pursuing a Formal Complaint. The Complainant will also be provided options for filing complaints with the local police and information about resources that are available on campus and in the community.

XIII. Supportive Measure

If a report is not closed as a result of the preliminary assessment (see "Preliminary Assessment"), the College will offer and make available Supportive Measures to the Complainant regardless of whether the Complainant elects to file a Formal Complaint. Contemporaneously with the Respondent being notified of a Formal Complaint, the Title IX Coordinator will notify the Respondent of the availability of Supportive Measures for the Respondent, and the College will offer and make

available Supportive Measures to the Respondent in the same manner in which it offers and makes them available to the Complainant. The College will also offer and make available Supportive Measures to the Respondent prior to the Respondent being notified of a Formal Complaint, if the Respondent requests such measures.

The Title IX Coordinator will provide the Complainant and Respondent with a written document (separate from this Policy) listing the available rights, options, and resources, including Supportive Measures, and describing of the College's procedures for investigating and resolving reports of Sexual Harassment in plain, concise language.

The College will maintain the confidentiality of Supportive Measures provided to either a Complainant or Respondent, to the extent that maintaining such confidentiality does not impair the College's ability to provide the Supportive Measures in question.

XIV. Interim Removal

At any time after receiving a report of Sexual Harassment, the Title IX Coordinator may remove a student Respondent from one or more of the College's Education Programs and Activities on a temporary basis if an individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal. In the event the Title IX Coordinator imposes an interim removal, the Title IX Coordinator must offer to meet with the Respondent within twenty-four hours and provide the Respondent an opportunity to challenge the interim removal.

In the case of a Respondent who is a non-student employee (administrator, faculty, or staff), and in its discretion, the College may place the Respondent on administrative leave at any time after receiving a report of Sexual Harassment, including during the pendency of the investigation and adjudication process (see "Investigation" and "Adjudication").

For all other Respondents, including independent contractors and guests, the College retains broad discretion to prohibit such persons from entering onto its campus and other properties at any time,

and for any reason, whether after receiving a report of Sexual Harassment or otherwise.

XV. Formal Complaint

A Complainant may file a Formal Complaint with the Title IX Coordinator requesting that the College investigate and adjudicate a report of Sexual Harassment in accordance with the provisions “Investigation” and “Adjudication.” Provided, however, that at the time the Complainant submits a Formal Complaint, the Complainant must be participating in, or attempting to participate in, one or more of the College’s Education Programs or Activities.

A Complainant may file a Formal Complaint with the Title IX Coordinator in person, by regular mail, or by email using the contact information specified in “Reporting Sexual Harassment.” No person may submit a Formal Complaint on the Complainant’s behalf.

In any case, including a case where a Complainant elects not to file a Formal Complaint, the Title IX Coordinator may file a Formal Complaint on behalf of the College if doing so is not clearly unreasonable. Such action will normally be taken in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the College Community. Factors the Title IX Coordinator may consider include (but are not limited to):

1. The alleged Respondent is likely to commit additional acts of Sexual Harassment, such as:
 - a. Whether there have been other Sexual Harassment complaints about the same alleged Respondent;
 - b. Whether the alleged Respondent has a history of arrests or records from a prior school indicating a history of violence;
 - c. Whether the alleged Respondent threatened further Sexual Harassment against the Complainant or others;
 - d. Whether the Title IX Sexual Harassment was committed by multiple perpetrators
2. The Title IX Sexual Harassment was perpetrated with a weapon
3. The Complainant is a minor
4. The College possesses other means to obtain relevant evidence of the Sexual Harassment (e.g., security cameras or personnel, physical evidence)

5. The Complainant’s report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

If the Complainant or the Title IX Coordinator files a Formal Complaint, then the College will commence an investigation as specified in “Reporting Sexual Harassment” and proceed to adjudicate the matter as specified in “Adjudication,” below. In all cases where a Formal Complaint is filed, the Complainant will be treated as a party, irrespective of the party’s level of participation.

In a case where the Title IX Coordinator files a Formal Complaint, the Title IX Coordinator will not act as a Complainant or otherwise as a party for purposes of the investigation and adjudication processes.

If neither the Reporting Party nor the Title IX Coordinator files a Formal Complaint, the complaint resolution provisions of this Policy will not be applied, but the Title IX Coordinator may refer the report to other College offices as appropriate.

XVI. Consolidation of Formal Complaints

The College may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where the investigation and adjudication process involve more than one Complainant or more than one Respondent, references in this Policy to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable. A Formal Complaint of Retaliation may be consolidated with a Formal Complaint of Sexual Harassment.

XVII. Dismissal Prior to Commencement of Investigation

In a case where the Complainant files a Formal Complaint, the Title IX Coordinator will evaluate the Formal Complaint and must dismiss it if the Title IX Coordinator determines:

1. The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved; or

2. The conduct alleged in the Formal Complaint falls outside the scope of the Policy specified in "Scope" (that is, because the alleged conduct did not occur in the College's Education Programs and Activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

In the event the Title IX Coordinator determines the Formal Complaint should be dismissed pursuant to this Section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in "Appeal." The Title IX Coordinator may refer the subject matter of the Formal Complaint to other College offices, as appropriate. A dismissal pursuant to this Section is presumptively a final determination for purposes of this Policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal.

XVIII. Notice of Formal Complaint

Within five (5) days of the Title IX Coordinator receiving a Formal Complaint, the Title IX Coordinator will transmit a written notice to the Complainant and Respondent that includes:

1. A physical copy of this Policy or a hyperlink to this Policy;
2. Sufficient details known at the time so that the parties may prepare for an initial interview with the investigator, to include the identities of the parties involved in the incident (if known), the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident (if known);
3. A statement that the Respondent is presumed not responsible for the alleged Sexual Harassment and that a determination of responsibility will not be made until the conclusion of the adjudication and any appeal;
4. Notifying the Complainant and Respondent of their right to be accompanied by an advisor of their choice, as specified in "Advisor of Choice."
5. Notifying the Complainant and Respondent of their right to inspect and review evidence as specified in "Access to Evidence."
6. Notifying the Complainant and Respondent of the College's prohibitions on retaliation and false statements specified in Sections "Bad Faith Complaints and False Information" and "Retaliation."

7. Information about resources that are available on campus and in the community.

Should the College elect, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the College will provide a supplemental written notice describing the additional allegations to be investigated.

XIX. Investigation

1. Commencement and Timing

After the written notice of Formal Complaint is transmitted to the parties, an investigator selected by the Title IX Coordinator or his/her designee will undertake an investigation to gather evidence relevant to the alleged misconduct, including inculpatory and exculpatory evidence. The burden of gathering evidence sufficient to reach a determination in the adjudication lies with the College and not with the parties. The investigation will culminate in a written investigation report, specified in "Investigation Report," that will be submitted to the adjudicator during the selected adjudication process. Although the length of each investigation may vary depending on the totality of the circumstances, the College strives to complete each investigation within thirty sixty (60) days of the transmittal of the written notice of Formal Complaint.

2. Equal Opportunity

During the investigation, the investigator will provide an equal opportunity for the parties to be interviewed, to present witnesses (including fact and expert witnesses), and to present other inculpatory and exculpatory evidence. Notwithstanding the foregoing, the investigator retains discretion to limit the number of witness interviews the investigator conducts if the investigator finds that testimony would be unreasonably cumulative, if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony concerning sexual history of the Complainant, as specified in "Sexual History." The investigator will not restrict the ability of the parties to gather and present relevant evidence on their own.

The investigation is a party's opportunity to present testimonial and other evidence that the party believes is relevant to resolution of the allegations in

the Formal Complaint. A party that is aware of and has a reasonable opportunity to present particular evidence and/or identify particular witnesses during the investigation, and elects not to, will be prohibited from introducing any such evidence during the adjudication absent a showing of mistake, inadvertence, surprise, or excusable neglect.

3. Documentation of Investigation

The investigator will take reasonable steps to ensure the investigation is documented. Interviews of the parties and witnesses may be documented by the investigator's notes, audio recorded, video recorded, or transcribed. The particular method utilized to record the interviews of parties and witnesses will be determined by the investigator in the investigator's sole discretion, although whatever method is chosen shall be used consistently throughout a particular investigation.

4. Access to the Evidence

At the conclusion of the evidence-gathering phase of the investigation, but prior to the completion of the investigation report, the investigator will transmit to each party and their advisor, in either electronic or hard copy form, all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence the College may choose not to rely on at any hearing and inculpatory or exculpatory evidence whether obtained from a party or some other source. Thereafter, the parties will have ten (10) days in which to submit to the investigator a written response, which the investigator will consider prior to completing the investigation report.

The parties and their advisors are permitted to review the evidence solely for the purposes of this grievance process and may not duplicate or disseminate the evidence to the public.

5. Investigation Report

After the period for the parties to provide any written response as specified "Access to Evidence" has expired, the investigator will complete a written investigation report that fairly summarizes the various steps taken during the investigation, summarizes the relevant evidence collected, lists material facts on which the parties agree, and lists material facts on which the parties do not agree. When the investigation report is complete, the investigator will transmit a copy to the Title IX

Coordinator. The investigator will also transmit the investigation report to each party and their advisor, in either electronic or hard copy form.

XX. Adjudication Process Selection

After the investigator has sent the investigation report to the parties, the Title IX Coordinator will transmit to each party a notice advising the party of the two different adjudication processes specified in "Adjudication." The notice will explain that the hearing process specified in "Hearing Process" is the default process for adjudicating all Formal Complaints and will be utilized unless both parties voluntarily consent to administrative adjudication as specified in "Administrative Adjudication (Optional)" as a form of informal resolution. The notice will be accompanied by a written consent to administrative adjudication and will advise each party that, if both parties execute the written consent to administrative adjudication, then the administrative adjudication process will be used in lieu of the hearing process. Parties are urged to carefully review this Policy (including the entirety of "Adjudication"), consult with their advisor, and consult with other persons as they deem appropriate (including an attorney) prior to consenting to administrative adjudication.

Each party will have three (3) days from transmittal of the notice specified in this Section to return the signed written consent form to the Title IX Coordinator. If either party does not timely return the signed written consent, that party will be deemed not to have consented to administrative adjudication and the Formal Complaint will be adjudicated pursuant to the hearing process.

XXI. Adjudication

1. Hearing Process

The default process for adjudicating Formal Complaints is the hearing process specified in this Section ("Hearing Process"). The hearing process will be used to adjudicate all Formal Complaints unless both parties timely consent to administrative adjudication as specified in "Adjudication Process Selection."

a. Hearing Panel

After receiving the investigation report, the Title IX Coordinator will notify the hearing panel. The hearing panel will consist of the following,

appointed by the Title IX Coordinator: one (1) Program Coordinator, one (1) Faculty Member, and one (1) Staff member. The hearing panel will oversee the hearing process and render a determination of responsibility for the allegations in the Formal Complaint, at the conclusion of the hearing process. The Title IX Coordinator will see that the hearing panel is provided a copy of the investigation report and a copy of all evidence transmitted to the parties by the investigator as specified in "Access to Evidence."

b. Hearing Notice and Response to the Investigation Report

After the hearing panel is appointed by the Title IX Coordinator, the hearing panel will promptly transmit written notice to the parties notifying the parties of the hearing panel's appointment; setting a deadline for the parties to submit any written response to the investigation report; setting a date for the pre-hearing conference; setting a date and time for the hearing; and providing a copy of the College's Hearing Procedures. Neither the pre-hearing conference, nor the hearing itself, may be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this Section ("Hearing Notice and Response to the Investigation Report").

A party's written response to the investigation report must include:

- i. To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- ii. Any argument that evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified in "Sexual History," or for any other reason;
- iii. A list of any witnesses that the party contends should be requested to attend the hearing pursuant to an attendance notice issued by the hearing panel;
- iv. A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the hearing panel;

- v. Any objection that the party has to the College's Hearing Procedures;
- vi. Any request that the parties be separated physically during the pre-hearing conference and/or hearing;
- vii. Any other accommodations that the party seeks with respect to the pre-hearing conference and/or hearing;
- viii. The name and contact information of the advisor who will accompany the party at the prehearing conference and hearing;
- ix. If the party does not have an advisor who will accompany the party at the hearing, a request that the College provide an advisor for purposes of conducting questioning as specified in "Hearing."

A party's written response to the investigation report may also include:

- i. Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence; and
- ii. Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

c. Pre-Hearing Conference

Prior to the hearing, the hearing panel will conduct a pre-hearing conference with the parties and their advisors. The pre-hearing conference will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the pre-hearing conference will be conducted with the hearing panel, the parties, the advisors, and other necessary College personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

In the hearing panel's discretion, the pre-hearing conference may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

During the pre-hearing conference, the hearing panel will discuss the hearing procedures with

the parties; address matters raised in the parties' written responses to the investigation report, as the hearing panel deems appropriate; discuss whether any stipulations may be made to expedite the hearing; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing without a notice of attendance; and resolve any other matters that the hearing panel determines, in the hearing panel's discretion, should be resolved before the hearing.

d. Issuance of Notices of Attendance

After the pre-hearing conference, the hearing panel will transmit notices of attendance to any College employee (including administrator, faculty, or staff) or student whose attendance is requested at the hearing as a witness. The notice will advise the subject of the specified date and time of the hearing and advise the subject to contact the hearing panel immediately if there is a material and unavoidable conflict.

The subject of an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, coaches, and other supervisors are required to excuse the subject of the obligation, or provide some other accommodation, so that the subject may attend the hearing as specified in the notice.

The College will not issue a notice of attendance to any witness who is not an employee or a student.

e. Hearing

After the pre-hearing conference, the hearing panel will convene and conduct a hearing pursuant to the College's Hearing Procedures. The hearing will be audio recorded. The audio recording will be made available to the parties for inspection and review on reasonable notice, including for use in preparing any subsequent appeal.

The hearing will be conducted live, with simultaneous and contemporaneous

participation by the parties and their advisors. By default, the hearing will be conducted with the hearing panel, the parties, the advisors, witnesses, and other necessary College personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio. Neither party will be compelled to testify in the physical presence of the other party.

In the hearing panel's discretion, the hearing may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

While the Hearing Procedures and rulings from the hearing panel will govern the particulars of the hearing, each hearing will include, at a minimum:

- i. Opportunity for each party to address the hearing panel directly and to respond to questions posed by the hearing panel;
- ii. Opportunity for each party's advisor to ask directly, orally, and in real time, relevant questions, and follow up questions, of the other party and any witnesses, including questions that support or challenge credibility;
- iii. Opportunity for each party to raise contemporaneous objections to testimonial or nontestimonial evidence and to have such objections ruled on by the hearing panel and a reason for the ruling provided
- iv. Opportunity for each party to submit evidence that the party did not present during the investigation due to mistake, inadvertence, surprise, or excusable neglect
- v. Opportunity for each party to make a brief closing argument.

Except as otherwise permitted by the hearing panel, the hearing will be closed to all persons except the parties, their advisors, the investigator, the hearing panel, the Title IX Coordinator, and other necessary College personnel. With the exception of the investigator and the parties, witnesses will be sequestered until such time as their testimony is

complete. The parties will not be permitted to question the other party directly.

During the hearing, the parties and their advisors will have access to the investigation report and evidence that was transmitted to them pursuant to "Access to Evidence."

While a party has the right to attend and participate in the hearing with an advisor, a party and/or advisor who materially and repeatedly violates the rules of the hearing in such a way as to be materially disruptive, may be barred from further participation and/or have their participation limited, as the case may be, in the discretion of the hearing panel.

Subject to the minimum requirements specified in this Section ("Hearing"), the hearing panel will have sole discretion to determine the manner and particulars of any given hearing, including with respect to the length of the hearing, the order of the hearing, and questions of admissibility. The hearing panel will independently and contemporaneously screen questions for relevance in addition to resolving any contemporaneous objections raised by the parties and will explain the rationale for any evidentiary rulings.

The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The hearing panel will have discretion to modify the Hearing Procedures, when good cause exists to do so, and provided the minimal requirements specified in this Section ("Hearing") are met.

f. Subject to Questioning

In the event that any party or witness refuses to attend the hearing, or attends but refuses to submit to questioning by the parties' advisors, the statements of that party or witness, as the case may be, whether given during the investigation or during the hearing, will not be considered by the hearing panel in reaching a determination of responsibility.

Notwithstanding the foregoing, the hearing panel may consider the testimony of any party or witness, whether given during the investigation or during the hearing, if the parties jointly stipulate that the testimony may be considered or in the case where neither party

requested attendance of the witness at the hearing.

In applying this Section ("Subjection to Questioning"), the hearing panel will not draw an inference about the determination regarding responsibility based solely on a party or a witness's absence from the live hearing and/or refusal to submit to questioning by the parties' advisors.

Notwithstanding any provisions of this Policy, if a matter subject to a hearing is referred for consideration under the Student Code of Conduct, Faculty Handbook, or other applicable College policy or procedure, any information collected from a party or witness who refuses to attend a hearing under this Policy or attends but refuses to submit to questioning by the parties' advisors, including testimony collected during the investigation under this Policy, may be evaluated and considered under the Code of Conduct, Faculty Handbook, or other applicable policy or procedure.

g. Deliberation and Determination

After the hearing is complete, the hearing panel will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The hearing panel will take care to exclude from consideration any evidence that was ruled inadmissible at the pre-hearing conference, during the hearing, or by operation of "Subjection to Questioning." The hearing panel will resolve disputed facts using a preponderance of the evidence (that is, "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Formal Complaint.

h. Discipline and Remedies

In the event the hearing panel determines that the Respondent is responsible for violating this Policy, the hearing panel will, prior to issuing a written decision, consult with an appropriate

College official with disciplinary authority over the Respondent and such official will determine any discipline to be imposed. The hearing panel will also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant.

i. Written Decision

After reaching a determination and consulting with the appropriate College official and Title IX Coordinator as required by "Discipline and Remedies," the hearing panel will prepare a written decision that will include:

- i. Identification of the allegations potentially constituting Sexual Harassment made in the Formal Complaint;
- ii. A description of the procedural steps taken by the College upon receipt of the Formal Complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, site visits, methods used to gather nontestimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.
- iii. Articulate findings of fact, made under a preponderance of the evidence standard, that
- iv. support the determination;
- v. A statement of, and rationale for, each allegation that constitutes a separate potential incident of Sexual Harassment, including a determination regarding responsibility for each separate potential incident;
- vi. The discipline determined by the appropriate College official as referenced in "Discipline and Remedies";
- vii. Whether the Complainant will receive any ongoing support measures or other remedies as determined by the Title IX Coordinator; and
- viii. A description of the College's process and grounds for appeal, as specified in "Appeal."

The hearing panel's written determination, which will include information regarding appeal

rights, will be transmitted to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal as specified in "Appeal."

Although the length of each adjudication by hearing will vary depending on the totality of the circumstances, the College strives to issue the hearing panel's written determination within seven (7) days of the decision.

XXII. Dismissal During Investigation or Adjudication

The College shall dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that one or more of the following is true:

1. The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved; or
2. The conduct alleged in the Formal Complaint falls outside the scope of the Policy specified in "Scope" (that is, because the alleged conduct did not occur in the College's Education Programs and Activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

The College may dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that any one or more of the following is true:

1. The Complainant provides the Title IX Coordinator written notice that the Complainant wishes to withdraw the Formal Complaint or any discrete allegations therein (in which case those discrete allegations may be dismissed);
2. The Respondent is no longer enrolled or employed by the College, as the case may be; or
3. Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint, or any discrete allegations therein (in which case those discrete allegations may be dismissed).

In the event the Title IX Coordinator dismisses a Formal Complaint pursuant to this Section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in "Appeal." The Title IX Coordinator may refer the subject matter of the Formal Complaint to other College offices, as

appropriate. A dismissal pursuant to this Section is presumptively a final determination as it pertains to this Policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal.

XXIII. Appeal

Either party may appeal the determination of an adjudication, or a dismissal of a Formal Complaint, on one or more of the following grounds:

1. A procedural irregularity affected the outcome;
2. There is new evidence that was not reasonably available at the time the determination or dismissal was made, that could have affected the outcome;
3. The Title IX Coordinator, investigator, hearing panel, or administrative officer, as the case may be, had a conflict of interest or bias for or against complainants or respondents generally, or against the individual Complainant or Respondent, that affected the outcome.
4. The sanction is disproportionate with the outcome.

No other grounds for appeal are permitted.

A party must file an appeal within seven (7) days of the date they receive notice of dismissal or determination appealed from or, if the other party appeals, within three (3) days of the other party appealing, whichever is later. The appeal must be submitted in writing to the College President/CEO who serves as the appeal officer. The appeal must specifically identify:

1. The determination and/or dismissal appealed from,
2. Articulate which one or more of the four grounds for appeal are being asserted,
3. Explain in detail why the appealing party believes the appeal should be granted, and
4. Articulate what specific relief the appealing party seeks.

Promptly upon receipt of an appeal, the appeal officer will conduct an initial evaluation to confirm that the appeal is timely filed and that it invokes at least one of the permitted grounds for appeal. If the appeal officer determines that the appeal is not timely, or that it fails to invoke a permitted ground for appeal, the appeal officer will dismiss the appeal and provide written notice of the same to the parties.

If the appeal officer confirms that the appeal is timely and invokes at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) days. The appeal officer shall also promptly obtain from the Title IX Coordinator any records from the investigation and adjudication necessary to resolve the grounds raised in the appeal.

Upon receipt of any opposition, or after the time period for submission of an opposition has passed without one being filed, the appeal officer will promptly decide the appeal and transmit a written decision within seven (7) days to the parties that explains the outcome of the appeal and the rationale.

The determination of a Formal Complaint, including any discipline, becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision.

No further review beyond the appeal is permitted. Although the length of each appeal will vary depending on the totality of the circumstances, the College strives to issue the appeal officer's written decision within thirty (30) days of an appeal being filed.

XXIV. Potential Outcomes Following a Finding of a Policy Violation

1. Sanctions

When a final determination is made that an individual has violated this Policy, the appropriate sanctions are determined based on several factors, including the severity of the conduct and any prior policy violations. Sanctions and corrective actions can include, but are not limited to: verbal reprimand; written reprimand; mandatory training, coaching, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; fines; permanent separation from the institution (that is, termination or dismissal); physical restriction from College property; cancellation of contracts; and any combination of the same.

2. Remedies

After a final decision is made that an individual has violated this Policy, the College may also offer additional measures, and/or take other action, to eliminate any hostile environment caused by the Sexual Harassment, prevent the recurrence of any Sexual Harassment, and remedy the effects of the Sexual Harassment on the Complainant and the College community. Remedies that may be offered or provided to a Complainant may include the same individualized services described as Supportive Measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

XXV. Advisor of Choice

From the point a Formal Complaint is made, and until an investigation, adjudication, and appeal are complete, the Complainant and Respondent will have the right to be accompanied by an advisor of their choice to all meetings, interviews, and hearings that are part of the investigation, adjudication, and appeal process. The advisor may be, but is not required to be, an attorney.

Except for the questioning of witnesses during the hearing specified in "Hearing," the advisor will play a passive role and is not permitted to communicate on behalf of a party, insist that communication flow through the advisor, or communicate with the College about the matter without the party being included in the communication. In the event a party's advisor of choice engages in material violation of the parameters specified in this Section and "Hearing," the College may preclude the advisor from further participation, in which case the party may select a new advisor of their choice.

In the event a party is not able to secure an advisor to attend the hearing specified in "Hearing," and requests the College to provide an advisor, the College will provide the party an advisor, without fee or charge, who will conduct questioning on behalf of the party at the hearing. The College will have sole discretion to select the advisor it provides. The advisor the College provides may be, but is not required to be, an attorney.

The College is not required to provide a party with an advisor in any circumstance except where the party does not have an advisor present at the

hearing specified in "Hearing," and requests that the College provide an advisor.

XXVI. Treatment Records and Other Privileged Information

During the investigation and adjudication processes, the investigator and adjudicator, as the case may be, are not permitted to access, consider, disclose, permit questioning concerning, or otherwise use:

1. A party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party; or
2. Information or records protected from disclosure by any other legally-recognized privilege, such as the attorney client privilege;
3. Unless the College has obtained the party's voluntary, written consent to do so for the purposes of the investigation and adjudication process.

Notwithstanding the foregoing, the investigator and/or adjudicator, as the case may be, may consider any such records or information otherwise covered by this Section if the party holding the privilege affirmatively discloses the records or information to support their allegation or defense, as the case may be.

XXVII. Sexual History

During the investigation and adjudication processes, questioning regarding a Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. Notwithstanding the foregoing, a Complainant who affirmatively uses information otherwise considered irrelevant by this Section for the purpose of supporting the Complainant's allegations, may be deemed to have waived the protections of this Section.

XXVIII. Informal Resolution

At any time after the parties are provided written notice of the Formal Complaint as specified in "Notice of Formal Complaint," and before the completion of any appeal specified in "Appeal," the parties may voluntarily consent, with the Title IX Coordinator's approval, to engage in mediation, facilitated resolution, or other form of dispute resolution the goal of which is to enter into a final resolution resolving the allegations raised in the Formal Complaint by agreement of the parties. Administrative Adjudication as specified in "Administrative Adjudication" is a form of informal resolution.

The specific manner of any informal resolution process will be determined by the parties and the Title IX Coordinator, in consultation together. Prior to commencing the informal resolution process agreed upon, the Title IX Coordinator will transmit a written notice to the parties that:

1. Describes the parameters and requirements of the informal resolution process to be utilized;
2. Identifies the individual responsible for facilitating the informal resolution (who may be the Title IX Coordinator, another College official, or a suitable third-party);
3. Explains the effect of participating in informal resolution and/or reaching a final resolution will have on a party's ability to resume the investigation and adjudication of the allegations at issue in the Formal Complaint; and
4. Explains any other consequence resulting from participation in the informal resolution process, including a description of records that will be generated, maintained, and/or shared.

After receiving the written notice specified in this paragraph, each party must voluntarily provide written consent to the Title IX Coordinator, before the informal resolution may commence.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

If the parties reach a resolution through the informal resolution process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX Coordinator will reduce the terms of the agreed resolution to writing and

present the resolution to the parties for their written signature. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the College, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the College. Notwithstanding the forgoing if the form of informal resolution is Administrative Adjudication as specified in "Administrative Adjudication," there shall not be an agreed resolution requiring the parties' signatures; instead, the determination issued by the administrative officer shall serve as the resolution and conclude the informal resolution process, subject only to any right of appeal. With the exception of a resolution resulting from the Administrative Adjudication process specified in "Administrative Adjudication," all other forms of informal resolution pursuant to this Section ("Informal Resolution") are not subject to appeal.

A party may withdraw their consent to participate in informal resolution at any time before a resolution has been finalized.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) days. If an informal resolution process does not result in a resolution within twenty-one (21) days, and absent an extension, abeyance, or other contrary ruling by the Title IX Coordinator, the informal resolution process will be deemed terminated, and the Formal Complaint will be resolved pursuant to the investigation and adjudication procedures. The Title IX Coordinator may adjust any time periods or deadlines in the investigation and/or adjudication process that were suspended due to the informal resolution.

Other language in this Section ("Informal Resolution") notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

1. Administrative Adjudication

In lieu of the hearing process, the parties may consent to have a Formal Complaint resolved by administrative adjudication as a form of informal resolution. Administrative adjudication is voluntary and must be consented to in writing by both parties and approved by the Title IX Coordinator as specified in "Adjudication Process Selection." At any time prior to the issuance of the administrative officer's determination, a party has the right to withdraw from administrative adjudication and request a live hearing as specified in "Hearing Process."

If administrative adjudication is selected, the Title IX Coordinator will appoint an administrative officer. The Title IX Coordinator will see that the administrative adjudicator is provided a copy of the investigation report and a copy of all the evidence transmitted to the parties by the investigator as specified in "Access to Evidence."

The administrative officer will promptly send written notice to the parties notifying the parties of the administrative officer's appointment; setting a deadline for the parties to submit any written response to the investigation report; and setting a date and time for each party to meet with the administrative officer separately. The administrative officer's meetings with the parties will not be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this paragraph.

A party's written response to the investigation report must include:

- a. To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- b. Any argument that a particular piece or class of evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified in "Sexual History," or for any other reason;
- c. Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence;
- d. Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

After reviewing the parties' written responses, the administrative officer will meet separately with each party to provide the party with an opportunity make any oral argument or commentary the party wishes to make and for the administrative officer to ask questions concerning the party's written response, the investigative report, and/or the evidence collected during the investigation.

After meeting with each party, the administrative officer will objectively reevaluate all relevant evidence, including both inculpatory and exculpatory evidence and ensure that any credibility determinations made are not based on a person's status as a Complainant, Respondent, or witness. The administrative officer will take care to exclude from consideration any evidence that the administrative officer determines should be ruled inadmissible based on the objections and arguments raised by the parties in their respective written responses to the investigation report. The administrative officer will resolve disputed facts using a preponderance of the evidence (that is, "more likely than not") standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the Policy as alleged in the Formal Complaint.

Thereafter, the administrative officer will consult with any College official and the Title IX Coordinator, in the manner specified in "Deliberation and Determination" and will prepare and transmit a written decision in the manner as specified in "Written Decision" which shall serve as a resolution for purposes of informal resolution. Transmittal of the administrative officer's written determination concludes the administrative adjudication, subject to any right of appeal as specified in "Appeal."

Although the length of each administrative adjudication will vary depending on the totality of the circumstances, the College strives to issue the administrative officer's written determination within twenty-one (21) days of the transmittal of the initiating written notice specified in this Section ("Administrative Adjudication").

Other language in this Section notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

XXIX. Presumption of Non-Responsibility

From the time a report or Formal Complaint is made, a Respondent is presumed not responsible for the alleged misconduct until a determination regarding responsibility is made final.

XXX. Resources

Any individual affected by or accused of Sexual Harassment will have equal access to support and counseling services offered through the College. The College encourages any individual who has questions or concerns to seek support of College identified resources. The Title IX Coordinator is available to provide information about the College's Policy and procedure and to provide assistance. A list of existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services and resources available is located at the following links: <https://www.brcn.edu/about-us/institutional-disclosures-consumer-information> or <https://www.brcn.edu/about-us/campus-safety>

XXXI. Conflicts of Interest, Bias, and Procedural Complaint

The Title IX Coordinator, investigator, hearing panel, administrative officer, appeals officer, and informal resolution facilitator will be free of any material conflicts of interest or material bias. Any party who believes one or more of these College officials has a material conflict of interest or material bias must raise the concern promptly so that the College may evaluate the concern and find a substitute, if appropriate. The parties will be notified of the identities of the decision maker and appeal reviewer for their proceeding before those individual(s) initiate contact with either party. The failure of a party to timely raise a concern of a conflict of interest or bias may result in a waiver of the issue for purposes of any appeal specified in "Appeal," or otherwise.

XXXII. Objections Generally

Parties are expected to raise any objections, concerns, or complaints about the investigation, adjudication, and appeals process in a prompt and timely manner so that the College may evaluate the matter and address it, if appropriate.

XXXIII. Academic Freedom

While the College is committed to the principles of free inquiry and free expression, Sexual Harassment is neither legally protected expression nor the proper exercise of academic freedom. While Sexual Harassment can include verbal and written conduct, the College's policies establishing academic freedom provide significant space for individuals to express controversial views, teach controversial subjects, and engage in controversial research. As such, the offensiveness of a particular expression, course content, subject of academic inquiry, or research topic, as perceived by some, standing alone, is not sufficient to constitute a violation of this policy.

Faculty, staff, and students should be aware that conduct occurring in the context of educational instruction may exceed academic freedom if it meets the definition of Sexual Harassment and, for example, is not germane to academic subject matter, lacks a pedagogical purpose, is defamatory or libelous, or threatens physical harm or imminent violence. In no case will a Respondent be found to have committed Sexual Harassment based on expressive conduct that is protected by the College's policies establishing academic freedom.

XXXIV. Recordings

Wherever this Policy specifies that an audio or video recording will be made, the recording will be made only by the College and is considered property of the College, subject to any right of access that a party may have under this Policy, FERPA, and other applicable federal, state, or local laws. Only the College is permitted to make audio or video recordings under this Policy. The surreptitious recording of any meeting, interview, hearing, or other interaction contemplated under this Policy is strictly prohibited. Any party who wishes to transcribe a hearing by use of a transcriptionist must seek pre-approval from the hearing panel.

XXXV. Vendors, Contractors, and Third Parties

The College does business with various vendors, contractors, and other third-parties who are not students or employees of the College. Notwithstanding any rights that a given vendor, contractor, or third-party Respondent may have under this Policy, the College retains its right to limit any vendor, contractor, or third-party's access to campus for any reason. And the College retains all rights it enjoys by contract or law to terminate its

relationship with any vendor, contractor, or third-party irrespective of any process or outcome under this Policy.

XXXVI. Bad Faith Complaints and False Information

The College encourages the good faith reporting of Sexual Harassment. However, the College will not allow this Policy to be abused for improper purposes. It is a violation of this Policy for any person to submit a report or Formal Complaint that the person knows, at the time the report or Formal Complaint is submitted, to be false or frivolous. It is also a violation of this Policy for any person to knowingly make a materially false statement during the course of an investigation, adjudication, or appeal under this Policy. Violations of this Section are not subject to the investigation and adjudication processes in this Policy; instead, they will be addressed under the Code of Student Conduct in the case of students and other College policies and standards, as applicable, for other persons. Violations of this Section will be subject to discipline, and such discipline will not be considered Retaliation under this Policy.

XXXVII. Retaliation

It is a violation of this Policy to engage in Retaliation. Reports and Formal Complaints of retaliation may be made in the manner specified in "Reporting Sexual Harassment," and "Formal Complaint." Any report or Formal Complaint of Retaliation will be processed under this Policy in the same manner as a report or Formal Complaint of Sexual Harassment, as the case may be. The College retains discretion to consolidate a Formal Complaint of Retaliation with a Formal Complaint of Sexual Harassment for investigation and/or adjudication purposes if the two Formal Complaints share a common nexus.

Individuals who engage in Retaliation may be subject to disciplinary action that may include, but is not limited to, the sanctions listed in this Policy ("Potential Outcomes Following a Finding of a Policy Violation"), up to and including dismissal or other separation from the College.

XXXVIII. Confidentiality

The College will make reasonable and appropriate efforts to preserve an individual's privacy and protect the confidentiality of information when

investigating and resolving a complaint. However, because of laws related to reporting and other state and federal laws, the College cannot guarantee confidentiality.

The College will keep confidential the identity of any individual who has made a report or Formal Complaint of Sexual Harassment or Retaliation including any Complainant, the identity of any individual who has been reported to be a perpetrator of Sexual Harassment or Retaliation including any Respondent, and the identity of any witness. The College will also maintain the confidentiality of its various records generated in response to reports and Formal Complaints, including, but not limited to, information concerning Supportive Measures, notices, investigation materials, adjudication records, and appeal records.

However, the College may reveal the identity of any person or the contents of any record if permitted by FERPA, if necessary to carry out the College's obligations under Title IX and its implementing regulations including the conduct of any investigation, adjudication, or appeal under this Policy or any subsequent judicial proceeding, or as otherwise required by law. Further, notwithstanding the College's general obligation to maintain confidentiality as specified herein, the parties to a report or Formal Complaint will be given access to investigation and adjudication materials in the circumstances specified in this Policy. While the College will maintain confidentiality specified in this Section, the College will not limit the ability of the parties to discuss the allegations at issue in a particular case. Parties are advised, however, that the manner in which they communicate about, or discuss a particular case, may constitute Sexual Harassment or Retaliation in certain circumstances and be subject to discipline pursuant to the processes specified in this Policy.

Note that certain types of Sexual Harassment are considered crimes for which the College must disclose crime statistics in its Annual Security Report that is provided to the campus community and available to the public. These disclosures will be made without including personally identifying information.

XXXIX. Other Violations of this Policy

Alleged violations of this Policy, other than violations of the prohibitions on Sexual Harassment and Retaliation, will be subject to review under the Student Code of Conduct for students, the Faculty Handbook for faculty, or other College policies and standards for employees.

XL. Signatures and Form of Consent

For purposes of this Policy, either a physical signature or digital signature will be sufficient to satisfy any obligation that a document be signed. Where this policy provides that written consent must be provided, consent in either physical or electronic form, containing a physical or digital signature, as the case may be, will suffice.

XLI. Deadlines, Time, Notices, and Method of Transmittal

Where this Policy specifies a period of days by which some act must be performed, the following method of calculation applies:

1. Exclude the day of the event that triggers the period;
2. Count every day, including intermediate Saturdays, Sundays, and legal holidays recognized by the federal government;
3. Include the last day of the period until 5:00 p.m. central time, but if the last day is a Saturday, Sunday, or legal holiday recognized by the federal government, the period continues to run until 5:00 p.m. central time on the next day that is not a Saturday, Sunday, or legal holiday recognized by the federal government.

All deadlines and other time periods specified in this Policy are subject to modification by the College where, in the College's sole discretion, good cause exists. Good cause may include, but is not limited to, the unavailability of parties or witnesses; the complexities of a given case; extended holidays or closures; sickness of the investigator, adjudicator, or the parties; the need to consult with the College's legal counsel; unforeseen weather events; and the like.

Any party who wishes to seek an extension of any deadline or other time period may do so by filing a request with the investigator, hearing panel, administrative officer, appeal officer, or Title IX Coordinator, as the case may be, depending on the

phase of the process. Such request must state the extension sought and explain what good cause exists for the requested extension. The College officer resolving the request for extension may, but is not required to, give the other party an opportunity to object. Whether to grant such a requested extension will be in the sole discretion of the College.

The parties will be provided written notice of the modification of any deadline or time period specified in this Policy, along with the reasons for the modification.

Where this Policy refers to notice being given to parties "simultaneously," notice will be deemed simultaneous if it is provided in relative proximity on the same day. It is not necessary that notice be provided at exactly the same hour and minute.

Unless otherwise specified in this Policy, the default method of transmission for all notices, reports, responses, and other forms of communication specified in this Policy will be email using College email addresses.

A party is deemed to have received notice upon transmittal of an email to their College email address. In the event notice is provided by mail, a party will be deemed to have received notice three (3) days after the notice in question is postmarked.

Any notice inviting or requiring a party or witness to attend a meeting, interview, or hearing will be provided with sufficient time for the party to prepare for the meeting, interview, or hearing as the case may be, and will include relevant details such as the date, time, location, purpose, and participants. Unless a specific number of days is specified elsewhere in this Policy, the sufficient time to be provided will be determined in the sole discretion of the College, considering all the facts and circumstances, including, but not limited to, the nature of the meeting, interview, or hearing; the nature and complexity of the allegations at issue; the schedules of relevant College officials; approaching holidays or closures; and the number and length of extensions already granted.

XLII. Other Forms of Discrimination

This Policy applies only to Sexual Harassment as defined herein. Complaints of other forms of sex

discrimination are governed by the College's Non-Discrimination/Equal Opportunity Policy.

XLIII. Education

Because the College recognizes that the prevention of Sexual Harassment, including Sexual Assault, Domestic Violence, Dating Violence, and Stalking, is important, it offers educational programming to a variety of groups such as: campus personnel; incoming students and new employees participating in orientation; and members of student organizations. Among other elements, such training will cover relevant definitions, procedures, and sanctions; will provide safe and positive options for bystander intervention; and will provide risk reduction information, including recognizing warning signs of abusive behavior and how to avoid potential attacks. The College's educational programming will comply with the Illinois Preventing Sexual Violence in Higher Education Act and any other applicable federal or state law.

To learn more about education resources, please contact the Title IX Coordinator.

1. Crime Prevention and Safety Awareness Program

The College prohibits rape, acquaintance rape, domestic violence, dating violence, sexual assault and stalking and has various programs to educate students and employees about awareness of such offenses and steps that can be taken to prevent them. All faculty, staff, and students receive annual training and education regarding sexual misconduct.

The College's Crime Prevention and Safety Awareness Program focuses on all incoming students and new employees and is geared towards stopping dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality; encourage safe bystander intervention; and seek to change behavior and social norms in healthy and safe directions.

The Crime Prevention and Safety Awareness Program also includes instruction on safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene where there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than such individual. It also

includes information on risk reduction, such as warning signs of abusive behavior and how to avoid potential attacks.

The following are safe and positive options that a bystander can take to intervene and prevent harm or the risk of harm to another individual:

- a. Name or acknowledge an offense
- b. Point to the "elephant in the room"
- c. Interrupt the behavior
- d. Publicly support an aggrieved person
- e. Call for help

The following information relates to risk reduction options that promote safety and help students and employees address conditions that facilitate violence.

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- a. Make your limits known before going too far
- b. You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor "NO" clearly and loudly
- c. Try to remove yourself from the physical presence of the sexual aggressor. Be direct as possible about wanting to leave the environment
- d. Solicit someone nearby and ask them for help
- e. Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity
- f. Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you
- g. Be aware of someone trying to slip you an incapacitating "rape drug" like Rohypnol or GHB
- h. It is also important to be aware of the warning signs of an abusive person. Some examples include:
 - i. Past abuse
 - ii. Threats of violence or abuse
 - iii. Breaking objects
 - iv. Using force during an argument
 - v. Jealousy
 - vi. Controlling behavior
 - vii. Quick involvement
 - viii. Unrealistic expectations
 - ix. Isolation

- x. Blaming others for problems
- xi. Hypersensitive
- xii. Cruelty to animals or children
- xiii. "Playful" use of force during sex
- xiv. Jekyll-and-Hyde personality

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to remember your risk of being accused of sexual assault or another sexual crime:

- a. Remember that you owe sexual respect to the other person
- b. Don't make assumptions about the other person's consent or about how far they are willing to go
- c. Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior
- d. If your partner expresses a withdrawal of consent, stop immediately
- e. Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions
- f. Consider "mixed messages" a clear sign that the other person is uncomfortable with the situation and may not be able to progress sexually
- g. Do not take advantage of someone who is drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don't be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person
- h. Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

In addition, the College has an Ongoing Crime Prevention and Safety Awareness Campaign for students and employees. This campaign serves as a refresher for the topics addressed in the Crime Prevention and Safety Awareness Program. It is conducted by means of CBLs, and emails with links to videos for programming, initiatives, and strategies that are focused on increasing understanding of topics relevant to skills for addressing, dating violence, domestic violence, sexual assault, and stalking.

On-line resources:

<https://obamawhitehouse.archives.gov/1is2many/notalone>

<https://www.nsvrc.org/>

XLIV. Training

The College will ensure that College officials acting under this Policy, including but not limited to the Title IX Coordinator, investigators, hearing panel, administrative officers, informal resolution facilitators, College provided advisors, and appeals officers receive training in compliance with 34 C.F.R. § 106.45(b)(1)(iii), the Illinois Preventing Sexual Violence in Higher Education Act, and any other applicable federal or state law.

XLV. Outside Appointments, Dual Appointments, and Delegations

The College retains discretion to retain and appoint suitably qualified persons who are not College employees to fulfill any function of the College under this Policy, including, but not limited to, the investigator, hearing panel, administrative officer, informal resolution officer, and/or appeals officer.

The College also retains discretion to appoint two or more persons to jointly fulfill the role of investigator, hearing panel, administrative officer, informal resolution officer, and/or appeals officer.

The functions assigned to a given College official under this Policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, hearing panel, administrative officer, informal resolution officer, and appeals officer, may, in the College's discretion, be delegated by such College official to any suitably qualified individual and such delegation may be recalled by the College at any time.

XLVI. Recordkeeping

The College will retain those records specified in 34 C.F.R. § 106.45(b)(10) for a period of seven years after which point in time they may be destroyed, or continue to be retained, in the College's sole discretion. The records specified in 34 C.F.R. § 106.45(b)(10) will be made available for inspection, and/or published, to the extent required by 34 C.F.R. § 106.45(b)(10) and consistent with any other applicable federal or state law, including FERPA.

XLVII. Definitions

Words used in this Policy will have those meanings defined herein and if not defined herein will be construed according to their plain and ordinary meaning.

XLVIII. Discretion in Application

The College retains discretion to interpret and apply this Policy in a manner that is not clearly unreasonable, even if the College's interpretation or application differs from the interpretation of the parties.

Despite the College's reasonable efforts to anticipate all eventualities in drafting this Policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express Policy language, in which case the College retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this Policy and the Hearing Procedures referenced in "Hearing" are not contractual in nature, whether in their own right, or as part of any other express or implied contract. Accordingly, the College retains discretion to revise this Policy and the Hearing Procedures at any time, and for any reason. The College may apply Policy revisions to an active case provided that doing so is not clearly unreasonable.

XLIX. Distribution

This policy will be disseminated widely to the College Community through email communication, the College's website, inclusion in orientation programs for new employees and new students, and other appropriate channels of communication.

SEXUAL HARASSMENT HEARING PROCEDURE

I. Purpose and Nature of These Procedure

These procedures supplement Blessing-Rieman College of Nursing and Health Sciences' Sexual Harassment Policy and specify how the College will conduct hearings regarding Formal Complaints of Sexual Harassment. To the extent there is a conflict between these procedures and the College's Sexual Harassment Policy, the Sexual Harassment Policy shall control. Titles appearing in quotation marks are to relevant sections of the Sexual Harassment Policy.

II. The Hearing Panel

The hearing panel oversees the hearing process, rules on questions of relevance and admissibility, resolves all procedural disputes, and renders a determination of responsibility for the allegations in the Formal Complaint at the conclusion of the hearing process and in the manner specified in the policy. The hearing panel has discretion to interpret, apply, and modify these procedures in any manner that is not clearly unreasonable and is consistent with the policy.

III. Pre-Hearing Review of Investigation Report and Evidence

Prior to commencement of the hearing, the hearing panel will review the investigation report and a copy of all evidence transmitted to the parties by the investigator as specified in Section "Access to Evidence." This review of materials is provisional and intended to provide background and orientation to the hearing panel in planning and conducting the hearing. The hearing panel must exclude from consideration in deliberation any evidence developed during the investigation that is deemed inadmissible at the hearing, including specifically, but not limited to, the statements of any party or witness who refuses to submit to questioning by a party advisor as specified in "Subjection to Questioning."

IV. Convening the Hearing

Immediately prior to convening the hearing, the hearing panel will ensure that an audio recording of the hearing is being made by the College and that the hearing room is cleared of all individuals who are not permitted to be present during the hearing as specified in "Hearing." The hearing panel will then convene the hearing and clearly state for the record the date, time, and location of the hearing; the names of the Complainant and Respondent; the parties present at the hearing; any accommodations that have been provided at the request of a party or in the College's discretion; whether all or a portion of the hearing is being conducted virtually as specified in "Hearing"; and any other introductory matters that the hearing panel deems appropriate.

V. Statement of the Investigator

After convening the hearing, the hearing panel will call the investigator to give an overview of the investigation process. Thereafter, the investigator

will be subject to questioning by the hearing panel, followed by questioning from each party's advisor commencing first with questioning from the advisor for the Complainant followed by questioning from the advisor for the Respondent.

VI. Statements of the Parties

After questioning of the investigator is complete, the hearing panel will invite the Complainant to provide a statement to the hearing panel regarding the events in question and identify and comment on any nontestimonial evidence the Complainant believes is relevant. After the Complainant has made a statement, or waived the right to make a statement, the Complainant will be subject to questioning by the hearing panel, followed by questioning from the advisor for the Respondent.

After questioning of the Complainant is complete, the hearing panel will invite the Respondent to provide a statement to the hearing panel regarding the events in question and to identify and comment on any nontestimonial evidence the Complainant believes is relevant. After the Respondent has made a statement, or waived the right to make a statement, the Respondent will be subject to questioning by the hearing panel, followed by questioning from the advisor for the Complainant.

VII. Testimony of Witnesses

After questioning of the parties is complete, witnesses will be called to testify in the order determined by the hearing panel. Unlike the parties, witnesses will not be invited to make a statement but, instead, will be subject to questioning from the hearing panel followed by questioning from each party's advisor commencing first with questioning from the advisor for the Complainant followed by questioning from the advisor for the Respondent.

VIII. Investigation Materials

After the questioning of witnesses is complete, the hearing panel will identify any portion of the evidence developed during the investigation that the hearing panel has determined should be excluded from the hearing record based on rulings made at the pre-hearing conference, during the hearing itself, due to the refusal of a party or witness to submit to questioning by a party advisor, or for any other reason. The hearing panel will then provide the parties a final opportunity to raise any additional

objections to inclusion of any other portions of the investigation record into evidence and resolve any such objections. All evidence from the investigation and hearing not specifically excluded by the hearing panel shall be deemed admitted into the hearing record and may be considered by the hearing panel as part of the deliberation.

IX. Closing Argument

After the questioning of the witnesses is complete, the hearing panel will invite the Complainant to make a closing argument. After the Complainant has made a closing argument, or waived the right to make a closing argument, the hearing panel will invite the Complainant to make a closing argument.

X. Deliberation

After closing arguments are complete, the hearing panel will conclude the hearing and deliberate and render a determination as specified in "Deliberation and Determination."

XI. Access to and Use of Investigation Evidence

During the hearing, the parties and their advisors shall have access to the investigation report and a copy of all evidence transmitted to the parties by the investigator as specified in "Access to Evidence" and "Hearing." Such evidence may be utilized in the questioning of witnesses where relevant. Non-testimonial evidence utilized during the hearing shall be marked and referred to in such a manner as to make it clearly identifiable by audio (i.e., such as sequential marking of "exhibits").

XII. Rulings on Evidence

Throughout the hearing, the hearing panel will independently and contemporaneously screen all questions for relevance and resolve any contemporaneous evidentiary objections raised by the parties. If the hearing panel does not exclude a question, it is presumed the hearing panel has deemed the question relevant and admissible. Although formal rules of evidence do not apply, the hearing panel may, in the hearing panel's discretion, utilize evidentiary principles similar to those specified in the Federal Rules of Evidence to the extent such evidentiary principles are not contrary to the policy.

XIII. Timing and Continuances

The hearing panel will have discretion to set the overall length of the hearing and may set time limits for statements of the parties, questioning of parties and witnesses, and closing arguments. A hearing will not exceed seven (7) hours in length absent extraordinary circumstances. Once a hearing is commenced, it will be continued only for good cause as determined by the hearing panel.

XIV. Role of Advisors

As specified in "Advisor of Choice," advisors to the parties must play a passive role in the hearing with the sole exception that advisors are permitted to question parties and witnesses as specified in "Hearing." Advisors are not permitted to speak for their advisee, make objections, present arguments, or engage in any other active role.

XV. Disruptions

All parties, advisors, and other persons present at a hearing are required to act professionally, maintain decorum, and abide by the policy, these procedures, and any other rules specified by the hearing panel. Any party, advisor, or other person who materially disrupts the proceeding or violates applicable policies, procedures, and rules, may be barred from further participation and/or have their participation limited, as the case may be, by the hearing panel.

XVI. Questioning

Wherever these procedures contemplate questioning of a party or witnesses, the hearing panel has discretion to permit more than one round of questioning. In addition to ruling on questions of relevancy, the hearing panel may limit cumulative and redundant questioning.

XVII. Discretion in Application

The College retains discretion to interpret and apply these procedures in a manner that is not clearly unreasonable, even if the College's interpretation or application differs from the interpretation of the parties.

Despite the College's reasonable efforts to anticipate all eventualities in these procedures, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express language of these procedures, in which case

the College retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

COVID-19 SCREENING

PURPOSE

To outline the screening requirements to enter the College.

POLICY

All employees, students, and visitors are required to go through a screening process, as outlined in the procedure below, upon immediate entrance into the College.

PROCEDURE

Any individual returning to the College that fits the below mentioned categories are required to call the Occupation Health Line at 217-277-5920 to be screened prior to being on the College Campus:

- Working at any other health care facility
- Had contact with anyone with confirmed or suspected COVID-19
- Relevant COVID-19 symptoms including chills or fever of 100.4 or greater, cough, shortness of breath, loss of taste or smell, headache, fatigue, muscle or body aches, nausea or vomiting, diarrhea, congestion or runny nose, and sore throat, sneezing and watery eyes, sinus pain or pressure NOT related to seasonal allergies
- Has been tested for COVID-19 for any reason

Once cleared to be on the College campus:

- Everyone is required to wear a mask at all times
 - Approved type of mask while on BRCN campus(es) include:
 - Blessing Health System brand
 - Disposable
 - Masks not considered offensive in nature of having profanity
 - Masks should provide appropriate coverage and be clean and in good repair
 - Clinical agency guidelines should be followed when wearing masks at those facilities
- Everyone is required to wear goggles or a face shield at all times

- Everyone entering the College will follow the screening process
 - Temperature check
 - Sign-in/screening log
 - Sanitize hands
 - Answer screening questions
 - Receive screening sticker

No person will be allowed to enter the building if they have the following:

- In the past 14 days had any of the following symptoms:
- Relevant COVID-19 symptoms including chills or fever of 100.4 or greater, cough, shortness of breath, loss of taste or smell, headache, fatigue, muscle or body aches, nausea or vomiting, diarrhea, congestion or runny nose, and sore throat, sneezing and watery eyes, sinus pain or pressure NOT related to seasonal allergies

All employees and students are required to report pending and positive COVID-19 test to College Administration. Reports can be made to administration@brcn.edu

Everyone is required to maintain social distancing by sitting 6 feet apart in the classroom.

Frequent hand hygiene is encouraged.

The College has both adequate bathroom space for hand washing and alcohol based hand-sanitizing stations.

Classroom/area users are responsible for sanitizing area after use.

Approved cleaning supplies will be provided in each classroom/area.

Contact the Front Desk when cleaning supplies are needed.