



**COCHRAN**  
**SCHOOL OF NURSING**  
SINCE 1894

# **STUDENT HANDBOOK**

## Academic Year

# **2025 -2026**



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**HEGIS CODE: 5208.20**

**SCHOOL CODE: US03405900**

## **SECTION I: INTRODUCTION TO COCHRAN SCHOOL OF NURSING**

### **ORIENTATION**

All new students are expected to attend the orientation sessions to Cochran held by the Dean, administrators, and faculty which is scheduled at the beginning of each semester. Student handbooks will be available on the Cochran School of Nursing website.

The student handbook includes policies of the school that relate to all students. Students will be responsible for reading and understanding the rules, regulations, and policies of the Cochran School of Nursing (CSN). The handbook is used as a reference for all students during their enrollment at CSN. All students will sign a form that they are responsible for reading the student handbook. The signed form will be placed in their student file.

During orientation, students will be issued an I.D. badge which must be worn at all times while on hospital property, and at outside affiliate clinical sites. Designated parking will be offered and instructions for access will be provided during orientation.

### **COCHRAN SCHOOL OF NURSING AFFILIATION**

Cochran School of Nursing is jointly registered with Westchester Community College (WCC). To register for required general education courses at WCC, confer with your advisor and the Registrar. In addition to offering courses needed to complete your graduation requirements at Cochran, WCC has other resources for your consideration: **All Financial Aid, Registration, Billing and Health Clearance** issues with WCC are handled by CSN.

In addition to WCC, CSN also has articulation agreements with SUNY Delhi, Excelsior College, Pace University, Grand Canyon, New York Institute of Technology, Mercy University, SUNY Empire State Mid-Hudson Valley and Chamberlain College of Nursing that permits seamless progression upon graduation and after licensure from the Associate to the Baccalaureate degree.

### **MISSION OF THE SCHOOL**

The mission of the Cochran School of Nursing is to educate adult learners in the art and science of nursing. This two-year program grants an Associate in Applied Science degree (A.A.S.) with a major in nursing, and prepares graduates for the NCLEX-RN exam, leading to licensure as a Registered Professional nurse.

The faculty is committed to providing an educational foundation that identifies the healthcare needs of the diverse communities in which the graduates will serve. The faculty integrates current concepts from nursing education, nursing research, health care delivery and medicine, while using state-of-the-art technology to help students achieve program outcomes.

Liberal arts and sciences serve as the foundation for nursing courses as students integrate knowledge to become competent nurses in a complex health care system.

The Cochran School of Nursing values concepts of caring, safety, ethical integrity, respect for all individuals, quality, and commitment to lifelong professional learning.

## **PHILOSOPHY**

The Philosophy of the Cochran School of Nursing reflects the faculty beliefs about nursing, nursing education, health, and role of the Associate Degree Nurse.

### **Nursing and Health**

The faculty's belief about nursing is adapted from Jean Watson's Caring Theory. Nursing is directed toward understanding the interrelationship between health, illness, and human behavior. Nursing is concerned with restoring and maintaining health, preventing illness, and providing end of life care.

The caring process requires knowledge of human behavior and responses to actual or potential health problems. Nursing requires developing a helping-trusting caring relationship with individuals and families. A caring relationship and caring environment preserves human dignity and integrity. The environment is essential to achieving health and wellness and is the healing space to promote balance in mind, body, and spirit. Each person holds three spheres of being: body, mind and spirit and possesses worth, dignity and unique capabilities to maximize their potential. Each person defines health and wellness in relation to personal expectations and values. Health is a subjective experience corresponding to a person's harmony or balance within the body, mind, and spirit.

### **Nursing Education**

The nursing faculty believes that education is a process that facilitates change in behavior and achievement of specific goals. The nursing curriculum includes a general education foundation, nursing theory, and nursing practice. Nursing education involves a dynamic relationship between faculty and student. Faculty facilitates the learning process, encourages individual initiative, curiosity and reflection that develop a spirit of inquiry. Students as adult learners have a variety of learning styles, and unique needs. The faculty utilizes a variety of teaching methods and is committed to technological innovations in education and nursing practice using sequentially planned experiences. Responsibility for learning rests with the student and emphasis is placed on active student participation in the classroom, laboratory, clinical setting, simulation lab and independent and group activities. The nursing curriculum progresses from basic concepts to those of increasing complexity in an environment of mutual respect.

### **Associate Degree Nursing Practice**

The Associate Degree graduate is prepared to practice in diverse health care settings within guidelines as defined by New York State Practice Act and ANA Scope and Standards of Nursing Practice.

The Associate Degree graduate utilizes the nursing process to provide individualized care for a diverse patient population across the lifespan. As a member of the healthcare team,

the graduate recognizes the impact of safety and quality care on patient outcomes and is able to effectively communicate with team members, families, and other health professionals. The Associate Degree graduate functions within a framework of caring and respect for all individuals.

The Associate Degree graduate practices within the ethical and legal scope of nursing and are accountable for nursing practice. The graduate coordinates care collaborates with members of the health care team, delegates care when appropriate and embraces lifelong learning.

### **END OF PROGRAM STUDENT LEARNING OUTCOMES**

The Cochran Graduate:

1. Practices in accordance with the standards of practice within legal, ethical, and regulatory frameworks.
2. Communicates effectively with patients, significant others, and members of the health care team.
3. Utilizes the Evidence Based nursing process to provide patient-centered nursing care for a diverse population of patients in a variety of settings.
4. Provides health education to promote informed decision making, positive outcomes, and selfcare activities.
5. Provides quality care to individuals and families as a member of the interdisciplinary health care team.
6. Effectively uses human, physical, financial, and technological resources in the delivery of care.
7. Recognizes potential threats to patient safety and appropriately intervenes.

### **PROGRAM OUTCOMES**

1. Fifty percent (50%) of our students entering the nursing program will complete the program requirements in one hundred percent (100%) of the program length (2 years).
2. 80% of graduates will pass the NCLEX on the first attempt.
3. Seventy percent (70%) of our graduates seeking employment in nursing will be employed one year after receiving their RN Licensure.
4. Ninety percent (90%) of our graduates who complete our surveys will report that the program prepared them to achieve the End of Program Student Learning Outcomes.
5. Seventy percent (70%) of CSN graduates will be enrolled in a Baccalaureate Degree program within one year of graduation.

**CURRICULUM PLAN-DAY PROGRAM**

| <b>PRE-CLINICAL NURSING COURSES</b>              | <b>CREDITS</b> |
|--|----------------|
| *BIOL 221 Microbiology with Lab                  | 4              |
| *BIOL 121 Human Anatomy & Physiology 1 with Lab  | 4              |
| *BIOL 123 Human Anatomy & Physiology 2 with Lab  | 4              |
| <b>TOTAL</b>                                     | <b>12</b>      |
| <b><u>NURSING COURSES</u></b>                    |                |
| <b>FIRST YEAR FIRST SEMESTER</b>                 |                |
| NUR 100 – DL safeMedicate for Nursing            | 1              |
| NUR 101 Fundamentals of Nursing                  | 7.5            |
| **PSYCH 101 Introduction to Psychology           | 3              |
| <b>TOTAL</b>                                     | <b>11.5</b>    |
| <b>FIRST YEAR SECOND SEMESTER</b>                |                |
| NUR 102 Medical/Surgical Nursing                 | 8.5            |
| *NUTR 109 Nutrition for Health Care              | 3              |
| **PSYCH 116 Lifespan Development                 | 3              |
| <b>TOTAL</b>                                     | <b>14.5</b>    |
| <b>SECOND YEAR FIRST SEMESTER</b>                |                |
| NUR 200 Maternal & Child Nursing                 | 8              |
| SOC 101 Introduction to Sociology                | 3              |
| ENGLISH 101 Writing and Research                 | 3              |
| <b>TOTAL</b>                                     | <b>14</b>      |
| <b>SECOND YEAR SECOND SEMESTER</b>               |                |
| NUR 203 Advanced Medical/Surgical Nursing        | 6              |
| NUR 204 Behavioral and Mental Health Nursing     | 4.25           |
| NUR 205 Leadership and Transition to Practice    | 2.75           |
| ENGLISH 102 Writing and Literature               | 3              |
| <b>TOTAL</b>                                     | <b>16</b>      |
| <b>TOTAL NURSING CREDITS</b>                     | <b>38</b>      |
| <b>TOTAL LIBERAL ARTS CREDITS</b>                | <b>30</b>      |
| <b>TOTAL CREDITS REQUIRED FOR AAS in NURSING</b> | <b>68</b>      |

**\*These courses must be taken within the past 5 years of admission.**

**\*\*These courses must be taken within the past 10 years of admission.**

**Courses with a lab component must be taken ‘in person’ from 2023**

**All first year co requisites must be completed prior to starting Junior year. Progression to nursing courses will be suspended pending completion of first year liberal arts courses.**

## CURRICULUM PLAN-EVENING PROGRAM

| <b>PRE-CLINICAL NURSING COURSES</b>              | <b>CREDITS</b> |
|--|----------------|
| *BIOL 221 Microbiology with Lab                  | 4              |
| *BIOL 121 Human Anatomy & Physiology 1 with Lab  | 4              |
| *BIOL 123 Human Anatomy & Physiology 2 with Lab  | 4              |
| *NUTR 109 Nutrition for Health Care              | 3              |
| <b>TOTAL</b>                                     | <b>15</b>      |
| ENGLISH 101 Writing and Research                 | 3              |
| ENGLISH 102 Writing and Literature               | 3              |
| **PSYCH 101 Introduction to Psychology           | 3              |
| **PSYCH 116 Lifespan Development                 | 3              |
| SOC 101 Introduction to Sociology                | 3              |
| <b>TOTAL</b>                                     | <b>15</b>      |
| <b><u>NURSING COURSES</u></b>                    |                |
| <b>FIRST YEAR FIRST SEMESTER</b>                 |                |
| NUR 100 – DL safeMedicate for Nursing            | 1              |
| NUR 101 Fundamentals of Nursing                  | 7.5            |
| <b>TOTAL</b>                                     | <b>8.5</b>     |
| <b>FIRST YEAR SECOND SEMESTER</b>                |                |
| NUR 102 Medical/Surgical Nursing                 | 8.5            |
| <b>TOTAL</b>                                     | <b>8.5</b>     |
| <b>SECOND YEAR FIRST SEMESTER</b>                |                |
| NUR 200 Maternal & Child Nursing                 | 8              |
| <b>TOTAL</b>                                     | <b>8</b>       |
| <b>SECOND YEAR SECOND SEMESTER</b>               |                |
| NUR 203 Advanced Medical/Surgical Nursing        | 6              |
| NUR 204 Behavioral and Mental Health Nursing     | 4.25           |
| NUR 205 Leadership and Transition to Practice    | 2.75           |
| <b>TOTAL</b>                                     | <b>13</b>      |
| <b>TOTAL NURSING CREDITS</b>                     | <b>38</b>      |
| <b>TOTAL LIBERAL ARTS CREDITS</b>                | <b>30</b>      |
| <b>TOTAL CREDITS REQUIRED FOR AAS in NURSING</b> | <b>68</b>      |

**\*These courses must be taken within the past 5 years of admission**

**\*\*These courses must be taken within the past 10 years of admission.**

**For evening program, it is REQUIRED that all pre & co-requisites be completed prior to beginning nursing courses.**

## COURSE DESCRIPTIONS

### General Education Courses

These are the course descriptions from courses offered at our affiliated academic institution - Westchester Community College (WCC)

|  |
|--|
| Writing and Research   |
| ENGLISH 101      3 credits   |
| Students in this class conduct research and write proposals, annotated bibliographies or literature reviews, and research essays. They develop research topics and questions; identify, summarize, analyze, evaluate, and synthesize relevant sources; and present arguments based on their findings. Students document where information and ideas come from by using MLA style. They enter academic conversations by doing research that builds upon existing knowledge. |

|  |
|--|
| Writing and Literature   |
| ENGLISH 102      3 credits   |
| The second semester of a two-semester English sequence. Students are introduced to literary terminology and methodology. They demonstrate in writing and discussion the ability to understand, analyze, and interpret works representing (but not limited to) the genres of drama, fiction, and poetry. Students enter broader conversations about literature by conducting research, evaluating sources, and documenting where information and ideas come from using MLA style. |
| Prerequisites: ENG 101 – Writing and Research or equivalent at another college.  |

|   |
|---|
| Introduction to Sociology   |
| SOC 101      3 credits  |
| Basic theories and concepts relating to the study of groups in human society are studied. Emphasis is placed on the concept of culture; the reciprocal relationships of culture and the individual. It is designed to introduce interested students to the basic principles of this discipline. Prerequisites: English 101-Ready. |

|   |
|---|
| Introduction to Psychology  |
| PSYCH 101 3 credits   |
| An introduction to psychological science. Core topics include the theoretical perspectives of psychology, research methodology, neuroscience, sensation and perception, motivation and emotion, learning, and memory. Other topics may be added at the instructor's discretion. While primarily a lecture and discussion course, other pedagogies including online testing and assignments may be used. |
| Prerequisites: English 101  |

|   |
|---|
| Lifespan Development  |
| PSYCH 116 3 credits   |
| This is a survey course focusing on human development from conception to death. Development in the physical, cognitive, and psychosocial domains is discussed in relation to traditional and contemporary theoretical perspectives, current social and ethical issues, and recent empirical findings. |
| Prerequisites: PSYCH 101 Introduction to Psychology.  |

## Science Courses

These are the course descriptions from courses offered at our affiliated academic institution - WCC.

Transfer credit for science courses in Anatomy and Physiology I & II Microbiology and Nutrition taken earlier than five (5) years prior to acceptance, will not be accepted for admission.

Transfer credit for A&P and Microbiology will not be given if the applicant cannot provide documentation that the course contained a lab component.

|   |
|---|
| Nutrition for Health Care   |
| NUTR 109 3 credits  |
| Introduction to the process of assessing nutritional status; a study of the nutrients, their functions, sources, requirements, and utilization in the body across the lifespan. Emphasis is placed on the role of the health care practitioner. |

## Nursing Course Descriptions

|  |
|--|
| safeMedicate for Nursing (Nur 100 – DL)  |
| Placement: First Semester, First Year  |
| Credits: 1 credit  |
| Content Hours: 15 hours  |
| Clinical Hours: N/A  |
| Pre-Requisites: BIOL 121 Human Anatomy & Physiology 1 with Lab and BIOL 123 Human Anatomy & Physiology 2 with Lab  |
| This safeMedicate for Nursing Course introduces the student nurse to the math principles necessary for nursing students to correctly calculate medication doses. Students will learn theoretical concepts and practical application of skills required for correct calculation of medications. This course includes a review of basic mathematics, methods of calculation, and systems of measurement. The student will also learn heparin drip calculations and be introduced to principles of pediatric dosage calculations based on weight, and safe dose ranges. |

|   |
|---|
| Fundamentals of Nursing (Nur 101)   |
| Placement: First Year, Spring or Fall Semester  |
| Credits: 7.5  |
| Lecture Hours: 4 credits (60hrs)  |
| Clinical Hours: 3.5 credits (157.5hrs)  |
| Pre-Requisites: BIOL 121 Human Anatomy & Physiology 1 with Lab and BIOL 123 Human Anatomy & Physiology 2 with Lab   |
| Co-Requisites: BIOL 221 Microbiology with Lab   |
| Fundamentals of Nursing introduce the students to the theory and practice of nursing. The nursing process, a systematic and dynamic means of providing nursing care, is introduced. Assessment, including the collection of information from multiple sources, to provide a comprehensive data base for nursing care is implemented. The concept of caring, as defined by Watson, is incorporated into all aspects of nursing practice. |

Effective communication demonstrating care, compassion and cultural awareness is emphasized. Learning experiences are provided in the campus laboratories and a variety of diverse clinical settings.

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|--|
| Medical Surgical Nursing (Nur 102)   |
| Placement: First Year: Spring or Fall Semester   |
| Credits: 8.5   |
| Lecture Hours: 5 credits (75hrs)   |
| Clinical Hours: 3.5 credits (157.5hrs)   |
| Pre-Requisites: Fundamentals of Nursing 101, Math Dosage and Calculation for Nursing (Nur 100)   |
| Co-Requisites: Nutrition (NUTR 109)  |
| Medical Surgical Nursing 102 is designed to expand the use of the Nursing Process, nursing theory, and caring interventions to the adult in the acute care setting. Watson's theory of caring is incorporated into the clinical component when the students develop individual concept maps that focus on patient needs on all levels of health, wellness and disease. Critical thinking skills provide the foundation for clinical decision making in providing individualized safe effective nursing care. Effective communication skills, essential elements of the teaching and learning processes are implemented and integrated into the acute care setting. Individualized clinical experiences are provided for the student to provide caring interventions within the standards of nursing practice to become an effective member of the health care team in acute care settings. |

|   |
|---|
| Maternal & Child Health Nursing (NUR 200)         |
| Placement: Second Year: Fall or Spring Semester   |
| Credits: 8  |
| Lecture Hours: 5.5 credits (82.5 hrs)             |
| Clinical Hours: 2.5 credits (112.5hrs)            |
| Pre-Requisites: Medical Surgical Nursing (NUR102) |

Maternal & Child Nursing is designed to provide nursing theory and skills needed to promote the comfort, health and safety of the mother and newborn during the childbearing process. The course is family-centered and utilizes the nursing process to meet the needs of the childbearing family. The Human Patient Simulator is utilized to supplement class and clinical practice. Relationships among family members, the newborn, health care providers, and community are discussed. Clinical settings provide an opportunity to integrate and correlate theory by caring for mothers and newborns. Emphasis is placed on communication, providing patient education, and facilitating continuity of care following discharge. The science of caring as postulated by Jean Watson integrates biophysical theory with knowledge of human behavior to promote health. Watson's concept that health is the unity and harmony within the mind, body, and soul is woven throughout the maternity cycle.

|  |
|--|
| Advanced Medical-Surgical Nursing (NUR 203)  |
| Placement: Second Year: Fall or Spring Semester  |
| Credits: 6   |
| Lecture Hours: 4 credits (60hrs)   |
| Clinical Hours: 2 (90hrs)  |
| Pre-Requisites: NUR 102, NUR 200   |
| Advanced Medical- Surgical Nursing is designed to provide the student with an opportunity to learn and process an increased level of complexity necessary to care for the acutely ill adult aging patient. Building upon previously integrated knowledge, this course utilizes the nursing process to expand upon and synthesize select pathologies. Emphasis is on assessment, critical thinking skills and communication techniques with patient, family, and the interdisciplinary team. Opportunity is provided for increased self-direction in the utilization of the nursing process and accountability for nursing practice. Individualized psychosocial, spiritual, and caring needs are considered in relationship to circumstances surrounding acute care practice standards. Varied acute care and community clinical settings provide opportunities to integrate theory and performance objectives while demonstrating patient advocacy and support. |

|   |
|---|
| Behavioral & Mental Health Nursing (NUR 204)    |
| Placement: Second Year: Fall or Spring Semester |

|   |
|---|
| Credits: 4.25   |
| Lecture Hours: 3 credits (45hrs)  |
| Clinical Hours: 1.25 credits (56.25hrs)   |
| Pre-Requisites: PSYCH 101, NUR 102, & NUR 200   |
| <p>The Psychiatric Nursing Course uses Watson's Caring theory as a framework to provide the student with the knowledge, skills, and professional behaviors necessary to assess, plan, intervene and evaluate clients with behavioral health issues. Bio-psychosocial approaches are emphasized. Development of insight, self-awareness and therapeutic communication skills based on authenticity and regard are fostered. This will enable the student to become an articulate and caring member of the interdisciplinary health care team.</p>  |
| Leadership & Transition to Practice (NUR 205)   |
| Placement: Second Year: Fall or Spring Semester   |
| Credits: 2.75   |
| Lecture Hours: 2 credits (30hrs)  |
| Clinical Hours: 0.75 credits (33.75hrs)   |
| Pre-Requisites: NUR 200   |
| Co-Requisites: NUR 203 & NUR 204  |
| <p>This course describes the social, political, legal, economic ideological and cultural influences in decision making in the health care delivery system. Identification of theories of power, influence, empowerment, leadership, change, and communication provides students with a background to assume a position of professional self-advocate and client advocate with a sense of professional responsibility and accountability. Emphasis is placed on incorporating the concept of caring, as defined by Watson, into all aspects of nursing process. This course incorporates a preceptorship experience.</p> |

**COCHRAN SCHOOL OF NURSING**  
**2025-2027 TUITION & COSTS**

| <b>FIRST YEAR</b>   |                    |                   |
|---|--------------------|-------------------|
|   | <b>FALL '25</b>    | <b>SPRING '26</b> |
| Tuition Cost \$600/credit for: *                                |                    |                   |
| 8.5 Credits FALL  | \$5,100.00         | \$5,100.00        |
| 8.5 Credits SPRING  |                    |                   |
| General School Fees (Library and Lab)                           | \$599.00           | \$599.00          |
| Student Organization  | \$60.00            | \$60.00           |
| Kaplan Integrated Testing                                       | \$175.00           | \$175.00          |
| National Students Nursing Association (NSNA) Membership (2 yrs) | \$75.00            | N/A               |
| Technology Fee & Support Services Fee                           | \$200.00           | \$200.00          |
| Out-of-Pocket Expenses (Uniforms, books, etc.)                  | 1,437.50           | 0                 |
| <b>Subtotal:</b>  | <b>\$7,646.50</b>  | <b>\$6,134.00</b> |
| <b>First Year Tuition Total</b>                                 | <b>\$13,780.50</b> |                   |
| <b>SECOND YEAR</b>  |                    |                   |
|   | <b>FALL '26</b>    | <b>SPRING '27</b> |
| Tuition Cost \$600/credit for: *                                |                    |                   |
| 8 Credits FALL  | \$4,800.00         | \$7,800.00        |
| 13 Credits SPRING   |                    |                   |
| General School Fees (Library and Lab)                           | \$599.00           | \$599.00          |
| Student Organization  | \$60.00            | \$60.00           |
| Kaplan Review **  | \$175.00           | \$175.00          |
| Technology Fee & Support Services Fee                           | \$200.00           | \$200.00          |
| Graduation Fee  | N/A                | \$200.00          |
| Out-of-Pocket Expenses (Uniforms, Books, etc.)                  | \$325.00           | \$395.00          |
| <b>Subtotal:</b>  | <b>\$6,159.00</b>  | <b>\$9,429.00</b> |
| <b>Second Year Tuition Total</b>                                | <b>\$15,588.00</b> |                   |
| <b>Total 2 Year Tuition</b>                                     | <b>\$29,368.50</b> |                   |

1. The average financial aid package is \$20,000.
2. The average out of pocket cost is \$9,368.50
3. Students requiring General Education Courses will be registered at Westchester Community College (WCC) at their tuition rate.

**NOTE: TUITION AND FEES ARE SUBJECT TO CHANGE.**

## **NON-DISCRIMINATION / FERPA**

The Cochran School of Nursing prides itself on the diversity of its student body. The Cochran School of Nursing has a nondiscrimination policy and promotes equal opportunities.

Candidates for admission are considered without discrimination on the basis of race, color, creed, religion, national origin, age, sex, sexual orientation, marital status, or disability. Accordingly, equal access to educational programs, student resources, employment opportunities and all other nursing school activities is extended to all persons. Students requesting information concerning complaints about possible discrimination are encouraged to write to the Dean and to the Chairman of the Admission & Progression Committee.

### Annual Notification of FERPA Rights

Under FERPA, a school must annually notify eligible students in attendance of their rights under FERPA. The annual notification must include information regarding an eligible student's right to inspect and review his or her education records, the right to seek to amend the records, the right to consent to disclosure of personally identifiable information from the records (except in certain circumstances), and the right to file a complaint with the Office regarding an alleged failure by a school to comply with FERPA. It must also inform eligible students of the school's definitions of the terms "school official" and "legitimate educational interest."

FERPA does not require a school to notify eligible students individually of their rights under FERPA. Rather, the school may provide the notice by any means likely to inform eligible students of their rights. Thus, the annual notification may be published by various means, including any of the following: in a schedule of classes; in a student handbook; in a calendar of school events; on the school's website (though this should not be the exclusive means of notification); in the student newspaper; and/or posted in a central location at the school or various locations throughout the school. Additionally, some schools include their directory information notice as part of the annual notice of rights under FERPA. (<http://www2.ed.gov/policy/gen/guid/fpco/ferpa/students.html>)

### Credit Card Policy

The Cochran School of Nursing prohibits the solicitation of Credit Cards.

## **COCHRAN SCHOOL OF NURSING POLICIES (ORGANIZATION POLICY 1)**

A policy is a statement of intent and is implemented as a procedure or protocol.

CSN policies link to strategy, to culture, and to decision making and are formed when a procedure, protocol or other matter is deemed important and integral to the day- to- day operations of the school.

All policies must have a header which includes the name of the school, policy and procedure manual title, policy name, section, policy number, reviewed, and revised dates.

The format must use Times New Roman font, size 12. At the conclusion of the policy, it must be signed and dated by the Dean.

Each version is maintained by the reviewed and revised date. The date is displayed on the header of the policy to maintain currency.

Policy dissemination is as follows:

- Email
- Posted on Moodle homepage
- Handbook
- Intranet

Once a policy has been reviewed or revised, the old policy is placed in an archive folder found under *Policies* on the share drive. The new policy is placed in the current folder found under *Policies* on the share drive.

The policy tracker document must be completed to show changes made. The document is found on the share drive under *Policies\PolicyChangeTracker*

Policies are the intellectual property of CSN faculty and staff.

#### **STUDENT NOTIFICATION OF POLICY OR PROCEDURE CHANGE**

Cochran School of Nursing reserves the right to make changes to policies and procedures and students will be given adequate notice of the change in the following manner (Process and Procedure 9):

- When a policy or procedure changes and affects current students, they will be notified by e-mail and an automated announcement will run on the Moodle website for no less than 7 days.
- The new policy will be posted to the Student Handbook on the website.

Students can access all policies on the [Intranet](#) while on campus.

**Students are responsible for abiding by the contents of the Student Handbook and all updates.**

#### **BACKGROUND CHECKS AND DRUG SCREENINGS**

Certiphi performs annual background checks and selected drug screenings of all nursing students. All students who apply for employment at SJRH are subject to another background check and drug screening. Additional drug screening may be conducted by OMD.

All background checks and screenings are at the expense of the student.

## **SECTION II: SCHOOL POLICIES**

### **CODE OF STUDENT CONDUCT**

Cochran School of Nursing is committed to fostering an environment that is conducive to academic inquiry. Students are expected to conduct themselves in a manner consistent with the educational purpose and abide by school and hospital policies. The following code of conduct has been established to make the student aware of guidelines regarding the school's expectations.

It is the responsibility of all Cochran students to adhere to this code. Cochran students will be engaged in several professional relationships while in the program. Some of these include patients, their families, fellow students, clinical facility staff and school personal. Students should demonstrate appropriate professional behaviors.

Failure to comply with the Code of Student Conduct in the classroom or any clinical setting, will result in an Admissions/Progressions Committee meeting. Disciplinary action may result in warning, probation, or dismissal from the program.

In determining the appropriate sanctions to be imposed, CSN will consider as an aggravating factor, resulting in more severe sanctions, any violation of law or of this code in which the accused student knowingly or intentionally selected the person or target of the violation based on gender, race, religion, color, disability, sexual orientation, national origin, ancestry, age, marital status, veteran's status (as protected by law), or any other basis of discrimination prohibited by federal or state law.

The following behaviors are prohibited:

1. Academic misconduct, including but not limited to cheating, plagiarism, falsification, forgery, misuse, etc.
2. Disruption or obstruction of teaching, classroom, or educational interactions.
3. Unprofessional or dishonorable conduct which may deceive, defraud, or injure patients.
4. Unsafe clinical conduct, violation of safety and infection control practices.
5. Failure to care adequately for patients or to conform to minimum standards of acceptable practice under the supervision of the faculty or the designee of the facility.
6. Physical, verbal, visual abuse, threats, intimidation, stalking, bullying, harassment based on gender, race, sexual orientation, age religion, or physical disability.
7. Sexual misconduct or indecent behavior.
8. Use of electronics to make video or photographs of a person on campus where there is a reasonable expectation of privacy or without said person's consent.
9. Failure to comply with the verbal or written direction of staff, faculty, or employees while acting in the performance of their duties.
10. Attempt or actual theft, vandalism or damage of school, hospital, and clinical facilities' property or unauthorized use of same.
11. Disruption of peace of college, hospital, or clinical sites.
12. Use, possession, distribution of alcoholic beverages, illegal drugs, or weapons.
13. Abuse of computer facilities or technological resources, unauthorized entry or use of computers, access codes, or disrupting the normal operations of the school and/or hospital.

14. Falsifying school's or hospital's records.
15. Interference with or misuse of fire alarms, elevators, or other safety and security equipment or programs.
16. Posting pictures containing school or hospital information/logo or any HIPAA information to any public or private platform.
17. Attempting or actively influencing, intimidating, interfering, or coercing others to commit an abuse of the student code of conduct, school, and/or hospital's policies.
18. Violation of any policy, rule, regulation, publication, or standard of practice of the school, hospital, or clinical facility.
19. Violation of any federal, or state laws on/off-campus negatively impacting hospital or school personal.

Students may refer to the NSNA code of conduct for more in depth rationale,  
<https://www.nsna.org/nsna-code-of-ethics.html>

## **ACADEMIC HONESTY (CURRICULUM POLICY 1)**

### **I. ACADEMIC HONESTY**

The faculty at Cochran School of Nursing (CSN) is committed to academic honesty. Consequently, any form of academic dishonesty is a serious violation of academic policies. The faculty believes that academic honesty is the truthful expression of knowledge learned by the individual student to demonstrate competence in nursing.

- A. The most common form of academic dishonesty is plagiarism. To plagiarize, according to Webster's New World Dictionary of the American Language (1984), is "to take (ideas, writings, etc.) from (another) and pass them off as one's own". Reproducing someone's work without quotation marks or appropriate citation is plagiarism.
- B. The use of artificial intelligence (A.I.) tools or technologies such as paraphrasing software or other A.I. software (e.g., ChatGPT, GPT, DALL-E, Stable GitHub, Copilot, Grammarly, or any other) is prohibited. Use of any such tools will be considered a plagiarism and a violation of the academic integrity policy and disciplinary action will be taken.
- C. Faculty are responsible to secure permission for any copyrighted material incorporated into their courses. Faculty who develop Distance Learning course materials, maintain ownership of their intellectual property used in the course.
- D. The highest standards of academic honesty must guide the students in their preparation of all assignments and writing of all examinations. The following rules will apply in all cases:
  1. Each student's work shall be the result of the student's own effort.
  2. Each student shall cite appropriately the ideas and work of others when incorporated into the writing of papers.
  3. Each student will follow the directions of the instructor with regard to permissible materials in a room at the time of examinations.
  4. No student shall give or receive any assistance whatsoever or

5. communicate in any way with another student during an examination.
6. No student shall attempt to obtain or disseminate the content of an examination prior to or after distribution by the instructor.
7. No student may submit the same work to more than one instructor without the prior approval of the instructor involved.
8. No student shall act in a way that endangers the academic integrity of the school.
9. Any student who has information about or observes any form of academic dishonesty is expected to bring the information forth to the Dean or faculty member of choice.

E. If a faculty member has evidence that a student/s has engaged in some form of academic dishonesty the following will apply:

1. The student/s will be confronted in a prompt manner by the faculty identifying the observed specific dishonest behavior. The conference and recommended action to be taken by the faculty member will be documented and forwarded to the Admission and Progression Committee (APC) and the Dean. If the observed actions are upheld as cheating once the evidence has been reviewed, the student/s may be given a failing grade for the work in question and possibly for the entire course.
2. At any time, if the integrity of an examination is in question, the faculty reserves the right to eliminate the examination in question and retesting of any or all student/s can occur.

F. Upon review by the Admission and Progression Committee (APC) and on approval of the Dean, the student will be notified in writing of the nature of the violation and the resulting action to be taken. All services to the student may be suspended during this period. The student will have 5 business days to appeal in writing to the Dean. If the student chooses to respond, the response will be considered by the Dean and the student will be notified of the final action when the investigation is completed. The Dean may reconvene APC to address the appeal. The Dean reserves the right to take any of the following actions against a student who has engaged in academic dishonesty :

1. The student may be dismissed from the program and an F for that course will be recorded on the transcript.
2. Student will be notified that their transcript will be permanently annotated to reflect the action taken.
3. All services previously available to the student will be terminated including forfeiture of the right to request a refund of any monies.

G. A student who has been dismissed due to violation of the Academic Honesty Policy may not petition for readmission.

H. A student who has been exonerated of allegations of violation of the Academic Honesty Policy is required to make up any missed exams and clinical that occurred during the time of suspension



## HONOR CODE AND PLEDGE OF INTEGRITY

All students are required to sign the Honor Code annually during the first month of each academic year. Any student who chooses not to sign the Honor Code is not permitted to attend classes or clinical or make up any missed assignments. Signed Honor Codes are placed in the student's record.

As a student and representative of the Cochran School of Nursing, I commit to uphold the moral principles of the American Nurse's Association Code of Ethics for Nurses in the classroom, clinical area, and during any activity or event associated with the School.

I commit to conduct myself in a manner that will uphold the essential nursing values and principles of altruism, equality, esthetics, freedom, human dignity, justice, truth, and caring. I pledge to assume responsibility and accountability for all written assignments and verbal and written communication.

I agree that I am responsible for the academic integrity of my work and will not misrepresent any work or receive unauthorized assistance. The work that I complete will be my own and any cited work by another author will be given proper credit. I will not engage in collusion or the sharing of information, test questions, written assignments, or test questions between classes.

I know that presenting dishonest work and/or a disrespectful attitude will negatively reflect on my reputation, as well as that of the School. Therefore, I will maintain respect for the property of others and the School.

I pledge to uphold the Honor Code and Academic Honesty Policy. I will report students who choose not to preserve the Honor Code of the School. Failure to report a violation is, in itself, a violation of the Honor Code. Any student who reports an act of misconduct will be protected from any repercussions and his or her confidentiality will be maintained within the guidelines of the Academic Honesty Policy. I understand that violation of the academic policy may lead to academic disciplinary action up to permanent dismissal from the school.

I \_\_\_\_\_ (print name) have read and understand the Honor Code of the School. I will uphold the Honor Code and Academic Honesty Policy. I pledge to

conduct myself in a professional manner at all times. My signature is proof of my commitment to abide by this Honor Code and the Academic Honesty Policy as listed as Policy C-1 in the Handbook of the Cochran School of Nursing.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### **ATTENDANCE (CURRICULUM POLICY 2)**

#### **ATTENDANCE**

1. Regular, prompt, and full attendance at all classes, labs and clinical practice sites is required. Lateness is defined as arriving after the class/clinical/lab begins.

Students arriving late for class, lab, or clinical may be denied entrance. Students arriving late for examinations may be denied entrance at the discretion of the instructor. No additional time will be given if the late student is allowed to proceed with the exam.

Notification of lateness/absence must be received at least two hours prior to the start of class, lab, or clinical (except for emergency situations) and must be made to the instructor by the student directly. Lateness of greater than 15 minutes is considered an absence.

All lateness and absences will be evaluated on a case-by-case basis by the course instructor and as warranted, the Dean. Excessive lateness, absences or excessive leaving early may subject the student to disciplinary action including failure of the course.

Students arriving late, out of compliance with the dress code, or unprepared for class, lab, or clinical will be dismissed for the day. This will count as an absence and an absence from clinical will incur the make-up fee.

2. Attendance records are maintained by the classroom and clinical instructor in the electronic registration system.
3. Students are responsible to have current CPR/BLS (American Heart Association or the American Red Cross) and current health requirements in order to attend class and clinical. Noncompliance will result in suspension from class and clinical. Course instructors will be notified by the Director of Student Services.
4. Students are responsible for missed class content and materials.
5. Attendance requirements for students enrolled in a Distance Learning course will be identified by the course instructor in the course orientation and may include responses to posted questions, blogs, chat, or video conferencing participation.

6. Students are required to attend all clinical experiences which can include skills lab, simulation, hospital clinical and other scheduled clinical site experiences.
7. All missed clinical hours require a planned clinical makeup day or assignment from the course instructor, which can be completed at the end of the semester. The fee for each makeup experience is \$150, to be paid through Student Services. Exceptions to the fee include a documented death or funeral arrangements of an immediate family member (parent, sibling, spouse, child, or grandparent) a documented hospitalization or provider's documentation of illness of the student, documented and approve religious observance, a documented court appearance or a documentable communicable disease requiring the student be quarantined.
8. A student who misses clinical will be required to pay the clinical makeup experience fee of \$150 and will be placed on BURSAR HOLD until the fee is paid. The student will be able to attend subsequent class and clinical but will be unable to receive grades or register for subsequent classes until this fee is paid.
9. Any student who tests positive for communicable disease or other illness or injury deemed serious enough by faculty must be cleared by employee health prior to returning to class or clinical.
10. Any student who would like to request religious observance considerations for an excused absence in lecture or clinical must do so in writing with an original clergy signature. Students must deliver the signed document to the Dean's office at least two weeks prior to the start of each semester. At that time reasonable accommodations will be made to the student's schedule. Exams scheduled during that time will be rescheduled and the student will not incur a 10-point penalty upon makeup.

**GRADING AND EVALUATION SYSTEM  
(CURRICULUM POLICY 3)**

**I. GRADING SYSTEM**

**A. Rating Scale:**

Number grades for Cochran School of Nursing courses are converted to letter grades and quality points according to this table:

| <b>Number grades</b> | <b>Letter grades</b> | <b>Quality Points</b> |
|----------------------|----------------------|-----------------------|
| 100 – 95             | A                    | 4.0                   |
| 94 – 90              | A-                   | 3.7                   |
| 89 – 86              | B+                   | 3.3                   |
| 85 – 83              | B                    | 3.0                   |
| 82 – 80              | B-                   | 2.7                   |
| 79 and Below         | F                    | 0                     |

**B. Other Grades:**

Ex Exempt. This grade is given to a student who receives credit for the course by meeting criteria established in the Admissions Policy.

Inc Incomplete. This grade may be given if, for reasons acceptable to the course instructor, the student is passing the course and is unable to fulfill the course requirements within the time scheduled for the course. The student must satisfactorily complete the requirements within 3 weeks of the last day of the course or the course grade will automatically become F. An extension of this time frame is subject to approval by the Dean. A failure (F) grade will be issued to those students who stop attending classes after the withdrawal date and before the end of the course, but who do not qualify for an Incomplete grade. Extenuating circumstances must be approved by the Dean for the student to obtain an "Incomplete" status for the course.

W Withdrawal. This grade is distinguished as follows:

1. Withdrawal Passing (WP) - the grade given to students who withdraw by the withdrawal date with a grade of 80 or better in theory and a "Satisfactory" grade in clinical.
2. Withdrawal Failure (WF) - the grade given to students who withdraw by the withdrawal date with a grade below 80 in theory or an "Unsatisfactory" grade in clinical.
  - a. Students with a WF must repeat the course in the following semester. Students with a WF who do not pass the course on the second attempt will be dismissed permanently from Cochran.
  - b. Students with a WF are limited to a total of 1 such designations for the entire nursing program at Cochran. A second WF designation will result in permanent dismissal from Cochran.

**C. Computational Value of Other Grades**

1. The grades Ex, WP, and WF are not calculated into a semester average.
2. An F grade has a 0-quality point value and is calculated into a semester average.
3. When a course is repeated the quality point is replaced with the quality point value of the most recent letter grade for the course.

**D. Passing Grades**

1. At CSN, B- is the lowest passing grade.
2. A student must maintain a 2.7 cumulative average.
3. A one credit course entitled SafeMedicate for Nursing (NUR 100-DL) is required for all students. Students must pass the NUR 100-DL assessments to progress to Medical/Surgical Nursing 102. The passing grade for each assessment in NUR 100-DL assessment is 90%. There are two types of assessments; Formative Assessments, called Authentic Diagnostic Assessments (ADA) and Summative

Assessments, called Authentic Assessments (AA). The Midterm exam and Final exams are Summative Assessments.

Depending on the type of assessment, students will be allowed two or more attempts to achieve a 90%. For formative assessments (Authentic Diagnostic Assessment – ADA #1, 2, and 3) students will be allowed to repeat, as needed, an assessment to achieve a score of 90%. These ADAs must be completed by the assigned date in the Course Syllabus.

Midterm exam (Authentic Assessment – AA #1 Midterm) and Final exam (Authentic Assessment – Final) are scheduled, proctored exams. For the Midterm and Final students are allowed only two attempts at each assessment to achieve a passing grade of 90%. Students must demonstrate remediation between attempts.

If the student is unsuccessful after the second attempt at the Midterm or Final, the student will receive a failing grade for NUR100-DL. The student must repeat the SafeMedicate NUR100-DL course to be able to progress in the program. Consistent with the school policy on course failures, failure to pass SafeMedicate Nursing NUR100-DL will result in a nursing course failure.

In each subsequent semester, students will be required to pass a SafeMedicate Med Pass assessment with a score of 90%, to administer medications and, ultimately, obtain course credit at the end of the program.

4. SafeMedicate Med Pass Exams for courses NUR 102, NUR 200, and NUR 203 are scheduled, proctored exams and students are allowed only two attempts at each assessment to achieve a passing grade of 90%. Failure to achieve 90% or above on the SafeMedicate Med Pass Exam on the second attempt results in failure of the designated course. Consistent with the school policy on course failures, failure to pass the SafeMedicate Med Pass assessment will result in a nursing course failure and, if it constitutes a second failure, will result in dismissal from the school.

**E. Use of Calculators**

The Cochran School of Nursing allows the use of drop-down calculators available in online computer exams.

**F. Missed Examinations**

When a student misses a scheduled exam, ten (10) points will be subtracted from the achieved grade on the makeup exam. Exemptions to the 10-point reduction rule are provided under the following circumstances: death or funeral arrangements of an immediate family member (parent, sibling, spouse, child, grandparent); hospitalization of the student; religious observance as outlined in Policy C-2; court appearance or a communicable

illness requiring them to be quarantined. Student is to submit documentation. If a student must miss an examination for a reason other than those stated above, the student may request to take the examination prior to the scheduled date without penalty, if approved by the course instructor.

Lateness to testing is not tolerated. Students are expected to be seated five minutes prior to testing. Students arriving late for an exam may be denied entrance at the discretion of the instructor. This will be considered a missed exam. No additional time will be given if the late student is allowed to proceed with the exam (See Attendance policy C-2).

**G. Financial Hold**

Students who are on “financial hold” will be able to attend class and participate in all course activities. They will be allowed to take quizzes and examinations that occur as scheduled. Students will not be able to register for additional courses or in the case of the final semester, obtain degree conferral.

**H. Computation of Course Grade**

1. All nursing courses will have exam-based testing comprising a minimum of 85% of the course’s didactic grade. The remaining 15% of the didactic grade may be calculated through the use of alternative format assignments such as quizzes, projects, and other graded assignments. The weight for each course requirement for in class and distance learning, is determined by the course faculty and published in the course syllabus approved by the Curriculum Committee and the Dean. Students are informed of the weight of the course requirements at the beginning of each course. This information is included in the course orientation and is posted on the Learning Management System: Moodle.

**2. Clinical Achievement and Validation of Clinical Skills**

Objectives and information for clinical assignments, experiences, Critical Elements, and evaluation methods are provided to the student in each Course Syllabus and are also available on the Learning Management System. Students are expected to attend all clinical, Skills lab and class hours as defined in the course syllabus. See Policy C-2

**3. Validation of Skills**

Directions and grading rubrics are given to students for courses that have a Validation of Clinical Skills component. Students who receive an unsatisfactory on the Validation of Clinical Skills will be directed to practice skills in preparation of revalidating. If the NUR 101 student does not pass the initial validation, there may be two more attempts for a maximum of three attempts (including the initial validation). If the student does not pass validation on the second attempt the student will be evaluated by other course faculty on the third and final attempt. If the student receives an unsatisfactory rating on the final attempt, it will be

considered a clinical failure and the student will receive an F for the course. Students in all other NUR courses will have only two attempts to pass their validation.

A final grade of satisfactory must be obtained on the clinical evaluation form, Critical Elements and Validation of Clinical Skills in order to receive a passing grade in the course.

**I. Rounding**

1. Rounding to the nearest whole number is allowed for the final course grade only. Grading on any quiz, unit exam, and student presentations is not rounded. Whole number rounding criteria is as follows: any number with a tenth decimal  $<0.5$  is rounded down to the next nearest whole number; any number with a tenth decimal place 0.5 or  $>0.5$  is rounded up to the nearest whole number. Grading on any quiz, unit exam, and student presentations have not and will continue to not be rounded.

**J. Semester Average and Cumulative Average:**

1. See "Policy on Grade Point Averages "Policy C-9".
2. The course instructor records the course grades in the course grade book that is the official repository for the recording of grades.
3. Grading is the responsibility of the instructor of record.
4. If the student notes a discrepancy with a grade, the discrepancy must be reported to the course instructor as soon as possible.

**K. Standardized Tests:**

Proctored standardized testing is utilized to determine the learner's mastery of course content. See Policy C-10 and Course Syllabi.

**II. EVALUATION**

- A. Academic Achievement:** Students are evaluated on their academic and clinical achievement according to the following standards:
  1. A student is considered to be in good academic standing when they have a GPA of 2.7 (B-) or better.
  2. Students must pass every required course, achieve a satisfactory clinical grade in each clinical nursing course and maintain a minimal GPA of 2.7 (B-).
- B.** An unsatisfactory clinical grade or theory grade in a nursing course results in an automatic failure of the course, which will be recorded as an F.
- C.** Students who fail a course and are not meeting professional behavior expectations will meet with the Director of Student Services prior to being permitted to return to devise a Plan of Action. Students may or may not be permitted to return without prejudice.
- D.** Students may appeal a grade in writing to the Dean and to the Chairman of the Admission and Progression Committee (APC). See Grievance Procedure, Policy S – 2.
- E.** A second failure in the nursing program will result in permanent dismissal.
- F.** All arts and science coursework must be completed prior to graduation. Students will not be allowed to participate in any graduation activities (pinning and commencement) until all program requirements are met.

**G. Academic Jeopardy:** Academic jeopardy is a warning status. Students are placed on academic jeopardy when one of the following occurs:

1. A student is at risk for failing with a score of 79% or less on an exam
2. A student is at risk for failing with a mid-term average of 79% or less
3. Attendance issues and repeated tardiness.
4. Failure to meet or fulfill expectations of a learning contract
5. Specific remediation and implementation of a learning contract must be documented by the course instructor and may include:
  - a. Further study of material
  - b. Additional assignments
  - c. Referral to library resources
  - d. Computer assisted instruction
  - e. Other learning activity as deemed by the instructor.
6. Support classes are available for all students. Students in first semester will be advised to take support classes upon matriculation and when in academic jeopardy.

**H. Academic Probation (occurs upon completion of the semester):**

1. A student is placed on academic probation when his or her GPA in Nursing Courses falls below the standard achievement of 2.7.
2. A student placed on academic probation will be given one semester (when a course seat is available) to improve their GPA to a 2.7.
3. In order to assist in improving their GPA, the following actions are available to be taken by the student:
  - a. Meet with the course instructor to assess progress and determine if additional tutoring, study skills or support services are needed. A learning contract may be initiated.
4. Dismissal from the program will occur if the student is unable to achieve a GPA of 2.7 or higher in the subsequent semester.

**I. Code of Conduct & Professional Behavior**

1. Students are responsible for acting in a professional manner in accordance with the Student Code of Conduct (see Student Handbook). This includes all interactions with other students, faculty, and staff on campus and in the clinical setting. Respect for all people, responsibility in all actions and professional verbal and written communication is expected.

**J. Graduation**

Candidates who have satisfactorily completed the requirements of the educational program in accordance with school objectives and met all financial obligations to the school are recommended by the Faculty for graduation to the Dean for final approval.

**K. Certification for NCLEX**

The Dean will certify eligibility of all students upon completion of the education program when financial obligations and evidence of successful completion of the curriculum requirements have been met.

**L. Withdrawal**

The student who wishes to withdraw from the school must complete the

Withdrawal form in the Registrar's office by the official withdrawal date stated on the school calendar. A WP or a WF will be placed on the transcript, and no tuition is refunded.

**M. Drop/Add**

A student may drop and /or add a course for which they are registered, before the fourth Friday after classes have begun. The student must complete the Drop/Add Form in the Registrar's Office. The Registrar informs faculty of the Drop/Add status. Tuition refunds follow the schedule in the Financial Aid Policy.

**N. Auditing Courses**

In order to maintain the integrity of the academic environment, auditing of nursing courses is not permitted.

**O. Dismissal**

The Admission and Progression Committee (APC) may recommend to the Dean that a student be dismissed.

**The Dean may suspend or dismiss a student for any of the following reasons:**

- Failure to meet academic and/or clinical standards.
- Health problems that interfere with attainment of program goals and that cannot be resolved.
- Drug and/or alcohol abuse.
- Behavior that is contrary to the ethical code of the nursing profession
- Failure to attend class without officially withdrawing from the class.
- Disrespectful conduct, not adhering to policy and procedure, and not adhering to the Student Code of Conduct as written in the Student Handbook or any other inappropriate behavior. (See student Handbook).

**The Dean may also impose a mandatory Leave of Absence or require the dismissal of any student for lack of professional qualifications for nursing or for reasons pertaining to dishonest or immoral behavior.**

**CLINICAL PRACTICE AND ACHIEVEMENT  
(CURRICULUM POLICY 4)**

**I. CLINICAL PRACTICE AND ACHIEVEMENT**

**A. Schedule**

1. Day classes are generally scheduled between 8 a.m. and 4 p.m. Clinical practice may begin as early as 7:00 a.m. Evening classes are generally scheduled between 5:30 p.m. and 11:30 p.m, however evening clinical may end as late as 12 midnight.

**B. Clinical Practice**

1. Clinical experiences are arranged by CSN through contractual agreements with the agencies that are committed to nursing education. CSN does not pay the agencies nor do the agencies pay CSN. CSN must abide by the rules and regulations of the agency. Therefore, agency policies and accepted professional standards of conduct for

nurses must be followed.

2. Students may care for patients under the supervision of an instructor only when the student is adequately prepared for the experience. The preparation ensures that the student understands the assigned material and can implement safe and effective care. Failure to prepare for clinical as directed may result in a dismissal from the clinical day and is considered a clinical absence.
3. Repeated episodes of lack of preparation for clinical practice may result in course failure and must be documented by the clinical instructor.
4. If a student is dismissed from clinical for any reason, the rationale must be documented and the student's performance reviewed if needed with the course instructor. Adjunct clinical faculty are required to inform the course instructor of any issues regarding student performance in a timely manner.  
If further action is needed a referral will then be made to the Admissions and Progression Committee for review. Further action to the Dean if necessary.
5. In clinical courses where medications are administered, students must give medications under the supervision of CSN faculty. Staff nurses may not supervise students with medication administration.
6. Students are to wear proper identification at all times in the hospital. I.D. badges are to be worn over street clothes when going to non-clinical areas, such as cafeteria, coffee shop, etc.

C. **Grounds for Clinical Dismissal:**

A student may be dismissed from the clinical setting for the following reasons:

- Incomplete preparation for the clinical assignment.
- The requirement of a disproportionate amount of instructor time due to insufficient preparation, failure to master basic nursing skills, or inability to apply theory to practice. (See Clinical Evaluation Form).
- Student behavior is inappropriate and may suggest: impairment of judgment and or cognition, extreme emotional distress, the use of alcohol, or other substance abuse.
- The clinical instructor assesses the student's performance to be unprofessional or unsafe.
- The nursing staff of the agency determines that the student is unsafe or unprofessional.
- Absences or lateness that make it impossible for the student to meet the course objectives (See Attendance Policy C – 2).

**CLINICAL PERFORMANCE EXPECTATIONS**

1. Each nursing course with a clinical component has performance objectives and specific outcomes. Each nursing course has an evaluation form on which the

instructor documents the student's ability to meet the behavioral outcomes. The student must receive a satisfactory grade in clinical to pass the course. Clinical Practice Evaluation forms are kept on a continuous basis by the clinical instructor. The evaluation forms have achievement levels that can be used as often as weekly to document a student's progress.

2. To meet clinical objectives, the following are skills essential for sound clinical judgment and competent nursing care needed in diverse clinical settings:

- a. Knowledge Base:
  - (1) Knowledge is acquired through instruction, demonstration, study, research, and experience.
  - (2) Concepts that include nursing, anatomy and physiology, pathophysiology, psychopathology, growth and development, cultural and spiritual beliefs as related to health, illness, birth, and death.
- b. Clinical Skills:
  - (1) Clinical skills as acquired through demonstration and practice include cognitive, psychosocial, and psychomotor skills, and are based on scientific principles.
  - (2) The ability to perform tasks and procedures in a safe, organized, and proficient manner.
  - (3) Safe administration of medications
  - (4) Satisfactory completion of the Critical Elements of each clinical nursing course is required by the end of the semester to receive a passing grade for the clinical experience.

|   |
|---|
| <b>GRADE POINT AVERAGE AND CLASS RANK<br/>(CURRICULUM POLICY 9)</b> |
|---|

Semester grade point averages and cumulative grade point averages are calculated to represent the quality of student performance numerically. These averages are used to determine if a student qualifies for certain academic actions (progression, academic probation, dismissal, graduation, high honors, highest honors) and academic scholarships.

### **I. Definitions**

- A. The Grade Point Average is the sum of the quality points earned divided by the number of nursing credits completed by the student in a given semester. The GPA is calculated at the end of each semester and is cumulative for all completed semesters.
- B. Quality points are based on course credit for theory and clinical performance. If a student fails the clinical component of a clinical course, they fail the course. An F grade has a 0-quality point value and is calculated into a semester average. When a course is successfully repeated, the 0-quality point is removed from the cumulative grade point average, the F grade remains on the transcript with a line through it and an "R" (for repeated) next to the lined-out F. The repeated grade is used to compute the final GPA and class rank.
- C. All nursing courses are part of the Cochran School of Nursing curriculum. Once a student is matriculated at Cochran, they must take all remaining general education course required for degree completion at Westchester Community College

(WCC), the school's joint registrant in order to be accepted as transfer credits. Matriculated status refers to enrollment in the Cochran School of Nursing to earn the Associate in Applied Science degree with a major in nursing. The lowest possible passing grade at the Cochran School of Nursing is a B-.

- D. Students must maintain a minimum of 2.7 cumulative GPA in all nursing courses taken while enrolled in order to be in good academic standing. If the GPA falls below 2.7 the student is placed on academic probation and must achieve higher than 2.7 within the next semester or be dismissed from the school.
- E. A minimum GPA of 2.7 in all nursing courses must be earned by the end of first year in order to progress into the second year. Students who maintain a semester average of 3.5 – 3.59 GPA are placed on the Honor Roll, 3.6 – 3.79 GPA on the High Honor Roll and 3.8 – 4.0 GPA on the Highest Honor Roll. This will be noted on the transcript each semester. Cumulative GPA's that are indicative of these performance levels will be indicated on the diploma and announced at graduation.

## II. Cumulative Grade Point Average Calculation

- A. The cumulative grade point average is calculated by dividing the total amount of quality points earned per credit hour by the total amount of credit hours attempted. *(See Policy C – 3, for conversion of numeric grades to quality points)*

### Example of GPA Calculation

A student receives a grade of B- in a (9) credit nursing course and a grade of A in a (6) credit nursing course. Find the cumulative Grade Point Average (GPA).

| <b>Grade</b> | <b>Quality Points x</b> | <b>#of credit hours =</b> | <b>total quality points</b> |
|--------------|-------------------------|---------------------------|-----------------------------|
| B - =        | 2.7                     | x 9                       | = 24.3                      |
| A =          | 4.0                     | x 6                       | = 24                        |
|              |                         | 15                        | 48.3                        |

$$\frac{48.3 \text{ total quality points}}{15 \text{ total credit hours}} = 3.22 \text{ Cumulative GPA}$$

- B. The Cumulative GPA for students at the Cochran School of Nursing is computed solely from grades for nursing courses taken at the Cochran School of Nursing.
- C. At the completion of the program, in the event that more than one student has achieved the same cumulative GPA, class rank is determined by calculating the GPA using number rather than letter grades.

### **STANDARDIZED TESTS AND COURSE EXAMINATIONS (CURRICULUM POLICY 10)**

Examinations throughout the nursing curriculum are used to assess successful course completion, for formative and summative evaluation of student learning and to foster preparedness for licensure examination following graduation.

## **I. Course Examinations**

1. All nursing courses will have exam-based testing comprising a minimum of 85% of the course's didactic grade. The remaining 15% of the didactic grade may be calculated through the use of alternative format assignments such as quizzes, projects, and other graded assignments.
2. The course instructor informs the students of the course requirements and the weight of course components in the Course syllabus. The course syllabus is presented to the students at orientation of each nursing course, and is posted on the Learning Management System: Moodle.
3. The weight of individual course examinations within each course, including the standardized tests, are determined by the course faculty.
4. Course examinations grades will be released into the Student Portal / Empower by end of Business Day on Friday of the exam week.
5. After grading the course examinations, an item analysis of the examination is completed and used for question evaluation.
6. Course examinations are generally 40 – 75 questions and Final examinations are 75 – 125 questions in length. The time allotted is 1.4 to 2 minutes per question.
7. Faculty may review a unit exam within two weeks of the exam with students during a group review or during individual office hours by appointment. The students may not have books, pens/pencils, or personal belongings including cell phones at the review. There will be no class or individual student review of final exams.
8. Final course grades are entered into the Student Portal / Empower for official score reporting by the instructor by end of Business Day, Friday of the week of the course Final Exam or at the course instructor's discretion.

## **II. Exam Implementation**

1. Testing environments must ensure academic integrity, which are standardized and implemented when using computer-based exams.
2. Students enrolled in distance learning classes, requiring standardized testing will use Examplify and ExamMonitor security for all graded exams.
3. Students enrolled in in-class course sections will take all graded exams on Examplify. (Guideline G-10)
4. Exams must be taken on laptop computers using Examplify. Tablets are no longer supported by testing platforms.
5. In class and online sign in is a two-step identification process and continuous audio and video recording is also used for online exam security.

## **III. Standardized Testing Program (STP):**

1. The Cochran School of Nursing subscribes to a standardized testing program. Proctored diagnostic assessments are administered to students each semester and weight of the exams is described in the course syllabus.
2. Non-proctored standardized examinations and tutorials are assigned student learning activities. Faculty monitor student's use of the non-proctored programs as part of achievement of course content.
3. Individual performance profiles are generated after testing which identify areas of deficiency to help guide the learner's review and remediation.

## **PROCEDURE FOR IN CLASS AND REMOTE ONLINE TESTING (GUIDELINE 10)**

### **Exam Implementation:**

#### **In Class Exams**

1. The exam proctor will provide random seat assignment
2. All exam materials are to be kept directly in front of the student  
All other student materials, including cell phone, smart watches, and iPad are to be left in an area designated by the exam proctor.
3. Food and drink are not permitted in the classroom during the examination.
4. Bathroom use is permitted before the start of the exam only.
5. Frequent rounds by the proctor are to be expected by the students.
6. Talking or asking questions is not permitted after the exams has begun
7. A student may raise a hand to speak with the proctor if necessary
8. Students must exit the room immediately after submitting the exam.

#### **Examplify Procedure**

Examplify is a web-based testing software by ExamSoft that provides students a secure way to take examinations. CSN requires that all students take their graded exams using Examplify.

#### **Exam Software and Hardware**

Students are required to download the Examplify software on their laptop in order to take their exams. Students will be notified by the course instructor via email of the date by which they must have the software installed.

#### **Student's device need to meet the following requirements:**

Minimum requirements for Windows: <https://examsoft.com/resources/examplify-minimum-system-requirements/>

Minimum requirements for Mac: <https://examsoft.com/resources/examplify-minimum-system-requirements/>

*The following requirements apply for exams with ExamID or ExamMonitor enabled* (<https://examsoft.com/resources/examplify-minimum-system-requirements>)

#### **Examinations**

Students are required to:

- Have a fully functioning and charged laptop with them on their exam day.
- Take all course examinations on their own personal devices.
- Have Examplify's minimum requirements for the device.

#### **Prior to scheduled exam day**

Students will familiarize themselves with their device and the Examplify software features prior to the start of the exam by completing a Mock Exam assigned by the course instructor as needed.

## **Exam Day**

### **Not allowed during the exam**

- Make sure you look like the ID picture that you took. If you alter your appearance, it may not ID you, causing a delay in the start of the exam. (REMOTE ONLY)
- No watches (any type) are allowed to be worn during the exam.
- Screenshots or pictures of test information is strictly prohibited.
- Background music or television sounds, earbuds or headphones, watches/smartwatches, or hats/hoodies/headgear (unless culturally indicated) are prohibited. Hair long enough to cover the eyes and ears must be pulled back. (REMOTE ONLY)
- Nothing in your ears but orange earplugs (NOT AIR PODS) if you need that to eliminate sound
- Reading glasses with clear lenses are acceptable, but tinted glasses or sunglasses are prohibited.
- For computer-based exams, the student's screen must be able to be viewed at all times during the exam. The use of privacy screens is strictly prohibited.
- Additional computer monitors, screens, or tablets should be removed during the exam. (REMOTE ONLY)
- No writing should be visible on the desk or walls. (REMOTE ONLY)
- Under no circumstances should students exit the proctored environment during the exam.
- No test items should be copied, saved, or shared during or following an exam.
- Do not talk to anyone else – No communication with other by any means.
- Talking is not permitted for the whole duration of the examination. You are not allowed to read aloud any parts of the question or the question choices, and you are not allowed to express your thoughts in spoken language.
- No other person except test taker should be permitted to enter the room during testing. The computer may not be transported to another location after the exam has started.
- A phone or cell phone is not allowed in the testing area under any circumstances. No other electronic or communication devices are allowed.
- No note taking. Some exams may allow you to use the “Notes” function within ExamSoft instead.
- For exams, students may be provided with scrap paper after the exam has started. Scrap paper must be turned in to the proctor at the conclusion of the exam.
- Food, beverages, or water bottles are not permitted in the testing area.

### **Preparation for the exam when remote**

- Sit at a clean desk or table if available, in the event it is not available you may utilize a seating bench (not in the bed or floor). You will need a stable surface to support your device. The background should be quiet. The desk or table needs to be cleared of all other materials. This means the removal of all books, papers, notebooks, calculator, etc.

- Maintain room lighting bright enough to be considered “daylight” quality. Overhead lighting is preferred, however if overhead is not possible, the source of light should not be behind the test taker.
- The webcams should be placed where there is frontal view of the test taker’s face in the center, with an uninterrupted view. The entire face of the examinee must be visible, especially eyes and mouth, at all times.

### **In Class Exam and Remote**

Students must bring their laptop, with a fully charged battery, and a power cord. When students arrive to the classroom on the day of exam, they will place all belongings as directed by proctor, including cell phones and smart watches.

The start of the exam is defined as the time that the proctor displays the assessment password.

If a student is not present when the password is given, they will not be allowed to have the assessment password to take the exam and need to contact their instructor for further direction. See Policy C-3 F.

If students experience a computer problem, immediately notify the exam proctor. It is at the discretion of the course instructor when another exam can be scheduled.

### **Conclusion of Exam**

When finished with the exam and ready to submit to scoring, students must select the “Submit & Exit” button feature at the top of the interface. This will bring up the exit screen, which allows students to either “Return to Exam” or “Close Exam.”

Students will receive a “green confirmation screen” which must be verified by the proctor prior to leaving the testing environment. If students do not see the screen, they must address this issue with the proctor. Once they exit the exam, they will not be allowed to re-enter the completed exam.

If wireless connection is available, the exam will be uploaded to ExamSoft server automatically. If there is no wireless available, please notify the instructor and upload the exam as soon as possible to ensure timely grading by the instructor. Once students have wireless capability, restart the Examplify software and the exam will automatically be uploaded to the ExamSoft server.

Students will receive an email confirmation from ExamSoft that the exam was uploaded.

### **Test Review**

Exam review is planned with the course instructor per Policy C-10.

### **Support**

Please contact ExamSoft Support.

### **Data Collection and Quality Improvement**

Students are advised that ExamSoft retains the right to use any data including Exam Taker result data in order to validate assessment items and maintain and improve the quality of the testing process. In the course of using ExamSoft services, ExamSoft may access certain Exam Taker personally identifiable information (PII) from education records. This data is retained by ExamSoft and their subsidiaries and not sold or passed on to any outside entity.

CSN/SJRH will not provide any technical support for any computer problems encountered on the day of the exam.

### **MAINTENANCE OF MATRICULATION STATUS (CURRICULUM POLICY 11)**

A matriculated student is one who has been formally admitted to the school, registered in a course, and is pursuing courses toward the degree of Associate of Applied Science in Nursing

#### **MATRICULATION**

- After being accepted into the program, matriculation occurs at the beginning of the first registered semester. Applicants who do not matriculate (begin the program) within one year of the initial application date will be required to file a new application and accompanying fee.
- If a student fails NUR 101 the student must write a letter of appeal within 10 business days from the end of the semester to the dean requesting to return to CSN program.
- To be considered for continuation in the program the student must have passed 2 or more exams during the semester (excluding the Final Exam). If these criteria are met, the student may be allowed to return the next semester. If these criteria are not met, the student will be dismissed from the CSN program.
- Each returning student is at the discretion of the Dean. The student's ability to return is not guaranteed.
- During the time before the start of the next semester, the student will work with their advisor and Student Services to plan for success upon return to CSN program.
- It is expected that students will fulfill the requirements for their degree by registering over successive semesters (sessions). Registration is accomplished by either enrolling in classes or Maintaining Matriculation.
- Matriculated students may apply for financial aid.
- Any semester in which a student is not registered for at least one course, the student must pay the fee for Maintenance of Matriculation. This will entitle the

student to use the library, meet with their advisor or other members of the faculty, and participate in selected school activities.

- The Maintenance of Matriculation Fee is \$100 per semester when the student is not enrolled in classes and is processed in lieu of registration. The matriculation fee of \$100 is waived for a documented Medical LOA.

## **LEAVE OF ABSENCE**

- Students should meet with their advisor before applying for a leave of absence.
- A student must complete a leave of absence form in the Registrar's Office stating the semester/semesters to be missed.
- Students will be permitted to register following a leave of absence if space is available in the requested course.
- A student in good standing may request a Leave of Absence from the school for a maximum of one year without prejudice to his/her standing. Students on leave must register for Maintenance of Matriculation.
- A student out on a Leave of Absence for Term 2, 3, or 4 and chooses to be out for 6 months or more, must contact the Director, Cochran School of Nursing & Learning Resources Center to schedule a revalidation of skills. Failure to show mastery of the skills or failure to contact the Director may result in loss of admission for the term. The Director, Cochran School of Nursing & Learning Resources Center will notify the Registrar of the eligibility of the enrollment in the semester.
- All returning students from a Leave of Absence must write a letter, explaining that the reason for their leave has been resolved and detail how they will meet the demands of the program. If out on LOA for medical reasons, the student must provide a letter that includes the student's fitness to return. A meeting must be scheduled with the Dean.
- A student on a Leave of Absence after a failing grade or who fails a term must write a letter, to the Dean, stating in detail why they should be accepted back into the program prior to registering for the term. The Dean will then set up a face-to-face meeting with the individual to discuss what they intend to do differently during the term that will result in their successful completion of the term and the program.
  - If the student does not return to the school in the term following the leave, the student must re-apply to the school for readmission. The student will then be subject to the rules and program changes which are in effect in the current curriculum.

- Students who have not maintained matriculation and wish to return to the school within one year after their last course will be charged the Maintenance of Matriculation fee of \$100 for each semester missed. Maintenance of Matriculation without attending classes is limited to one year. Medical Leave is exempt from the fee.

### **READMISSION PROCEDURE**

- Students who have not maintained matriculation nor enrolled for two terms are required to meet existing admissions standards, program requirements and school policies at the time of reapplication.
- Students returning from a Leave of Absence are automatically placed on academic probation.

### **LENGTH OF PROGRAM**

- A student is encouraged to complete the program in four years from the date of initial matriculation in the Cochran School of Nursing.

### **STUDENT ADVISEMENT PROGRAM (STUDENT POLICY 1)**

### **OBJECTIVES OF THE STUDENT ADVISEMENT PROGRAM**

- Guide the student in developing self-awareness in achieving their individual academic goals.
- Assist the student to develop problem solving skills.
- Support students who must handle academic, personal and/or health issues and make referrals when necessary.
- Achieve accurate and timely registration for each student each semester.

#### **I. Faculty Advisors**

Each student is assigned to an advisor who will follow their progress throughout the program and offer academic counsel and support.

Your faculty advisor has been provided a list of all student advisee's. they will review your record prior to meeting with you, but additionally, will ask you clarifying questions. Students should seek out their advisor during posted office hours.

Your Advisor will review your transcript and assist you in developing an academic plan in order to meet the requirements for each course and graduation, which includes maintenance of the required GPA of 2.7. However, please be aware that the advisor is not there to do the work, but to help define a path to success, you chose to travel the path, or not.

A student may request change of faculty advisor through a written request to the Dean.

Faculty advisors will document all academic counseling sessions in Empower.

## **II. Scheduled Conferences**

Conferences are to be scheduled as mutually agreed upon by both advisor and advisee. The following are times are suggested when advisement should take place:

- A. New Basics Students: The advisement program is presented during the school orientation.
- B. Academic Probation – When a student is placed on academic probation, the student is expected to meet with their advisor to review their academic progress. (See Academic Probation: Policy, C-3).
- C. During each semester the faculty will meet with their advisees for a minimum of one time which may be:
  - a. At the beginning of the semester.
  - b. At midterm
  - c. At the end of the semester for registration and
  - d. At any other time as requested by student or advisor

## **III. Student Registration**

- A. Faculty advisors will be available to meet with students prior to the next semester's registration date. Advisors will make recommendations for the next semester courses, co-requisites needed and course workload.
- B. Registration PIN numbers are given to students by the Advisor after they have had academic advisement. Registration is online and takes place on dates set by Student Services.

## **IV. Protocol for Utilization of Professional Counseling Resources**

- A. During an advisement session if the advisor feels the student needs professional assistance:
  1. The advisor informs the student that, in their opinion, professional help may be indicated.
  2. If the student is willing to accept the suggestion for professional help, the advisor may:
    - a. Refer the student to the St. John's Riverside Hospital Emergency Department or their nearest Emergency Room.
    - b. Inform the student of the right to seek a private therapist.
    - c. Make the student aware that the Dean will be informed of the student's decision.
    - d. Inform the Dean in writing.

(See St. John's Riverside Hospital Health Program Policy)

## **STUDENT GRIEVANCE AND APPEALS (STUDENT POLICY 2)**

**PHILOSOPHY:** The primary objective of the Cochran School of Nursing (CSN) is to provide high quality education leading to an Associate Degree in Applied Science in Nursing. The faculty and administration believe in equitable, fair, respectful and just treatment to all students enrolled at CSN. Cochran School of Nursing has the exclusive right to determine the appropriate action, including suspension or dismissal from the program as guided by the policies of the School.

## **DEFINITION OF GRIEVANCE:**

A formal complaint or expression of dissatisfaction by a student regarding a perceived unfair or inequitable treatment, violation of rights or responsibilities, or non-adherence to policies within the nursing program. Specific grievances would include:

1. improper or unfair application of regulations, guidelines and/or policies.
2. improper action, inaction or decision of any faculty or other persons with administrative control and responsibility.

## **II. PROCEDURE**

**FIRST LEVEL-** A student who feels that he/she has been treated unfairly should first handle the issue informally and orally with the person (s) involved within two (2) working days after the concern to attempt resolution. This person has five (5) working days to resolve the issue. Prior to the second level, the student must meet with their advisor to discuss the issue and decide if a formal grievance is applicable.

**SECOND LEVEL-** If a satisfactory conclusion has not been reached on the first level, the student alone or with the person involved should next contact the Chairman of Admission and Progression Committee (APC). The student informs them of the issue, verbally and in writing within five (5) working days of the last discussion on the first level. Reasonable evidence and background materials are to be submitted in writing to the Chairman of the APC. The letter should state the policy that is allegedly being violated and how the student has addressed the issue. The Chairman will make all materials available to the Committee at least three (3) working days before the APC meeting to review the grievance.

### **GRIEVANCE AND APPEALS PROCEDURE FOR STUDENTS**

1. The student and person(s) involved in the grievance may appear before the APC. Both shall have the right to have a representative or advisor of his/her choice at the meeting. The representative selected by both parties can only be a member of the faculty, administration, or member of student body.
2. The student and person(s) involved in the grievance should be given full opportunity to present evidence and witnesses that are relevant to the issue at hand
3. The student involved should be given the opportunity to question any witnesses.
4. The student involved should be informed of any evidence related to the grievance.
5. The student will be allowed to continue in class while the APC reviews the grievance and a decision is made.
6. The APC decision shall be made upon majority vote of the Committee.
7. The student will be informed of the decision by APC in writing within one (1) week (five working days) of hearing the case. The formal decision at this level shall be considered final unless the student chooses to bring the grievance to a third level.
8. Until a review at the third level is completed, the student is bound by the decision made by the APC at the second level.

**THIRD LEVEL-** If the issue cannot be resolved at the second level, the student must notify the Dean within five (5) working days. All evidence and material should be submitted to the Dean for review and decision. The Dean shall have five (5) working days to review and come to a decision.

**FOURTH LEVEL-** If the issue cannot be resolved at the third level, the student may take their case to the Chief Nursing Officer. The student will have 5 working days to notify the Dean, in writing, of the plan to move to the fourth level. Until the review at this level, the student is bound by the decision of the Dean. The decision made at the fourth level is final.

### **STUDENT HEALTH CLEARANCE/DRUG FREE CAMPUS GUIDELINE (GUIDELINE 13)**

#### **Student Health Clearance**

The school in collaboration with the Occupational Medicine Department (OMD) maintains student health records.

The purpose of this service is to:

- A. Ensure that students enter the school and remain in an adequate state of personal health necessary for the safe practice of professional nursing.
- B. Assist the student to acquire positive measures for maintenance of personal health and to make sure the students meet the health requirements for admission to the program and for participating in class and the clinical practicum at St. John's and at all the affiliated clinical agencies.
- C. To maintain the health records for all students.

#### **HEALTH AND ESSENTIAL PHYSICAL ABILITIES**

The applicant must obtain health clearance from the school once accepted to the program. In addition, the applicant must meet the following physical requirements:

- Visual acuity must be adequate to read words, graphs, charts, instruments, and observe color changes with or without an assisted device.
- Auditory acuity must be sufficient to hear spoken words and body sounds with a stethoscope with or without an assisted device.
- Speech must be clear to communicate verbally in Standard English with clients, patients and their families and with other members of the health profession.
- Sense of touch must be sensitive enough to feel for temperature and for size, shape and movement of parts of the human body.
- Sense of smell must be acute enough to detect odors (breath, drainage) that indicate changes in the status of the client/patient and unsafe environmental conditions (gas, smoke).
- Physical stamina must be sufficient to move freely and to assist in moving (lifting, transporting, ambulating) and in positioning clients/patients of all ages.

- Manual dexterity must be proficient enough to allow for proper utilization of equipment (syringes, catheters, manometers, etc.) during nursing care.
- Cognitive and reasoning abilities must be sufficient to interpret findings and apply knowledge to practice.

## **I. Pre-Entrance Health Records**

### **A. Required Health Information**

Each student accepted into the Cochran School of Nursing will receive the required health clearance documents with their acceptance letter. Once accepted, students must submit to the following:

1. A completed current personal health questionnaire
2. Evidence of a recent (12 months of the first day of CSN) physical examination by a licensed primary care provider (PCP)
3. A completed record of the following immunizations and/or titers as follows:
  - a. Full Tdap vaccine within ten years prior to admission.
  - b. Serologic evidence of immunity for each disease: Measles, Mumps, Rubella and Varicella. If not immune to any of these diseases, a single booster and repeat titer will be required after 6-8 weeks.
  - c. Serologic testing of Hepatitis B and C Antibody is required. Students should receive the first of the two Hepatitis B vaccines of the 3 dose series prior to starting school or have a signed declination form on the vaccine refusal. The 3<sup>rd</sup> dose of vaccine can be completed after starting school.
  - d. Serologic testing of Hepatitis B surface antigen (HBsAg) is also required.
  - e. Mandatory COVID/Influenza vaccines.
4. Copies of laboratory reports are required on all applicants. Chest X-Ray reports are required for all applicants with a history of positive PPD or QuantiFERON, clear chest X-ray is good for 3 years.
5. A signed Meningococcal Meningitis Response Form must be completed prior to entrance.

### **B. Procedure for Health Clearance**

1. All above records must be submitted to the school for clearance by the date specified.
2. If any information is missing, the school contacts the student directly. Ongoing communication with students is key to compliance.
3. When all requirements have been met the student is cleared by the

school and eligible to attend classes.

4. Summary of health clearance is printed and attached to student's file. **STUDENTS CANNOT BEGIN CLASS WITHOUT HEALTH CLEARANCE.**
5. Completed Health Clearance Forms are filed and maintained in Student Services.

## II. After Admission

### A. Required Ongoing Health Clearance

1. All second year or third year students must complete annual education for PPD. If a student 's PPD or QuantiFERON was previously positive, the student must complete a Symptom Review for Tuberculosis Form and have a chest x-ray done every 3 years.
2. Annual TB testing of health care personnel is not recommended unless there is a known exposure or ongoing transmission at a healthcare facility. Health care student with untreated latent TB infection should receive an annual TB symptom screen. Symptoms for TB disease include any of the following: a cough lasting longer than three weeks, unexplained weight loss, night sweats or a fever, and loss of appetite.
3. All health students should receive TB education annually. TB education should include information on TB risk factors, the signs and symptoms of TB disease, and TB infection control policies and procedures.

### B. Communicable Disease Exposures/Prevention.

1. Nurse Managers must notify the school secretary or Dean of any student exposed unknowingly to a patient with active tuberculosis, varicella, hepatitis or other communicable disease. OMD will notify the student who must then report for appropriate counseling/testing/treatment according to specific health recommendations.
2. All possible infectious disease exposures of students must be reported to the OMD even if they occur at outside institutions.
3. The mandatory influenza vaccine will be offered yearly to all students (free of charge) and is a requirement of pediatric affiliates. Additional vaccines may be offered at no or low cost by Employee Health.
4. If a student comes in contact with a communicable disease or has a questionable rash, diarrhea, conjunctivitis, cold sores, they must report to the OMD prior to returning to clinical practice or class.
5. All students must be in good health and free of all communicable illness when caring for patients. Instructors will send students home if there are any signs/symptoms of illness.

- a. Any student that does not adhere to CSN/SJRH requirements for vaccinations or required yearly education may be removed from clinical, suspended and/or dismissed from the nursing program per decision of the Dean

## **C. Ongoing Health Care of Students**

### **1. Private Primary Care Provider:**

To enhance continuity of health care, students are encouraged to use their private PCP

- a. Diagnosis, treatment and follow-up care of any physical or mental health problem.
- b. A physician's note must be obtained certifying that the student is physically and mentally able to resume class and clinical.

### **2. Services of Hospital Facilities**

- a. Students must submit any bills for laboratory tests, x-rays, or visits to the ED to their own insurance company. The outpatient business offices will assist with this procedure. The bill and the insurance form should be presented to them.

### **3. Illness/ Injury/Exposure on Affiliation**

- a. If illness/ injury/exposure occur while at an affiliating agency, emergency care is rendered on site as necessary at the student's expense or student is referred back to St. John's Riverside Hospital for initial treatment and/or follow-up. Time permitting, the exposure can be seen at SJRH.
- b. All infection control exposures must be referred to the OMD at SJRH and a post exposure form must be filled out even though student may have had initial care at the affiliating institution. Students are responsible for all expenses incurred at outside institutions. The OMD will send a "Request for Evaluation of Possible Infectious Disease Exposure to a Student Nurse", to the affiliating institution if necessary to obtain further information.
- c. It is the student's responsibility to notify the school and the instructor of the course if the student is unable to report to class or clinical as scheduled.

### **4. Pregnancy**

- a. Any student who becomes pregnant must promptly notify the Course Instructor and the Director of Student Services.
- b. The student will be allowed to continue the program on presentation of a written statement from her physician

attesting to antepartum care, expected date of birth and clearance for continuing in the nursing program with **no restrictions**.

#### **5. Substance Abuse**

- a. CSN's policy is consistent with St. John's Riverside Hospital Drug free Workplace policy. (See SJRH Human Resource Policy C23, Section A).

#### **6. Mental Health**

- a. In addition to adequate physical health, a current state of emotional wellbeing is required for continuation in the nursing program. Any student with a behavioral/emotional/psychiatric problem that may possibly interfere with their role as a student nurse must also receive professional health clearance.
- b. If a student refuses to see a mental health professional as requested and a faculty member or Dean feels that professional help may be indicated, the student will be informed of the course of action to be taken.

### **Drug Free Campus**

The purpose of this policy is to provide a drug-free, healthful, safe and secure environment for the students of Cochran School of Nursing during all activities that are necessary to accomplish their goal of becoming a licensed professional.

Students must adhere to the following:

- CSN prohibits the unlawful possession, use, sale, or distribution of illegal drugs by its students, employees, or guests on its property or as part of any activities. The possession, use, sale, or distribution of drug paraphernalia is also strictly prohibited. Such substances and/or objects will be permanently confiscated by Administration or Security. Violation of this policy results in disciplinary action, up to and including dismissal from program, and may have legal consequences.
- Students are required to report to the academic or clinical area on time and in appropriate mental and physical condition which enables them to carry out their clinical and theoretical learning objectives and duties.
- Conviction of illegal use of these substances may result in failure of a student to be eligible for licensure under the by-laws of the New York State Educational Department.
- If a student is suspected of reporting to the clinical or classroom setting in an impaired condition, the student may be required to report to the Emergency Department and will be given a sobriety test. If the student refuses this test, they will not be disciplined or terminated for refusing to take a drug/alcohol test. If the student refuses to submit to a drug/alcohol test, CSN will make its disciplinary decisions based on the available evidence. (The observations of the instructor).

Refusal to take the drug/alcohol test may not be used as the sole evidence but it may be considered as further evidence. The reason for refusal shall be documented.

- Students needing help in dealing with drug abuse and/or drug dependency are encouraged to seek help. Conscientious efforts to seek help are supported by the school.

No student shall:

- Report to clinical or class, while under the influence of alcohol or illegal substances.
- Use, possess, distribute or dispense alcohol or drugs while on clinical or in class or on CSN/SJRH property.
- Report for clinical, remain on clinical or perform safety-sensitive functions or patient care if the student tests positive for any drug or alcohol.

Consequences for Students:

- Students found to have committed prohibited conduct under this policy will be subject to disciplinary action up to and including termination from the program.
- Violations of state and federal laws may be referred to the appropriate authorities.

Reasonable Suspicion Testing:

- When an instructor or administrator has established a reasonable suspicion that a student may be under the influence of drugs and/or alcohol; based upon specific, observed behaviors (REASONABLE SUSPICION REPORT), that person will be sent to the Emergency Room.
- If the RN/NP/ED nurse confirms the suspicion, the Dean will be notified. The Administrator on call may then request a Drug Test and/or Alcohol Test.

Referral, Evaluation, and Treatment:

- CSN recognizes drug abuse as a potential health, safety and security problem. Drug dependence is recognized as an illness and major health concern. The use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful.
- CSN will make available to its students information regarding the available resources for evaluating and resolving problems associated with the misuse of drugs and alcohol, including the names, addresses, and telephone numbers of substance abuse professionals and counseling and treatment programs
- Before the student can request to be reinstated to CSN after engaging in conduct prohibited by policy, the student shall undergo a follow up drug screening.

## **REASONABLE SUSPICION REPORT**

STUDENT NAME: \_\_\_\_\_

CLASS: \_\_\_\_\_

OBSERVATION DATE: \_\_\_\_\_

TIME: (FROM \_\_\_\_\_ AM/PM: TO \_\_\_\_\_ AM/PM)

LOCATION: \_\_\_\_\_

This checklist is to be completed by the instructor when an incident has occurred which provides reasonable suspicion that a student is using or has used prohibited drugs and/or alcohol. You should note all pertinent behavior and physical signs or symptoms which lead you to reasonably believe that the student has recently used or is using a prohibited substance. Match each applicable item on this form and add any additional facts or circumstances which you have noted.

**REASONABLE SUSPICION DETERMINED FOR: ALCOHOL \_\_\_\_\_ DRUGS \_\_\_\_\_**

### **A. Nature of Incident/Cause for Suspicion**

1. \_\_\_\_\_ Observed/reported possession or use of a prohibited substance (including a complaint)
2. \_\_\_\_\_ Apparent drug or alcohol intoxication
3. \_\_\_\_\_ Observed abnormal or erratic behavior
4. \_\_\_\_\_ Arrest or conviction for drug-related and/or driving while intoxicated offense
5. \_\_\_\_\_ Evidence of tampering on a previous drug and/or alcohol test
6. \_\_\_\_\_ Other (e.g., flagrant violation of safety or serious misconduct, accident or “near miss”, fighting or argumentative/abusive language, refusal of supervisor instruction, unauthorized absence on the job) (please specify):  
\_\_\_\_\_  
\_\_\_\_\_

### **B. Behavioral Indicators Noted**

1.  Verbal abusiveness
2.  Physical abusiveness
3.  Extreme aggressiveness or agitation
4.  Withdrawal, depression, tearfulness, unresponsiveness, or lethargic
5.  Inappropriate verbal response to questioning or instructions.
6.  Irritable
7.  Inappropriate gaiety
8.  Mood Swings
9.  Other erratic or inappropriate behavior (e.g. hallucinations, disoriented, excessive euphoria, talkativeness, confused) (please specify)  

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### **C. Physical Signs or Symptoms**

1.  Possessing, dispensing, or using prohibited substance
2.  Slurred or incoherent speech
3.  Unsteady gait or other loss of physical control, poor coordination
4.  Dilated or constricted pupils or unusual eye movement
5.  Bloodshot or watery eyes
6.  Extreme fatigue or sleeping on the job
7.  Excessive sweating or clamminess of skin
8.  Flushed or very pale face
9.  Highly excited or nervous
10.  Nausea or vomiting
11.  Odor of Alcohol
12.  Odor of Marijuana
13.  Disheveled appearance or out of uniform
14.  Dry mouth (frequent swallowing/lip wetting)
15.  Dizziness or fainting
16.  Shaking hands or body tremors/twitching
17.  Breathing irregularity or difficult breathing
18.  Runny nose or sores around nostrils
19.  Inappropriate wearing of sunglasses and long sleeve shirts
20.  Puncture marks or “tracks”
21.  Other observed actions or behavior (state objective evidence supporting reasonable suspicion that the student is using or under influence of controlled substances and/or alcohol.)

Physical evidence should be retained and stored):

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22. \_\_\_\_\_ Indications of the chronic and withdrawal effects of drugs and alcohol:

Yes \_\_\_\_\_ No \_\_\_\_\_

EXPLAIN \_\_\_\_\_

**D. Written Summary**

Please summarize the facts and circumstances of the incident, student's response, Instructor's actions taken, and any other pertinent information not previously noted. Attach additional sheets as needed:

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**Instructor:**

\_\_\_\_\_  
(SIGNATURE) (TITLE) (DATE) (TIME) am/pm

**Witness: (if any)**

\_\_\_\_\_  
(SIGNATURE) (TITLE) (DATE) (TIME) am/p.m.

**Dean of Cochran School of Nursing:**

\_\_\_\_\_  
(SIGNATURE) (TITLE) (DATE) (TIME) a.m./p.m.

**The test should be administered within (2) hours following a reasonable suspicion determination. This document should be prepared and signed by the Instructor who made the reasonable suspicion determination before the student is requested to submit to a drug test.**

This report should be reviewed by Dean before you request the student to submit to the test. If this is not possible, you may request the student to submit to a reasonable suspicion test and then have your report reviewed by the Dean.

Date, time and location of test. Note if employee refused the test.

**Please complete if applicable:**

Reasons why test was not performed within two (2) hours of reasonable suspicion determination:

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Remarks:

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**DISABILITY  
(STUDENT POLICY 9)**

**Purpose**

These guidelines ensure equitable and fair treatment for CSN applicants and students with a documented disability and who meet the admission criteria, the opportunity to have reasonable accommodations to assist in successfully complete the program. It is the student's responsibility to notify the institution that a disability and a need for accommodation exist.

**Disabilities defined**

The Americans with Disabilities Act defines a person with a disability as "as any person who (A) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (B) has a record of such impairment, or (C) is regarded as having such an impairment." This definition includes, but is not limited to, individuals who have been identified as: Blind, Deaf, Hard of Hearing, Learning Disabled, Multiply Disabled, Orthopedically Impaired, Visually Impaired, and other Health Impaired (Section 504 of the National Rehabilitation Act of 1973).

**Documentation Guidelines**

Qualified candidates requesting reasonable accommodations because of disabilities must provide (at their own expense) acceptable documentation of the condition/disability. Documentation must be current, within three (3) years prior to admission to CSN.

Documentation must provide justifications for reasonable accommodations. The primary concern in determining reasonable accommodations is the extent to which the candidates' documentation defines the precise limitations imposed by the disabilities and how proposed reasonable accommodations minimize/overcome these

limitations without compromising the integrity of the programs objectives or providing disabled candidates with an advantage over non-disabled candidates. Documentation should include the type/types of testing administered with the results.

- Candidates with identified psychological and/or learning disabilities must provide a report of the results of appropriate professional evaluation including comprehensive psycho-educational testing that provide diagnosis/classification of the disabilities, all recommendations for reasonable testing accommodations, and explanations of how and why testing accommodations are justified and necessitated by the candidates' disabilities. A High School Individualized Education Program (IEP) without supportive documentation is insufficient.

### **Need for Reasonable Accommodations**

Reasonable accommodations are made for students whose disabilities will otherwise place them at an unfair disadvantage in successful completion of the nursing program at CSN. Accommodations are considered only to the extent necessary to give the candidate with disabilities a fair and equal opportunity to demonstrate the ability to meet the program objectives for successful completion of the program. Reasonable accommodations vary according to the type and degree of disability. Decisions on the accommodations are made on an individual basis and depend on the disability and documentation provided.

An individualized plan for accommodations will be developed upon review of appropriate documentation. Reasonable accommodations can include, but are not limited to providing extra time for exams and use of separate testing rooms.

Graduating students are responsible for submitting a Request for Reasonable Testing Accommodations Form to the NYS Education Department Office of the Professions if they require accommodations for NCLEX-RN testing.

### **Confidentiality**

Documentation provided by students with disabilities is confidential. A signed authorization to release information form is required for disclosure of disability and accommodation to the faculty.

## **PROCEDURE FOR ACCESSING DISABILITY SERVICES**

### **I. Eligibility**

In order to receive accommodations or services a student must self – identify and provide documentation from an appropriate professional source, which establishes the existence of a disability and verifies the need for accommodations or auxiliary aids. The documentation submitted must conform to the Documentation Guidelines set forth in the Disability Policy. CSN reserves the right not to provide requested accommodations until a student provides acceptable documentation.

## **II. Who to Contact**

A student attempting to access disability services for the first time should begin by contacting the Director of Students Services to receive guidance with the implementation of the accommodations.

## **III. When to Contact the Disability Coordinator**

New students who intend to request accommodations must contact the Director of Student Services as soon as they decide to attend CSN. Doing so will allow CSN sufficient time before the beginning of classes to review documentation and determine whether they will require any additional information for accommodation eligibility.

Returning students are expected to schedule a meeting with the Director of Student Services to discuss accommodation needs no later than the first week of classes each semester. This will normally allow sufficient time to notify your course faculty and facilitate acceptable accommodations before the first exam or clinical assignment. Student who do not meet with the Director of Student Services on a timely basis are not assured of receiving appropriate accommodations.

Existing students who have not previously sought services may contact the Director of Student Services at any time. However, accommodations or services will only be provided after appropriate documentation is provided and reviewed.

Transfer students are advised not to assume they will receive the same accommodations they received at their prior institution. Transfers should contact the Director of Student Services for guidance in the same manner as new students.

## *IV. Overview of the Accommodation Process*

### **Initiating a Request for Accommodations.**

It is the student's responsibility to initiate the process through which services are provided by doing all the following:

1. Self-identifying to the Director of Student Services.
2. Scheduling and attending a meeting with the Director of Student Services.
3. Providing the Director of Student Services with documentation that conforms to the Documentation Guidelines.
4. Completing the Authorization to Release Information form provided by the Director of Student Services (this form authorizes the Director of Student Services to discuss your disability with other CSN faculty members necessarily involved in determining your eligibility and deciding upon and facilitating appropriate accommodations).

### **V. Responsibilities of the Director of Student Services.**

After a student has properly initiated a request for services, the Director of Student Services shall be responsible to do all the following:

1. Review the documentation provided by the student to determine the eligibility of the student for the services. If the Director of Student Services is not able to clearly determine that the student's documentation is either sufficient or insufficient is expected to consult with appropriate professional staff available to CSN as necessary.
2. Make an initial determination of the accommodations and services to be provided for the student (if eligible) based on an individual review of the student's needs.
3. Provide the student with a Notification of Disability for faculty and/ or service providers. The Notification shall verify that the student has documented a disability and shall list accommodations that are appropriate for that student. The student is expected to provide copies of the Notification to faculty when making request for accommodations and services.
4. Assure that the student receives appropriate accommodations. In support of this responsibility, the Director of Student Services may need to assist the student in negotiating the accommodations with faculty and addressing circumstances where appropriate accommodations were not provided in a satisfactory manner.
5. Refer promptly any unresolved disputes concerning documentation, services, or accommodations to the Dean.
6. Accommodations will be documented in Empower.

## **VI. Requesting Academic Accommodations from Faculty.**

Students should not request academic accommodations from faculty until they have completed meeting with the Director of Student Services. After a student has received a Notification of Disability from the Director of Student Services, it is the responsibility of the student to promptly meet with the faculty members who teach the student's course to discuss implementing the accommodation listed. If the faculty member responsible for the course is unwilling to provide an accommodation that is specified in the Notification, the student should immediately advise the Director of Student Services. If the Director of Student Services is unable to resolve the issue, he/she refers the matter to the Dean of the school for resolution.

### **Disabilities Instructor Notification Form**

To: Instructors for \_\_\_\_\_ Date: \_\_\_\_\_

From: \_\_\_\_\_ Director of Student Services

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The above-named student is registered in your \_\_\_\_\_

Class. He/she is also registered with the Director of Student Services because of the following disabilities:

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In order that he/she may have a fair chance of success in school without being unduly penalized because of the disabilities certain accommodations or modifications of standard classroom practices may be required. For this student the accommodations are:

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Mr. / Ms. \_\_\_\_\_ understands that he /she is expected to complete all assignments and meet the regular standards for passing the course. What is required is an equitable chance to do so.

Please note: The information about the disability of this student has been officially documented and should be considered confidential. It has been provided to you with permission from the student. The accommodations as listed above are among those identified in Section 504 of the National Rehabilitation Act of 1973, which deals with the non – discrimination of disabled students in post-secondary settings.

#### **Authorization For Release of Information Concerning Disabilities**

|                                    |       |       |
|------------------------------------|-------|-------|
| Student's Last Name                | First | M. I. |
| Last 4 digits of Social Security # |       |       |

#### **DISCLOSURE WITH STUDENT'S CONSENT**

##### **EXTENT OR NATURE OF INFORMATION TO BE DISCLOSED**

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##### **PURPOSE OR NEED FOR DISCLOSURE**

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NAME/TITLE OF PERSON DISCLOSING INFORMATION

FROM:

NAME/TITLE OF PERSON TO WHICH THE DISCLOSURE IS TO BE MADE

TO:

I, the undersigned, have read the above and authorize the person named to disclose such information as herein contained. I understand that this consent may be withdrawn by me at any time except to the extent that action has been taken in reliance upon it. This consent shall expire 12 months from its signing, unless a different time period, event or condition is specified below, in which case such time period, event or condition shall apply.

Time period, event or condition replacing period specified above:

|  |
|--|
|  |
|  |
|  |

(Signature of Student)

(Print Name of Student)

**STANDARDS FOR PROFESSIONAL APPEARANCE  
(STUDENT POLICY 5)**

The uniform worn by the student is not a personal uniform but is a uniform of the school and must be worn with dignity at all times. When the uniform is worn, it is to be in its entirety. Uniforms and accessory clothing must be kept in perfect, clean, and spotless condition at all times. They must not be altered in any detail.

**Appearance in uniform outside of School functions:**

The only time the student's uniform may be worn outside the hospital are on career days, school functions or to or from an assigned clinical agency outside the hospital.

**Professional dress and appearance standards for the classroom and clinical area:**

- Classroom dress may be professional or professional casual, no work scrubs (Clean non-ripped jeans may be worn). Students are expected to dress modestly in the public parts of the school and SJRH (classrooms, elevators, lobby). Students must adhere to the same professional dress as described in SJRH Human Resources Policy Intranet Manual, which states in part:

“....the overall appearance of employees (including students) reflects greatly upon his/her department, the Facility and to our patients, residents, and visitors as a whole. Appropriate shoes and clothing must be worn at all times. . . . .

There are general criteria which students are required to follow:

2. Students are to present a professional neat and clean appearance to residents, clients, and patients, the general public, as well as to other students. Students

who arrive at work in inappropriate clothing maybe sent home to change and their absence noted at the discretion of the instructor.

Inappropriate clothing includes but is not limited to:

- Suggestive or immodest clothing such as short shorts, halter tops, midriff baring tops, tops with plunging necklines, or clothing which is too tight and or restricts the students movement.
- Visible body piercing (other than earrings) such as tongue rings, nose rings, or brow rings.

School administration and faculty reserve the right to require students to change into appropriate attire when at the school.

#### **CLINICAL EXPERIENCE DRESS STANDARDS:**

- Women and Men: grey scrub shirt with the CSN logo on the upper left front of the top and blue scrub pants. White long-sleeve shirt only may be worn under the scrub top. (see website for ordering details)
- Clean, all white or all black rubber soled, and non-permeable shoes or sneakers must be worn.
- The Student ID Badge must be worn at all times; photo ID and name must be visible.
- The only jewelry permitted will be one set of small stud earrings (to be worn on ears) and a plain wedding band. A watch with a second hand is required.
- While the student is in a clinical rotation (on a unit or in skills/sim lab), they will be in the appropriate attire, hair must be kept neatly groomed, off the collar, and away from the face so as not to interfere with patient care.
- Fingernails must be kept clean and neat and should be a reasonable (workable) length with clear, nude or a pale polish only. DO NOT wear artificial nails, gels, acrylics, or wraps. If nail polish is used, it must fully cover the nail and not be chipped. Students will be dismissed from clinical for noncompliance with this infection control issue.
- The dress codes for specific clinical areas are specific to the clinical area and agency.
- The CSN uniform (preferred) or a white lab coat should be worn in skills lab. Non-uniform attire is as described above, professional or professional casual.

Failure to adhere to the CSN/SJRH dress code will result in being sent home and a grade of unacceptable will be recorded for the day. The clinical must be made up and a missed clinical fee of \$150 will be charged. (See Policy C-2 Attendance).

#### **CLINICAL EXPERIENCE STANDARDS**

1. Report directly to the clinical unit for the assigned experience in appropriate uniform.
2. Do not go to any unit or department of the hospital other than the assigned one, except at the direction of the clinical instructor.
3. Students are to wear proper identification at all times in the hospital. I.D. badges are to be worn over street clothes when going to non-clinical areas, such as cafeteria, coffee shop, etc.
4. Students are expected to be on time and fully prepared. Any deviation may result in dismissal from the clinical for the day. On-time is before the scheduled start of the class. Tardy is 5-minutes past that time.
5. If a student determines that they will absent from clinical, the appropriate clinical

Instructor & the school secretary (4284) must be notified by phone, minimally, one hour prior to the start of the clinical experience. Proper and timely notification of the school and the clinical instructor of any clinical absence is a professional expectation and covered in the clinical orientation and in Policy C-4.

### **PATIENT CONFIDENTIALITY (STUDENT POLICY 10)**

#### **I. PURPOSE**

Confidential communication in nursing situations is a principal tenet of the nursing code of ethics. A nursing student has a clear moral obligation to maintain confidentiality regarding information acquired about patients, their families, physicians and hospital employees. Patient information acquired while attending any clinical experiences is to be discussed only in accordance with nursing practice responsibilities, and in accordance with HIPAA Guidelines.

#### **II. PROCEDURE**

Cochran School of Nursing requires all incoming nursing students to attend the one hour Confidentiality Training Seminar as part of the two-day Cochran School of Nursing New Student Orientation Program each semester. Each incoming student is also required to read and sign a Riverside Healthcare System, Inc. Employee Confidentiality and Training Certification form. The form and its purpose are explained to the incoming students by the Director/representative of SJRH Health Information Services at orientation. The Form is filed in student record.

#### **III. VIOLATION OF CONFIDENTIAL COMMUNICATION**

Any student who fails to keep communication confidential will be subject to immediate action by the Cochran School of Nursing and St. John's Riverside Hospital. The student will be reported to the Course Instructor. A decision regarding the disposition of the violation will be made in consultation with the Dean who may make a decision or the student may be reported to the Admissions & Progressions Committee for appropriate action to be taken.

### **COMPUTERIZED MEDICAL RECORDS**

The issue of **CONFIDENTIALITY** is reinforced with all students - access is limited to medical records of assigned patient only. Students must not print any patient record data. Failure to comply will result in disciplinary action. In addition to the Confidentiality Statement, students must comply with additional computer System ID agreements as per policy at each clinical agency.

## **POLICY FOR MEDITECH SYSTEM (STUDENT POLICY 11)**

**PURPOSE:** To provide guidelines for use of the Meditech documentation system by faculty and students.

### **IMPLEMENTATION**

A. Freshman student will sign (1) Information Technology's (IT) Computer System User ID Agreement/MIS Internal Request Form, which will also be signed by the Dean or Director of IT. User identification ID will be assigned using student

S      Last 3 letters last name/First 2 letters first name  
Information Literacy Officer or IT will assign student menu and student access and secure passwords.

B. Freshman will also sign CSN's Computer Usage Agreement. All signed forms will be placed in the student's record at CSN.

C. The issue of CONFIDENTIALITY will be reinforced with all students - access is limited to medical records of assigned patient only. Students are not permitted to print any patient record data. Failure to comply will result in disciplinary action. (See Hospital Administrative Policy on Confidentiality)

D. IT or Information Literacy Officer will be notified by Registrar when a student is no longer enrolled (leave of absence, withdrawal or graduation) for deletion of student privileges.

E. Instructors will review all student administered medications documentation. Meditech system will note date, time and user.

F. Students may retrieve data for clinical assignment from the computers available in the Library or Computer Room.

G. Students are not to access patient information from home on Meditech Live or Test. Access to Meditech is traceable and will be reported to the Dean. Infractions may result in disciplinary action up to and including dismissal and/or legal penalties.

## **TECHNOLOGY POLICY (STUDENT POLICY 12)**

### **ACCESS OF TECHNOLOGY**

SJRH and CSN provide access to CSN email, Microsoft 365, network access and drives, hardware, software and the internet for student use related to course work. SJRH and CSN reserve the right to monitor student use of CSN email, Microsoft Suite, network drives, hardware, software and the internet.

User's password must not be shared with anyone. Student's violating this policy may be subject to further disciplinary action and/or termination from the program.

Computer access may be restricted and/or prohibited if computer activity:

- Violates any state or federal law
- Is utilized for commercial activity

- Is used to harass, threaten, libel, slander or otherwise cause harm to an individual and/or group
- Causes damage or destruction to software and/or hardware
- Downloads, copies or transmits unauthorized, copyrighted material
- Utilizes unapproved software
- Tampers with and/or gains access to network, data, or other computer systems
- Conducts personal business

**All students are required to have a laptop for all computerized class exams.**

Examplify is a testing software by ExamSoft that provides students a secure way to take examinations. CSN requires that all students take their exams using Examplify.

### **Inactivation of Accounts**

The Registrar will notify CSN Information Literacy Officer or SJRH IT when a student drops, is dismissed, withdraws, takes a LOA, or graduates.

CSN Information Literacy Officer or SJRH IT will inactivate students' accounts following the schedule below:

- Citrix, Meditech, & Moodle – immediately disabled
- Email:
  - Drops, dismissals, withdrawal, or program withdrawal – immediately suspended
  - Graduates – Three (3) months from date account will be deleted

It is the student's responsibility to make sure to update their information to include a personal email address.

### **EMAIL**

Email is a method of communication between CSN and the student body. It ensures that students can be contacted through a standardized channel by CSN faculty, staff, & administration.

At the Orientation Incoming Freshman, each student is issued an '@cochranschoolofnursing.us' address. This email account is the official email address of a student that CSN will use for communications. School email must be used for all school correspondences. Personal email may not be used to transmit any course information. CSN does not have an obligation to use personal or preferred emails for communication between the school and student.

All students are expected to check their school email account to remain informed of school related communication and updates. Administration, faculty, and staff utilize CSN email and Moodle to contact students with vital information about school related information.

When sending an email, students should be respectful in their headings and signatures. Students must use their assigned CSN email address when communications pertain to school business. Students are not to access or email any offensive, sexually explicit, or otherwise inappropriate websites when identified as a CSN student. No email (including but not limited to email attachments, one drive, or via shares) may be sent containing any patient specific information to anyone.

It is strongly suggested that students put passcodes on their mobile device if they have access to CSN email on their mobile device.

Note: St. John's Riverside Hospital and CSN issued email must provide an appropriate degree of security and privilege of access. However, email is not always the appropriate method for transferring sensitive or confidential information and students must be aware of these concerns when communicating. All emails, (including email attachments and shared files) must comply with local, state, and federal laws, including, but not limited to, HIPAA.

### **SOCIAL NETWORKING**

Faculty, staff, and administration are not to be linked to enrolled students social networks; nor are students to be invited to communicate with faculty, staff, administration social networks. Anyone involved in placing a posting on a social network should use their professional judgment. This policy extends to instances of harassment, discrimination and any other behaviors that are barred by law, St. John's Riverside Hospital or CSN Policies.

In all cases, do not reference or publish any information about a patient either specifically or in general. This includes but not limited to any protected health information or information that may be considered a distinguishing characteristic and/or case uniqueness.

Students may submit items for posting to the CSN official social media pages, subject to approval by the site administrator. CSN reserves the right to use student images, taken at school events and functions and during the course of the nursing program for the purpose of promotion and information dissemination. Students who wish to 'opt-out' should notify the Director of Student Services in writing. All students, however, must 'opt-in' for educational evaluations, such as simulation exercises, in order to meet course objectives.

### **MOBILE DEVICES**

#### **Classroom/Clinical/ and Skills Lab**

CSN recognizes that portable digital communications technology is emerging as the preferred communications for the future. The classroom, clinical lab, and clinical areas must be conducive to learning and foster mutual respect. Cell phones or any mobile devices are a distraction to other students, disrupt the learning environment, and distract the student from patient care.

It is the policy of CSN that cell phones or any mobile devices are not to be used in the classroom, skills lab, and clinical areas except when use is specifically directed by faculty for class related purposes. Otherwise, all cell phones or any mobile devices must be on 'silent mode' and out of view (in book bags, purses, etc.) while students are in this setting. Furthermore, using cell phones or any mobile devices to take pictures send emails, text message, or to make phone calls during class is prohibited. If a student's cell phone rings, makes a distracting noise, or is being used in an inappropriate manner, the student may be subject to disciplinary action.

### **Laptops Requirement:**

All students are required to have a laptop for computerized class exams. Students are required to download the Examplify software on their laptop in order to take their exams (Guideline G-10). Every student who takes an exam on a laptop agrees to and is subject to this policy. Student's device needs to meet the following requirements:

Minimum requirements for Windows & MAC:

(<https://examsoft.com/resources/examplify-minimum-system-requirements/>)

*The following requirements apply for exams with ExamID or ExamMonitor enabled*

(<https://examsoft.com/resources/examplify-minimum-system-requirements>)

### **Testing/Test Review**

In order to ensure a fair and honest environment, cell phones, smart watches, and any other device are not permitted during the testing or test review process. Cell phones or any such device must be turned off and placed with personal belongings. Failure to comply with this policy may ultimately affect a final grade. In an emergency, the individual's course instructor may grant an alternative option for one's cell phone.

### **Clinical**

Students may not use cell phones in any public areas in the hospital, such as patient rooms, hallways, nurse's stations, or elevators, etc. Taking a picture, posting and sharing any information that may identify a patient, refer to a patient or their care is a violation of HIPAA and is strictly prohibited. Students are expected to demonstrate professional behavior and have a responsibility to protect patient confidentiality and privacy at all times. In an emergency, the faculty may give a student permission to have a cell phone on 'silent mode' while on clinical.

### **PROPER USE OF LAPTOPS, TABLETS**

Since students may have wireless access to the Internet in the classroom, via their laptops, or similar devices, they may consider e-mailing, text messaging, surfing the Internet or chatting with others. These behaviors create a distraction not only to the student participating in the activity but also to the student(s) with whom he/she may be chatting. Therefore, students are urged to exhibit classroom etiquette when using their laptops or similar devices in the classroom, with the following behaviors considered unacceptable: text messaging, chatting, and connecting to the Internet when not required, displaying offensive material and sending inappropriate e-mails.

### **TECHNOLOGY MISUSE DURING TESTING**

If a determination is made by one of our affiliates and / or educational partners (ATI, Kaplan, Examsoft, & SafeMedicate) that:

1. Remote access software was present on a device that is used for testing and / or was active during testing, as evidenced by an internal review of exam files / logs
2. An Internet Protocol (IP) address, unrelated to SJR or a permitted hotspot was detected during testing, as evidenced by an internal review of exam files / logs
3. A User name(s) not associated with the test-taker was detected during testing, as evidenced by an internal review of exam files / logs
4. Files not associated with Cochran, or our affiliates / educational partners

The student concerned will be immediately suspended while an investigation is conducted and then subject to immediate dismissal based on reports / communications provided by our affiliates or educational partners.

Instances will be reported to APC but are not subject to the APC grievance policy related to Academic Dishonesty.

Dismissed students may appeal to the Dean and APC chair with clear documentation that they were dismissed unfairly before an APC committee hearing is conferred to consider re-instatement.

### **MOODLE**

CSN utilizes Moodle, an online Learning Management System (LMS). Moodle provides students with access to course material and other areas of interest. Upon enrollment all students will be enrolled onto Moodle and enrolled in the appropriate course modules. All students are expected to check their class consistently to remain informed of school related communication and updates. Administration, faculty, and staff utilize computer technology to contact students with vital information about their student status and course work.

### **STUDENT PORTAL**

Students will have access to Student Portal. Students can access student services information, such as student financial aid, academic record keeping, billing, registration, and course schedules, etc.

### **COMPUTER USAGE**

These procedures were established to help keep the computing environment safe for our students, faculty and staff.

#### **Logging off**

Please log off of computers properly. Failure to log off can result in someone else accessing information using your unique identifiers. This is a serious confidentiality issue. Please be consistent in logging off each time when leaving the computers.

#### **Downloading, copying or storing files**

Students, faculty and staff are prohibited from downloading, copying or storing any unauthorized data on any school/hospital computer. This rule applies to both network servers and local workstations.

Prohibited files include, but are not limited to:

- Movies / Music files in any form  
(This restriction applies to both illegally downloaded music and legitimately purchased music.)
- Video files
- All copyrighted material for which the department does not hold a license
- Pornography

## **Software / Hardware**

CSN IT Personnel supports the following software:

- Windows 10
- Microsoft 365
- Internet Explorer
- FireFox
- Chrome
- Citrix
- Meditech
- Adobe Applications
- Empower Web (Student Portal)
- Moodle
- Sophos Antivirus
- Kaplan

Unauthorized programs will be removed immediately and the Dean and the IT department will be notified. These unauthorized programs include, but are not limited to:

- I. Unlicensed software
- II. Music-sharing applications
- III. Third-party screen savers
- IV. Any software downloaded from the Internet
- V. File Sharing

## **Internet Access, Email, and Usage**

- User's access, email, and usage are monitored using tracking software.
- Abuse will be reported to the appropriate individuals.

## **Security**

- All computer access is controlled and monitored by login identification.
- Student must log off prior to leaving a computer.
- Each student is assigned with a unique User ID and Password that must not be shared with others.
- Violations are immediately reported to the CSN Information Literacy Officer and to the Dean of Cochran School of Nursing.

## **Passwords**

Users' passwords must not be shared with anyone and must not be in written form in open view.

- Network/Email passwords are required to be a minimum of 10 characters and will require the use of at least 1 uppercase, 1 lowercase, 1 number and 1 symbol.
  - The password will be required to change every 60 days and can not be reused for 10 iterations.
- Moodle passwords are required to be a minimum of 10 characters and will require the use of at least 1 uppercase and 1 number
  - The password will be required to change every 60 days and cannot be reused for 10 iterations.
- Student Portal passwords are required to be a minimum of 10 characters and will require the use of at least 1 uppercase and 1 number
  - The password will be required to change every 60 days.

## **Computers**

Cochran School of Nursing has computers that are available to the students in the following areas:

- Computer Lab
- Library

## **Printers**

Cochran School of Nursing has printers that are available to the students in the following areas:

- Student Lounge
- Library

Students need to be enrolled in secure print to print at the Xerox printers. A secure printer allows users to print to any secure printer using their SJRH/CSN ID badge

If there are any problems with the computers or printers, students are required to report it to the CSN Information Literacy Office, IT Help Desk or Librarian.

**Students are not to print any patient information to any printers.** If anything is printed in error, please check the printer, and discard it immediately and properly according to what is printed in the shredder.

## **MEDITECH**

Please refer to Policy S-11: MEDITECH DOCUMENTATION GUIDELINES

## **Agreements/Forms for Incoming Students**

The *MIS Internal Request Form* is required to be completed and signed by the Dean before the request can be approved or completed. The request form is mandatory for the following requests:

- Meditech
- Computer Usage

All students must read the *Computer System User ID Agreement* and must complete and sign the *MIS Internal Request Form*. It is important that the user read and complete the entire User Information portion of the forms.

Students must also read and sign the *CSN Technology Usage Agreement*.

CSN students are to adhere to all St. John's Riverside Hospital Policies. A copy of each policy can be found on the Intranet accessible from internal workstation

## **STUDENT GUIDE FOR DISTANCE LEARNING (GUIDELINE 12)**

### **Introduction**

While pursuing your education at Cochran, you may be able to experience different methods of course delivery. We currently offer courses which are traditional (in class), hybrid (uses both distance and traditional methods) and distance learning where the student and instructor are not in the same place.

Distance learning may include technology such as use of videos, video conferencing, online platforms, learning management system (Moodle) assignments, interactive activities, and group collaboration activities.

Students will also have the ability to take standardized exams and course exams in computer-based formats.

### **Required Technology**

For an online course, students will need to have access to a computer or laptop with a reliable Internet connection. Your device will need to have a webcam and microphone. You must have access to a computer with a form Microsoft Office installed as you may be using all or some of Microsoft Word, Excel, and PowerPoint applications.

### **Course Requirements**

#### **Attendance**

Your active participation in a distance learning format is essential for building a productive learning community. You will be expected to provide your ideas, constructively react to the ideas of others, and provide feedback.

Attendance is defined as participation that may include completing assigned readings and answering posted questions, complete viewing activities, participating in chats, blogs, and video conferences. Directions for assignments and due dates will be posted by course instructors. Students are expected to fully participate in all scheduled class discussions, assignments, and projects.

#### **Grading**

Course requirements for grades are found in the course syllabus and will be discussed during orientation by the course instructor. Course requirements will also be posted on Moodle.

#### **Assignments**

All assignments must be submitted through Moodle, unless specified other, on or before the due date as specified in the Course Schedule, and/or by the Instructor.

**Late Assignments:** No credit will be given for an assignment unless specific arrangements have been made with the instructor prior to the assignment due date. It is recommended not to wait to "the last minute" to submit an assignment. Technology troubles, such as poor Internet connections and "it wouldn't upload," are not acceptable excuses and will not be honored.

#### **Participation**

Distance learning courses will describe in the course syllabus, the requirements for obtaining grade points for participation. Participation is defined as an active process such as completing a posted assignment. It is not simply signing into Moodle.

#### **Writing Standards**

All student work must demonstrate good writing skills and comply with the current American Psychological Association (APA) guidelines when citing references.

## **Academic Integrity and Plagiarism**

Policies on Academic Integrity (C-1) and Grading and Evaluation (C-3, F.) apply to Distance Learning students. Policy statements about missed exams, lateness and grading can be found in the Student Handbook on the Cochran website.

The faculty at Cochran School of Nursing (CSN) is committed to academic honesty. Consequently, any form of academic dishonesty is considered a serious violation of academic policies. The faculty believes that academic honesty is the truthful expression of knowledge learned by the individual student to demonstrate competence in nursing.

The most common form of academic dishonesty is plagiarism. To plagiarize, according to Webster's New World Dictionary of the American Language (1984), is "to take (ideas, writings, etc.) from (another) and pass them off as one's own". Reproducing someone's work without quotation marks or appropriate citation is plagiarism.

At any time, if work is considered an act of academic dishonesty, it must be reported to the Dean, the Course Instructor and Student Advisor as directed in Policy C-1, for review.

## **Remote Classroom Etiquette:**

- Be on time
- Mute yourself
- Wear headphones (no one should be hearing the lecture in your area)
- Video should be on at all times
- Dress appropriately
- No distractions
- Be in a quiet room to be seated at a desk or table
- Be focused & attentive
- No eating on camera
- Stay present and participate throughout the class as appropriate
- Attend lecture from beginning to end

## **Communication**

Students are responsible to keep up to date regarding any announced changes/ additions/ deletions to the syllabus and schedule. It is the responsibility of each student to check the class website and email DAILY during the course.

There are several ways to communicate with the instructor.

- Cochran School instructor email address can be found on course heading in Moodle.

Course instructors will post office hours and the platform used, email or phone hours they are available for questions or course information

## **SECTION III: STUDENT SERVICES**

### **FINANCIAL AID (STUDENT POLICY S6-1)**

#### **I. Processes for determining eligibility for Federal Student Aid.**

There are many factors that the Financial Aid Officer (FAO) must consider when reviewing a student's application for aid from Federal Student Aid (FSA) programs. These factors include whether the student is a U.S. citizen or permanent resident, whether the student is making satisfactory academic progress, or whether the student has previously defaulted on a FSA loan. To answer these questions, schools receive information about the student from several different sources, including the FAFSA Processing System (FPS) for financial aid applications and the National Student Loan Data System (NSLDS).

A student must have financial need to receive all FSA funds except for Unsubsidized Stafford and Plus Loans under the Direct Loan and Federal Family Education Loan Program. Unlike scholarship programs that may award funds based on academic merit or the student's field of study, aid awards are based on the student's need for assistance. The FAO is responsible for sorting through all the information and determining whether the student can receive FSA funds.

Financial Aid makes up the difference between what the student can pay and the cost of the educational program. The student's cost of education consists of tuition, books and supplies, room and board, transportation, personal and childcare expenses. An educational budget (costs of student attendance) is set up by the school for the student annually. The financial need analysis is done by the Department of Education's FAFSA Processing System (FPS) through the student's submission of the Free Application for Federal Student Aid (FAFSA). The FAFSA Processing System then submits the Institutional Student Information Record (ISIR) to the school via computer.

#### **II. Application Process**

Students must complete the FAFSA to determine Grants and Federal Student Loan eligibility.

Upon receipt of the ISIR from FPS, the FAO will package the student and creates an award letter. The award letter includes the student's educational budget, the student aid index and/or expected awarded financial aid, and the balance of need. The FAO reviews the award letter with the student and the

student countersigns the award letter. One copy is given to the student and the second copy is filed with the student's personal financial aid records. The school will adjust the financial aid package if the student receives other awards or aid, to make certain there are no duplicate benefits, and that the total aid benefits do not exceed the student's cost of attendance. When this occurs, the school is obliged to make the necessary adjustments. Upon adjustments, the FAO will submit an adjusted copy of the financial aid package to the student

and explain the changes. Each time this occurs, the student will accept the award letter in the student portal.

Scholarships designated by the Cochran School of Nursing are determined annually by the Dean, FAO, and designated faculty members. These scholarships may be based upon financial need, academic excellence, or excellent bedside manner. The financial aid package of the student is used to determine the balance of need. After the awards and loans are designated, an award letter, which includes the education costs, family contribution, balance of financial need and the award, is given to the student. The student countersigns the letter and the copy. The copy is retained in the financial aid record of the student. The letter indicates the specific semester(s) the award can be used. Any adjustments are explained to the student in a conference by the FAO

A financial aid record is maintained on each student who receives financial aid. This record is available for review by the student with the FAO. The school conforms to the regulations of the Family Rights and Privacy Act of 1974, which provides access for students to information about themselves, permits students to challenge information maintained as educational records by the school, and limits the release of such information about students without the student's consent. Students will find further details in the school Policy O-11 "Confidentiality and Safety of Student Educational Records."

Regulations regarding refund and/or repayment are important for the student when considering financial aid. See the FA-2 policy for the school tuition refund. Go to [www.studentloans.gov](http://www.studentloans.gov) for information concerning repayment of Federal Direct Loans, which is also available at the Financial Aid Office.

The FAO will meet with the newly accepted students at the beginning of the program to discuss financial obligation and monies available. The FAO will advise current students as needed by appointment.

### **III. Withdrawal & Tuition Refund**

#### **A. Add and Drop Tuition Refund Schedule for All Students**

When a student officially withdraws from a course or from the school, a refund will be made according to the following schedule:

Up to 1<sup>st</sup> Friday after classes begin there is a 100%  
refund Up to 2<sup>nd</sup> Friday after classes begin there is an  
80% refund Up to 3<sup>rd</sup> Friday after classes begin there is  
a 50% refund Up to 4<sup>th</sup> Friday after classes begin there  
is a 20% refund After the 4<sup>th</sup> Friday after classes begin  
there is no refund

#### **B. If a student is not in good academic standing and is placed on leave or is dismissed from the program, tuition will be forfeited, and no refund will be issued.**

### **C. Withdrawal**

The student who wishes to withdraw from the school must complete the Withdrawal form in the Registrar's office by the official withdrawal date stated on the school calendar. A WP or a WF will be placed on the transcript, and no tuition is refunded.

### **D. Financial Aid Recipients**

When a student has financial aid awarded, the student must be enrolled for a specified period of time, such as a semester. When a student is receiving these funds and is not enrolled as scheduled, the FAO is required to determine if you were enrolled long enough to keep all of the financial aid paid to you. The FAO must calculate a Return to Title IV (R2T4) any time there is a withdrawal, drop, or stopping of attendance in classes and the student receiving a "WP/F" designation (see policy C-3)

## **IV. Financial Aid Programs**

### **A. State Programs**

#### **1. Tuition Assistance Program (TAP)**

- a. Must be a resident of New York State for one-year and a United States citizen or permanent resident alien.
- b. Must be enrolled full time (12 credits or more per semester).
- c. Funds from TAP are for tuition payment only.
- d. Financial aid is based on the student's family's last taxable income statement.
- e. The Free Application for Federal Student Aid (FAFSA) and TAP (direct link from FAFSA) is required to be completed as the initial application for financial aid. (The annual deadline is the last week in June.)

#### **2. Part-Time Tuition Assistance Program (TAP)**

- a. This Grant prorates the full award based on number of credits taken.
- b. It is based on New York State taxable Income and other factors.
- c. Funds from Part-Time TAP are for tuition payment only.
- d. The student must be a resident of New York State for one-year and a United States citizen or permanent resident alien.
- e. The student must have met first-time freshman requirements and taken at least 6 credits.
- f. The part-time TAP application must be completed by the last week in June.

#### **3. Aid for Part Time Study (A.P.T.S.)**

This program is for part-time undergraduate study at participating degree- granting institutions in New York State. Part-time study is defined as enrollment for 3 - 11 credit hours per semester. To be considered for a part time award at a participating institution, a student must:

- a. Be a United States citizen or eligible non-citizen.
- b. Be a legal resident of New York State.

- c. Have graduated from a high school in the United States, earned a GED, or passed a federally approved "Ability to Benefit" test as defined by the Commissioner of the State Education Department.
- d. Be enrolled as a part-time student.
- e. Be matriculated in an approved program of study in a participating New York State postsecondary institution.
- f. Be in a good academic standing.
- g. Not have exhausted Tuition Assistant Program (TAP) eligibility.
- h. Have a tuition charge of at least \$100.00 per year.
- i. Not be in default on a student loan guaranteed by HESC or on any repayment of state awards.
- j. Meet income eligibility.

4. **Regents Awards for Iraq and Afghanistan Service Grant**  
A student who is not eligible for a Pell Grant, but whose parent or guardian was a member of the U.S. Armed Forces and died as a result of service performed in Iraq or Afghanistan after September 11, 2001 may be eligible to receive the Iraq and Afghanistan Service Grant. Awards are available to eligible New York State residents who apply to New York State Higher Education Services Corporation (HESC)

- a. Residents of New York State for one-year and a United States citizen or permanent resident alien.
- b. Applying for full-time enrollment (12 credits or more per semester).
- c. Children of parents with a service-connected disability that resulted in death or 50% disability.

5. **Regents Awards for Children of Deceased Police Officer – Firefighter - Correction Officers Awards.**  
a. Awards of \$450 per year are available to eligible New York State residents who are children of Corrections Officers, Police Officers, Firefighters or Volunteer Firefighters who died as a result of injuries sustained in the line of duty.

- b. Contact New York State Higher Education Services Corporation and request a Child of Deceased Police Officer - Firefighter - Corrections Officer Supplement

6. **New York State Veteran and Family Benefits**  
New York State veterans, active-duty service members or members of their immediate families have higher education benefits that can help pay for college. Must complete the Free Application for Federal Student Aid (FAFSA) and the TAP on the Web application linked directly to the FAFSA. For more information visit <https://www.hesc.ny.gov/pay-for-college/military-corner.html>

7. **State Aid to Native Americans**  
Up to \$2000 may be awarded yearly to enrolled members of Indian tribes within New York State for half-time or full-time study in the state. Contact: Native American Education Unit, New York State Education Department, Albany, NY 12234.

## 8. Other Scholarships

The State Health Department awards New York State Health Service Corps Scholarships for professional study of Nursing. For further information contact the NYS Education Department, Bureau of HEOP/VATEA/Scholarships, Albany, NY 12234.

## B. Federal Programs

### 1. Federal Pell Grants.

The requirements for Pell Grants are:

- a. Pell Grants are for undergraduate students who demonstrate financial need and who have not previously earned a bachelor's degree. It may also be used to assist with related costs, such as, necessities for living, i.e., cost of commuting, room and board. Pell Grants do not have to be repaid
2. Students must file the Free Application for Federal Student Aid (FAFSA) annually. The FAFSA forms are available at the Financial Aid Office or online at [www.fafsa.ed.gov](http://www.fafsa.ed.gov). Federal Direct Loans Program

The federal government provides funds directly to borrowers in the Direct Loan Program.

The requirements for Federal Direct Loans are:

- a. The Free Application for Federal Student Aid (FAFSA) is required
- b. Full and part-time students are eligible.
- c. Federal loans are awarded after any grants or scholarships and are applied toward any unmet cost of attendance.
- d. The maximum amount of combined subsidized and unsubsidized loans that students may borrow for the academic year is as follows:

|                    | Dependent Student                                     | Independent Student                                    |
|--------------------|---|--|
| <b>First Year</b>  | <u>\$5,500 (Maximum)</u><br><u>\$3,500 Subsidized</u> | <u>\$9,500 (Maximum)</u><br><u>\$3,500 Subsidized</u>  |
| <b>Second Year</b> | <u>\$6,500 (Maximum)</u><br><u>\$4,500 Subsidized</u> | <u>\$10,500 (Maximum)</u><br><u>\$4,500 Subsidized</u> |

### 4. The following types of Loans are available through the Federal Direct Loan programs

- a. **Direct Subsidized Loans** are awarded to students who demonstrate financial need. Borrowers are not charged interest while they are enrolled in school at least half-time.
- b. **Direct Unsubsidized Loans** are awarded to students regardless of

financial need. Borrowers are responsible for paying the interest that accrues during any period.

c. **Direct Parent PLUS Loans** allow parents to borrow on behalf of their dependent undergraduate children who are enrolled at least half-time. Borrowers are responsible for the interest that accrues throughout the life of this loan. The amount borrowed in any year cannot exceed educational costs, taking into account all other financial aid received.

5. **U.S. Bureau of Indian Affairs Aid to Native Americans**  
A student eligible for this financial aid must file annually with the Bureau of Indian Affairs and complete a FAFSA. For information on this program of educational assistance, contact the Bureau of Indian Affairs/Education, 3701 N. Fairfax Drive, Suite 260, Arlington, VA 22203.

### **Veterans Administration (VA) Educational Benefits**

Eligible veterans and children of deceased veterans or those with service-connected disability can apply for veterans educational benefits. The amount of the award varies. Contact any regional Veterans Administration Office in your area for information details and forms or call 1-800-635-6534 for an application and information. Verification of enrollment and any other required documents from the VA are criteria for renewal of benefits.

## **C. Private Organizations**

Several community, civic, fraternal, and service organizations offer scholarships. Applicants should check with their high school or college counselors for known scholarships and apply.

A current list of scholarships available at Cochran is provided to student applicants who need financial assistance for tuition and fees.

## **V. Application for Financial Aid to Cochran School of Nursing**

### **1. Scholarship**

In order to be considered for a scholarship awarded by the Cochran School of Nursing the student must complete the Free Application for Federal Student Aid (FAFSA).

### **2. Federal Direct Stafford Loans (Guaranteed Stafford Loans)**

A student applying for a Federal Direct Loan must complete the FAFSA Application.

### **3. Scholarship or Grants from Private Organizations**

Applicants should also apply to a number of possible scholarship organizations as well as to the state and federal programs. A list of the Scholarships and Grants at Cochran is available in the Student Services Department.

#### **4. Early Application**

It is important that appointees and applicants make all applications for the financial aid program at an early date.

### **VI. Accepting Financial Aid**

When a student accepts financial aid at CSN he or she must agree to the following terms:

- a. All financial aid recipients are required to read the financial aid section of the handbook.
- b. General information is communicated to students through their student e-mail account and financial aid information is communicated through the FAO (FAO) via written and personal interviews.
- c. Students are obligated to notify the Registrar of any name, address, or phone number changes. Names must match Social Security Card.
- d. Financial aid recipients are obligated to inform the FAO of any scholarships, loans, or other forms of assistance awarded to them from sources outside of CSN.
- e. The FAO reserves the right on behalf of CSN to review and cancel any award at any time because of changes in a student's financial status, academic status, or due to an awarding error.
- f. Disbursement of a student's financial aid award will be in the form of a direct credit to the student's CSN account.
- g. It is the student's responsibility to ensure that their tuition is paid in full by the fee due date, either by financial aid, payment plan, cash or other resources. Non-payment will result in a Bursar Hold and potential withdrawal of the program. (See Bursar Hold)
- h. A student receiving federal financial aid earns the aid based on the number of days in which they have attended class. A recipient who fully withdraws from CSN before 60 percent of the term is completed will have their aid recalculated based on the number of days attended. The unearned aid will be refunded to the appropriate federal financial aid program. A student earns Title IV funds in direct proportion to the length of term enrolled.
- i. Financial aid awards are made for one academic year only. One half of the award will be applied each semester. Students are responsible for applying annually.
- j. The Department of Education sets annual and aggregate limits of the amount of debt a student can obtain from the federal government. It is your responsibility to monitor your federal loan limits. If the student has reached their undergraduate or total Federal Direct Stafford Loan limits, the student will not be eligible to receive additional Federal Loans. If the FAO determines that the student has exceeded the limit, CSN will reduce or cancel the Federal Loan and if the loan has been disbursed, the student will be billed for any amount disbursed beyond the allowable loan limit. Be sure to borrow only what is needed for educational purposes and monitor

the cumulative debt. Borrowers can review their student loan balances at the National Student Loan Data at [www.nslds.ed.gov](http://www.nslds.ed.gov). The federal FSA ID and password is needed to access the information.

## **VII. Financial Holds**

### **Financial Aid Hold**

A financial aid hold is the status into which students are placed as a result of missing documents pertaining to financial aid on the required date. During the course of any semester, students who are on financial hold will be able to attend class and participate in all course activities. They will be allowed to take quizzes and examinations that occur as scheduled.

### **Bursar Hold**

A bursar hold is the status into which students are placed as a result of non-payment of tuition on the required date. Any student who is non-compliant with the Student Payment Promissory Note Policy at any time will receive a Late Fee (non-negotiable) for each month in non-compliance and be placed on a “Bursar Hold”. This will prevent the student from registering for the next semester or advancing in the program or graduating until the account has been made current.

If the student has not paid and has not communicated with the Bursar regarding monies owed after the registration period, the student will be withdrawn from the program.

If a student is experiencing financial hardship during the semester and is unable to meet tuition obligations, please contact Student Services.

However, if a student, in their final semester, is non-compliant for two consecutive months, the student will have until the end of the second month to bring his/her account current. If payment is not received at that time, the student will not be permitted to attend any class or clinical; with no access to Moodle and the student’s Promissory Note will be forfeited making the remaining balance due in full.

## **VIII. Satisfactory Academic Progress Policy**

Satisfactory Academic Progress (SAP) is a standard used to measure a student’s successful completion of coursework toward a degree. The Cochran School of Nursing is required via federal regulation to establish a reasonable satisfactory academic progress policy to determine whether an otherwise eligible student is making SAP in his or her educational program. Students who are found to be in violation of the parameters set forth by the SAP policy

are ineligible to receive most forms of federal, state, and institutional financial aid.

Undergraduate students must maintain a cumulative GPA of at least 2.7 (B-) for the duration of the program. A student is placed on academic probation when his or her GPA falls below the standard achievement of 2.7 for a semester.

All students must earn a minimum of 68 credit hours. 30 of those are transferred in and 38 are earned here. Credit-hours that are transferred into the school and successfully articulated towards the completion of an educational program will be counted as both earned and attempted hours for the purpose of this standard.

Courses that are listed as Withdrawal Fail (WF) or Withdrawal (W) will be counted as attempted but not earned. Repeated courses will always be treated as attempted hours.

## **IX. Maximum Timeframe**

All students are expected to complete their respective educational programs within a specified timeframe, as measured in credit hours. Once this timeframe has elapsed, students are no longer eligible to receive most forms of financial aid. Undergraduate students are expected to complete their educational program in a timeframe no longer than 125% of its published length, as measured in credit hours. Undergraduate students are no longer eligible for financial aid after attempting more than 180 credits (including transfer credits). Exceptions to this parameter of the SAP policy will be made on a case by case basis for students who demonstrate that their noncompliance is due to extreme circumstance.

## **GUIDELINES FOR FINANCIAL ASSISTANCE AWARDS**

All students in the school are scholars, each deserving of consideration for any awards given during the academic year. The word scholar is defined as, “one who attends a school or studies under a teacher” (Webster, 1991). Scholarship is defined as, “a grant-in-aid to a student”. Award in the same source is broadly defined to mean, “confer or bestow as being deserved or merited or needed”.

Within this framework, the Dean, the Financial Aid Officer, and a committee of faculty representing each year of the program, review each student’s achievement, evidence of interest, and need in award deliberations.

1. The student(s) may demonstrate financial need based upon analysis of the Free Application for Federal Student Aid (FAFSA) (see #29B) or by evidence of inability to qualify but expressed need.
2. Students who have unexpected and rare emergencies during the semester are able to request and get financial assistance to solve an immediate crisis.
3. The Dean, and Financial Aid Officer, in consultation with faculty will evaluate candidates for the distribution of funds.

4. Decisions regarding awards are made within specific parameters that have been developed by grantors and the combined judgement of the Dean, FAO, and selected faculty.
5. A check in the designated amount will be made payable to the student or to the recipient's Student Aid Account.
6. See Student Policy S7 for awards and criteria.

## **SCHOLARSHIPS AND AWARDS (STUDENT POLICY 4)**

### **GRADUATION PRESENTATIONS**

- A. **The Franco Schirripa Memorial Medical Staff Award** offers an award and an award bar to the graduating student who receives the highest academic grade point average in nursing courses taken at the Cochran School of Nursing.
- B. **The Cochran School of Nursing Alumni Association** presents an award of \$1,000.00 and a bar attachment to the most deserving graduate who demonstrates outstanding scholastic ability and superior nursing skill. Grades must be in upper third of class.
- C. **Maureen Rosati Memorial Award** – established in 2017 by her husband, offers an award in the amount of \$1,000 or 2 awards each in the amount of \$500 to be presented annually to a student with an interest in pediatric nursing.
- D. **Andrus Pavilion, St. John's Riverside Hospital** offers an award of \$500.00 and a bar attachment for the pin to a member of each graduating class who has excelled in genuine kindness, gentleness, and thoughtfulness.
- E. **The Auxiliary of St. John's Riverside Hospital**, Auxiliary offers an award of \$500.00 and a bar attachment for the pin to a member of each graduating class who has shown outstanding ability in the performance of bedside nursing.
- F. **The Ann Dorrian Memorial Scholarship** offers one \$500 award to be given to a graduating senior who has demonstrated an interest in pursuing a position in psychiatric nursing upon graduation. The nursing student must have at least a 3.0 overall GPA and have achieved not less than a grade of B in Nursing 204.
- G. **Alice O'Brien Memorial Award** – a \$500 award to be presented annually to a graduating student who exemplifies professionalism, genuine kindness, dedication, unselfishness and the ability to be a team player.
- H. **Caryl LeKashman Award** – a \$300.00 award to be presented annually to a graduating student who has excelled in obstetrical nursing.
- I. **Pearl Weinberger Dunlop Memorial Pin Award** - Reimbursement cost up to \$100.00 on an already purchased Cochran School Pin and a framed certificate presented at graduation to a student who has demonstrated exceptional school spirit, participated enthusiastically in volunteer

activities, who has shown pride in attendance and has successfully completed all of the nursing courses.

J. **Alumni Pin Award** - An alumna occasionally donates her pin which can be polished, re-engraved and given to an outstanding student who will represent Cochran School of Nursing during her nursing career.

K. **Marilyn Rucky Wanninger Memorial Award** – two \$500.00 awards to be presented annually to graduating students who demonstrate excellence in the field of maternal health and/or pediatrics.

L. **The Mary C. Pryor Award** - The faculty of the Cochran School of Nursing awards a plaque to the graduating student who has shown genuine concern and commitment to their fellow students. Evidence of compassion, resourcefulness, respect and accountability must be exhibited.

M. **The Lamberti-Belliveau Humanitarian Award** - Given by the former Yonkers General Administration (ParkCare Pavilion) in honor of Gertrude Dean Lamberti and Geneva Musgrave Belliveau, former Cochran Alumnae, awards a plaque to the graduating student who manifests unselfish caring and promotes patient welfare and advocacy.

N. **Nancy Stack DeBiase Memorial Scholarship** - Awarded annually at graduation, to the graduating student(s) who demonstrated aptitude and excellence in the discipline of pediatrics. This scholarship is funded from the Nancy Stack DeBiase Memorial Scholarship Fund, set up by her husband, Mr. John DeBiase. For a solo recipient, the award is in the amount of \$5000, and in the event of two recipients, \$2500 each.

O. **Notify as follows:**

- The Lamberti-Belliveau Humanitarian Award - Note to Bunny Lamberti.
- Mary C. Pryor Award - Dean of Cochran School of Nursing

## PROCESS OF SELECTION OF GRADUATION AWARDS

A. **Responsibilities**

1. At the completion of the two years, the Dean calls a Special Faculty Organization Meeting to determine the recipients of the awards/scholarships. The Dean will distribute to all faculty:
  - a. Standing in Class - Cumulative Average - Nursing Courses - two years and list of students graduating with honors
  - b. Criteria for Awards
  - c. The recipient of the award is selected by majority vote. Librarian and Dean are excused from voting.

B. Notify the representatives of the scholarship awarding groups of the Faculty Organization's recommendation with the name of the recipients of the particular award:

- Chief of the Medical and Dental Staff
- Andrus Pavilion - St. John's Riverside Hospital - Chairman of the Nursing Service and Education Committee.
- The Auxiliary of St. John's Riverside Hospital Award - President of the Auxiliary.
- The Cochran School of Nursing Alumni Award - President, Cochran School of Nursing Alumni Association

## AWARDS CEREMONY

- A. **Charles and Patricia Aitcheson Memorial Nursing Award** was established in 2001 by her husband to honor the memory of his wife, Patricia Aitcheson. \$1,000 is presented at the Awards Ceremony to second year students who demonstrate compassion and caring and elicits feelings of trust in patients.
- B. **The Piyari Akhtar Memorial Scholarship** was established in 2006 by her son to honor the memory of Piyari Akhtar. A \$500 annual award will be presented to a second-year student with a grade point average in the top half of the class. The recipient must demonstrate genuine caring, communication, and practice safe and effective nursing interventions. This student must also demonstrate the preservation of dignity in meeting the basic human needs of the geriatric client.
- C. **The Sosan Akhtar Memorial Scholarship** was established in 2023 by her husband to honor the memory of Sosan Akhtar. A \$1,000 annual award will be presented to a second-year student with a grade point average in the top half of the class. The recipient must demonstrate genuine caring, communication, and practice safe and effective nursing interventions. This student must also demonstrate the preservation of dignity in meeting the basic human needs of the geriatric client.
- D. **The Sybil Cohen Dickoff Nursing Scholarship** was established in 1998. Incoming candidates will be evaluated based on the following criteria and presented at the Awards Ceremony:
  - Academic accomplishments
  - Evidence of community service which demonstrates compassion for those in need
  - Financial needAwards will be made from the accumulation of contributions to the account. An anonymous packet of information is assembled for each recommended student and provided to the Dickoff Family.
- E. **Nora Dryer Memorial Scholarship** was set up by family and friends to honor the memory of Nora Dryer, former Instructor at Cochran School of Nursing. \$500 is presented at the Awards Ceremony to second year students who demonstrate academic excellence and financial need.
- F. **Kettenring-Howorth Scholarship** to be presented at the Awards Ceremony to a student ranked in the top half of the class at the end of freshman year. The recipient must demonstrate energy and commitment to complete nursing school and become a self-actualized professional nurse. Current or past experience as a paramedic or EMT is a plus as well as above average compassion, caring and clinical competence. In addition demonstrates evidence of financial need. Amount of scholarship to be at 85% of monies earned on invested fund.
- G. **Nona Sokolich Kovalcin Memorial Scholarship** (Class 1950) established in 2017 by her husband, offers an award in the amount of \$1,000 or 2 awards each in the amount of \$500 to be presented annually to a student(s) with financial need.
- H. **Helen C. Reiff Memorial Scholarship** was set up by, Dennis R. Reiff, in

honor of his mother, who was a registered nurse. The award in the amount of \$1,000 is given to a student who has expressed an interest in community/outpatient nursing.

- I. **The Auxiliary of St. John's Riverside Hospital** - Auxiliary offers two awards of \$500.00 each to a student at the end of the freshman year that has shown outstanding ability in the performance of bedside nursing.
- J. **The Bundy Scholarship Awards**  
The number of recipients varies each year. Recipients are students who have completed Basics, hold a B average and demonstrate financial need. The amount of the award is \$1,000 per student.

Students who fail to complete the nursing program may be required to repay any awarded scholarship money.

## **OTHER ANNUAL AWARDS**

### **A. Switzer**

Beginning in 1985, the Switzer Foundation has provided Cochran School of Nursing with up to ten thousand dollars annually. Recipients must be female, have no previous Bachelor's Degree, have full U.S. Citizenship and live within 50 miles of New York City. Financial need and student potential must also be considered. Graduation dates are followed up and if a recipient leaves the school, monies which are always credited to the students aid account are re-awarded to another student. Awards are made to one freshman and several senior students in amounts not to exceed \$2,000.00.

### **B. St. John's Riverside Hospital Administrative Scholarships**

Scholarship amounts of \$500.00 are given in the spring term. One to an academically high achieving senior, two to academically successful freshmen.

### **C. Miscellaneous Scholarship Fund**

Contributions to this fund are spontaneous and cumulative over time. Awards are frequently made to students experiencing a crisis who are capable, but who need assistance to get through the semester.

**STUDENT RECORDS AND PRIVACY**  
**COMPLETE POLICY IS LOCATED ON THE RIVERSIDE HEALTHCARE**  
**SYSTEM, INC. (RHCS) INTRANET**

The school conforms to the regulations of the Family Education Rights and Privacy Act of 1974, which provide access for students to their educational records contained in the school's files. This regulation permits students to challenge such information within the limits allowed by law and limits the release of such information without student consent. A certain type of information can be designated "Deny Information". This includes lists of names, honors, publicity-capping, graduation, health fairs, etc. If a student does NOT wish to have name or hometown included in the type of new release, please notify the Dean's office in writing.

## **TRANSCRIPT REQUESTS**

Transcripts are obtained through Parchment which can be accessed online on the Cochran School of Nursing website ([Cochrancschoolofnursing.us](http://Cochrancschoolofnursing.us)). There is a \$10 fee per transcript.

## **SUMMER EXTERNSHIP**

Students may be employed in Nursing Assistant positions, during the summer, while enrolled in the school. The externship is a competitive paid program designed to familiarize the student to the hospital and role of the nurse.

Externships are limited and are awarded through an internal application process before being forwarded to hospital administration for final review and decision.

## **SECTION IV: LEARNING RESOURCES**

### **LIBRARY AND COMPUTER LEARNING RESOURCES (CURRICULUM POLICY 6)**

#### **I. Purpose of the Library:**

- A. Foster the educational mission of the school.
- B. Support the curriculum and serve the information, study, and research needs of students and faculty.
- C. Support the clinical and administrative missions of Riverside Health Care System.

#### **II. Functions of the Library:**

- A. Assist in fulfilling curriculum objectives.
- B. Contribute to learning by providing an accessible and pleasant environment.
- C. Maintain adequate and current learning materials and equipment.
- D. Communicate information regarding materials to faculty and students.
- E. Provide adequate staffing and support to users.
- F. Work within the framework of support and communication provided by the Curriculum Committee.
- G. Establish information literacy through library orientations, bibliographic instruction, online searching assistance, and other student-centered learning methods.

#### **III. Guidelines for Maintaining Collection:**

- A. Within the annual budget, decisions regarding materials are made by the Director of Libraries in consultation with the faculty.
- B. Holdings considered necessary to support the curriculum are purchased and maintained within the circulating and/or reference collections.
- C. A balance among subject areas is maintained.
- D. Outdated editions are replaced with new editions.
- E. Current publications of the American Nurses Association and National League for Nursing are acquired.
- F. Nursing textbooks and books that support research in the nursing field; audiovisual materials; computer software; CD-ROM products; online resources; and periodicals are previewed, evaluated, and may be recommended by faculty members prior to purchase. Any items acquired are maintained in the Library's reference and/or circulating collections.
- G. Retention of Library Holdings will be as follows:
  1. All materials that are current and in active use.
  2. Books of historical interest in nursing and medicine.
  3. Classics in a field.
  4. Periodicals not more than five years old.

H. Weeding Policy:

1. The Director of Libraries will oversee the weeding of the library collection.
2. Faculty is encouraged to recommend to the Director of Libraries titles that should be removed, replaced, and/or included in the collection.
3. Weeding is continuously performed on an on-going basis.
4. Materials that are over five years old are reviewed for removal and/or replacement.
5. Materials that have more recent editions and that are available for purchase.
6. Materials that are damaged and irreparable.
7. Materials may be donated or placed for library book sales.

**IV. Circulation of Library Materials:**

A. Borrowing Library materials:

1. All students must complete a Library Membership Form before they can check out any library materials from the circulating collections (non-reference books and CD-ROMs).
2. Patrons will receive a barcode to be placed on their hospital identification badges after library registration has been completed. These barcodes will help library staff to identify current library patrons.
3. Students may place a reserve for library materials.
4. Library materials from the circulation collections may be borrowed for a period of three weeks. There will be no limit on the number of allowed renewals unless another patron has placed a reserve on that title.
5. It is the patron's responsibility to renew their borrowed items every three weeks.

B. Returning Library materials:

1. A fine of 25 cents per day per item will be imposed on students who fail to return or renew library materials on the assigned due date.
2. Renewals are allowed in-person, by telephone, via email, or by using the library's online catalog.
3. Library materials that are lost or returned damaged will be charged to students at the current cost of replacement.

C. Materials which never leave the Library include:

1. Periodicals
2. Reference books
3. Selected reserve material
4. \*Videos and DVDs. (**\*Note: ONLY Faculty is exempt from this policy.**)

## **V. Library Services:**

- A. Stations for in-house viewing of audio-visual material with available headphones.
- B. Computers for NCLEX preparation, accessing course material, word-processing, Internet access, and other online resources for research and course related assignments.
- C. Professional staffing. Two librarians are available for information and reference services.
- D. Bibliographic instruction on all electronic databases.
- E. Access to several electronic databases from campus or remote locations.
- F. Interlibrary loan services.
- G. Borrowing privileges.
- H. Placing reserves or holds for highly circulated items.
- I. Desk copy requests for faculty.
- J. Use of audiovisual equipment.
- K. Photocopying and printing.

## **VI. Orientation:**

- A. The Director of Libraries or the Reference Librarian will orient new faculty members and students to library policies and practices:
  - 1. Library hours
  - 2. Circulation policy
  - 3. Holdings of existing collections
  - 4. Audiovisual equipment and materials
  - 5. Computers and software
  - 6. Library services (literature searches, bibliographic instruction, internet instruction, reference assistance, interlibrary loans, and photocopying).
- B. Faculty members and students may request group or individual orientation (including bibliographic instruction) at any time from the Director of Libraries or the Reference Librarian.

## **VII. Photocopying/Printing:**

- A. A photocopier is available in the Library free of charge.  
Additionally, two printers are available for patron use.

## **VIII. Activity in the Library:**

- A. Quiet conversation will be permitted only if it is not disturbing those who wish to study.
- B. Hospital and school-related events will be posted on the library's MOODLE page
- C. No eating, drinking or smoking will be allowed in the library.
- D. Cell phone calls will not be allowed.

## **COMPUTER RESOURCES**

Several computers are available for student use. Computers are located in the Library and Computer Lab.

The computers in the library, computer lab, and student lounge have Internet access and Microsoft applications. Several nursing computer-assisted instruction programs are also accessible from the computers. All computers provide access to Meditech, the hospital's computerized patient record system.

## **CLASSROOMS**

Classrooms are equipped with up-to-date audio-visual equipment, which include starboards and projectors. Each classroom has a computer with Internet access and DVD equipment. Students are provided with the use of Internet based learning resources.

## **STANDARDIZED TESTING AND REMEDIATION SERVICES**

Another important additional learning resource and tutorial is the Standardized Testing Program at Cochran.

The Cochran School of Nursing has contracted with a computerized testing program, Kaplan. The Kaplan testing program measures the level of student's nursing knowledge in comparison with the level of nursing knowledge of similar nursing students across the country.

The overall purpose of the Kaplan assessments and remediation program is to increase the passing scores on the National Council Licensure Exam (NCLEX) and lower program attrition rates. During the course of study at Cochran students will engage in web-based testing of the nursing content learned. Some Kaplan tests require proctoring, and some do not and may be taken from home or at school.

The testing will produce a detailed diagnostic score report for each student which will identify individualized areas of content weakness and indicate where the student needs to focus their study efforts. The Kaplan program also offers review modules to reinforce nursing concepts. The review modules include case studies, and critical thinking exercises to promote the application of knowledge to clinical practice.

In addition to the review modules, the Kaplan program also offers Practice Assessments and computerized tutorials to further reinforce the nursing content. Using these computerized tutorials and practice assessments the student will be given immediate feedback on responses, both right and wrong. Students are encouraged to utilize the entire Kaplan program.

Remediation Services are also provided to Freshman students who fail to meet course benchmarks in the form of faculty led support classes. These classes run weekly and are provided 'free of charge.' All other students are able to attend these classes on a voluntary basis.

## LEARNING RESOURCE CENTER

### **Human Patient Simulator and Open Labs**

To complement the student learning experience at CSN, the school has expanded the use of the Human Patient Simulator in addition to formal simulations in each nursing course. The student will also be able to practice clinical assessment skills in open labs. The dates and times for the open labs are posted along with signup sheets.

## **SECTION V: STUDENT SAFETY AND SECURITY**

### **PERSONAL SAFETY GUIDELINES (STUDENT POLICY 7)**

#### **CAMPUS SAFETY**

Cochran School of Nursing complies with the requirements of Public Law 101-542, Title II. Therefore, faculty, staff and students are required to report criminal actions or other emergencies occurring on campus to the Director, at St. John's' Riverside Hospital Security Department and the student organization safety committee.

Incidents at other sites should be reported to the Security and Police Departments at the respective site. It is the Director's responsibility to monitor response and follow through on such incidents.

#### **ID BADGE/ ACCESS TO CAMPUS FACILITIES**

ID badges are manufactured and distributed by Hospital Security. Any person in the school without I.D. badges is to be directed to the Security Office. If suspicion is raised by their presence, Security Ext. 4445 or 2222 (Emergency) should be immediately notified. Twenty-four hour security is available at each hospital and can be utilized for escort if there is any reason to be concerned for personal safety. Group travel to and from the affiliating agencies is encouraged. Any incidents of questionable nature are to be reported to the Director's Office, to Security.

**I.D. BADGES must be returned to the Dean's Office upon graduation, leave of absence, or withdrawal from the school.**

#### **ENFORCEMENT AUTHORITY**

The Director of Security/Safety enlists the assistance and cooperation of all members of the academic community in the promotion of responsible and practical community security. Disorderly persons and persons involved in criminal offenses may be detained and removed by Hospital Security Personnel from the campus/hospital. Coordination and procedural details are covered in St. John's Riverside Hospital, Policy Procedure Manual.

#### **INFORMATION**

The annual orientation program conducted by the Director of Student Services informs students about security procedures and crime prevention. The student handbook also provides information on I.D. badges, valuables, and parking passes.

#### **STATISTICS**

School administration, in conjunction with the Director of Security/Safety will record statistics concerning any occurrence of: murder, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, liquor law violations, drug abuse violations, weapons

possession. Such information will be published annually in the minutes of the Hospital EOC. Incidents will be discussed with all students at orientation and to applicants upon request. All incidents of previously specified crime should be reported to SJRH security authorities in a timely manner. The report shall contain those statistics covering the most recent calendar year and the two preceding years for which data are available.

## **POSSESSION OR USE OF DRUGS OR ALCOHOL**

Students, faculty and staff must comply with the policy on drug and alcohol abuse as specified by the SJRH Policies. All persons on school/hospital property must comply with policies and procedures concerning weapons.

## **DOMESTIC VIOLENCE/GENDER MOTIVATED CRIME**

Cochran School of Nursing is concerned with domestic violence, child abuse, sexual assault and rape. Throughout the curriculum information on these topics is covered where appropriate in the following courses: Foundations of Nursing Practice, Pediatric Nursing and Psychiatric Nursing. To specifically fulfill the terms of Section 6450 of the Education Law, a three hour module has been added to the first year curriculum.

Students may also contact the Dean or Faculty Advisor. For additional resources see Organizational Policy 0-13, Sexual Violence Prevention and Response: Title IX: Article 129-B.

## **SEXUAL HARASSMENT**

Cochran School of Nursing affirms the principle that its students, faculty and staff have a right to be free from sexual harassment. Such behavior, by any individual within CSN facility, will not be tolerated. Educational programs addressing the issues of rape and sexual violence are ongoing at CSN. Prevention/education programs include presentations in the first semester course.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made whether explicitly or implicitly a term or condition of an individual's grade, employment or employment decisions, or when such conduct interferes with student achievement or job performance. Stalking is defined in general terms as engaging in a course of conduct or repeatedly committing acts towards another person, including following another person without proper authority with either: intent to place the person in reasonable fear of bodily injury, or intent to cause substantial emotional distress to the person. Sexual harassment is a violation of Federal Law: Title IX of the 1972 Education Amendment and State Law: New York State Human Rights Acts. To ensure academic freedom and an educational environment free of intimidation, Cochran School of Nursing has the obligation to investigate any complaints of sexual harassment. Students and staff are encouraged to report incidents and/or seek assistance from the Dean.

**For Security and Safety Emergencies at SJRH – Dial: 2222**

## **TITLE IX (ORGANIZATION POLICY 13)**

Cochran School of Nursing is committed to providing options, support and assistance to victims/survivors of sexual assault, domestic violence, dating violence, and/or stalking to ensure that they can continue to participate in College programs, activities, and employment. All victims/survivors of these crimes and violations, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the following rights, regardless of whether the crime or violation occurs on campus or off campus.

In furtherance of those goals, the CSN has developed this Policy to define prohibited sexual conduct, establish a mechanism for determining when sexual misconduct has taken place, and provide recourse for members of the CSN community whose rights have been violated.

This Policy is intended to be consistent with the school's obligations under Title IX of the Education Amendments Act of 1972 ("Title IX"); the Clery Act, as amended; the Violence Against Women Reauthorization Act of 2013 ("VAWA"); and, New York Education Law Article 129-B.

### **Prohibited Conduct**

- A. The Cochran School of Nursing (CSN) prohibits sexual misconduct, an umbrella term that is used to encompass unwanted or unwelcome conduct of a sexual nature that is committed without valid consent. Sexual misconduct includes sex discrimination/gender discrimination, sexual harassment/gender-based harassment, sexual assault, stalking, dating violence, domestic violence, and sexual exploitation, as defined below. Sexual misconduct and all acts of sexual misconduct, as set forth below, are strictly prohibited under this Policy.
  1. **Sex Discrimination/Gender Discrimination:** Actions that deprive a member of the College community of educational or employment access, benefits, or opportunities because of that individual's sex or gender.
  2. **Sexual Harassment/Gender-Based Harassment (Hostile Environment):** Unwelcome verbal or physical conduct of a sexual nature that has the effect of unreasonably interfering with an individual's work or academic performance or that creates an intimidating, hostile, or offensive working, educational, or living environment.
  3. **Sexual Harassment/Gender-Based Harassment (Quid Pro Quo):** Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when submission to or rejection of such conduct results in adverse educational or employment action or the threat of such action or limits or denies an individual's educational or employment access, benefits, or opportunities.
  4. **Sexual Assault:** Unwanted or unwelcome touching of a sexual nature, including

hugging, kissing, fondling, oral sex, anal intercourse, vaginal intercourse, or other intentional sexual contact that occurs without clear, knowing, valid, and voluntary consent and/or by force.

5. **Stalking:** A pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that makes that person afraid or concerned for his or her safety.
6. **Dating Violence:** Violence or the threat of violence committed by a person who is or has been in a social relationship of a romantic and/or intimate nature with the survivor/victim.
7. **Domestic Violence:** A pattern of abusive behavior in a social relationship of a romantic and/or intimate nature that is used by one partner to gain or maintain control over another intimate partner.
8. **Sexual Exploitation:** Non-consensual and/or abusive sexual advantage taken towards an individual to benefit anyone other than the individual being exploited. Sexual exploitation includes, but is not limited to invasion of sexual privacy, engaging in voyeurism, and non-consensual video-or audio-taping of sexual activity.

B. Sexual misconduct may occur between people of the same sex or between people of different sexes and may occur regardless of person's gender expression, gender identity, or sexual orientation.

C. This Policy applies to conduct that occurs:

1. on campus; and,
2. off campus, if:
  - a. in connection with a CSN program or activity or,
  - b. the underlying behavior is reasonably believed to pose a threat of harm to an individual or the campus community in general; or,
  - c. the underlying behavior may have the effect of creating a hostile environment for any member of the CSN community.

D. **Retaliation** is prohibited under this Policy. Retaliation occurs when an adverse employment or educational action is taken against a member of the CSN community because of that individual's participation in a complaint or investigation of a violation under this Policy.

The school may investigate and/or sanction retaliation prohibited under this Policy regardless of where the retaliation took place, so long as the retaliatory acts were conducted as a result of or in connection with an individual's participation in a complaint or investigation of a violation under this Policy.

E. It is a violation of this Policy for anyone knowingly to make false accusations of

discrimination or harassment. A determination that a complaint is not meritorious, however, is not necessarily equivalent to a false allegation and a finding for the responding party does not necessarily constitute a finding that the complaint was in bad faith.

- F. The school prohibits members of the faculty, administration, or staff from engaging in a dating or sexual relationship, whether or not consented to, with a student or employee whom the faculty, administrator, or staff member either instructs, evaluates, supervises, or advises, or over whom the faculty, administrator, or staff member is in a position to exercise authority over in any way, now or in the foreseeable future. Any instances of such relationships will result in an investigation and may result in disciplinary actions up to and including termination.

**Affirmative Consent to Sexual Activity** is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

**Principles of guidance regarding affirmative consent are as follows:**

- A. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.
- B. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- C. Consent may be initially given but withdrawn at any time.
- D. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
- E. Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- F. When consent is withdrawn or can no longer be given, sexual activity must stop.
- G. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

**Amnesty Provision**

The health and safety of every student at CSN is of utmost importance. The school recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. CSN encourages students to report domestic violence, dating violence, stalking, or sexual assault. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to school

officials or law enforcement will not be subject to Institution's code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

Nothing in this section shall be construed to limit an institution's ability to provide amnesty in additional circumstances.

### **Students' Bill of Rights**

Upon disclosure, an individual has the right to make a report to the incident to CSN security, local law enforcement, and or the state police. They also have the right to choose not to report, to report to CSN, to be protected by CSN from retaliation for reporting an incident, and to receive assistance and resources from CSN.

In addition students have the right to:

- A. Make a report to local law enforcement and/or state police;
- B. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
- C. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
- D. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
- E. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
- F. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
- G. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
- H. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
- I. Access to at least one level of appeal of a determination;
- J. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process;
- K. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution; and,
- L. Make a report to an employee with the authority to address complaints, including the Title IX Coordinator, Director of Human Resources, Campus Security, Local Law Enforcement, and/or Family Court or Civil Court.

### **Reporting a Potential Policy Violation**

The CSN takes all allegations of sexual misconduct seriously and encourages any member of the CSN community who has been a victim of sexual misconduct or a witness

to sexual misconduct to report the incident to CSN officials. The reporting party may elect to make a confidential or non-confidential disclosure using the avenues set forth under 'Options for Confidential Disclosure' (page 8). In addition to reporting the incident to the CSN, please note that you may always dial 911 or contact the Yonkers Police Department (Telephone: 914 337-7900) to report an emergency, ongoing threat, or potential criminal conduct to law enforcement. It is your choice whether to report an act of sexual misconduct to law enforcement.

## **Resources**

The CSN Lead Title IX Coordinator is Nora Donoher, Director of Human Resources at St. John's Riverside Hospital. She is the person responsible for overseeing the administration of this policy. She can be reached at [ndonoher@riversidehealth.org](mailto:ndonoher@riversidehealth.org) or (914) 798-8875. The Deputy Title IX Coordinator is Jim Leviness, Director, Security Operations at St. John's Riverside Hospital. He can be reached at [jleviness@riversidehealth.org](mailto:jleviness@riversidehealth.org) or (914) 964-4445.

Resources for reporting individuals include access to the Title IX Coordinator, Sexual Assault Nurse Forensic Program (SAFE) nurse examiner, Occupational Health, and Emergency Department services. Access to the Title IX Coordinator and SAFE program are included in student fees. CSN shall ensure that students have access to a sexual assault forensic examination through the St. John's Riverside Hospital. Students will be charged for Emergency Department services. Information on sexually transmitted infections, sexual assault forensic examinations, and other resources is available through the New York State Office of Victim Services. The website address is <https://ovs.ny.gov>

## **The Importance of Preserving Evidence**

Whether or not you choose to report an act of sexual misconduct, it is important to preserve evidence of the assault in case you later wish to report the sexual misconduct to law enforcement or school officials. If you have cleaned up after an assault or no longer have evidence, you may still report the incident and an investigation will follow, but it will help police and investigators to have all available evidence.

To preserve evidence of a sexual assault do not wash your hands or face; do not shower or bathe; do not brush your teeth; and, do not change clothes or straighten up the area where the assault took place. If you remove clothing, try to preserve the clothing in a paper bag. To preserve evidence of physical violence take photographs of any bruising or other visible injuries.

Email, social media posts, text messages, and/or voicemails may also provide evidence of sexual misconduct.

## **Prompt Review**

Both the Accused or Respondent and the Reporting Individual shall, upon request, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of a no contact order, including potential modification, and shall be allowed to submit

evidence in support of his or her request. CSN will establish an appropriate schedule for the Accused and Respondents to access applicable CSN buildings and property at a time when such buildings and property are not being accessed by the Reporting Individual. The Reporting Individual will be assisted by CSN's security officers, if applicable, or other officials in obtaining an order of protection, and have an opportunity to meet or speak with a CSN representative, or other appropriate individual, who can explain the order and answer questions about it, including information from the order about the Accused's responsibility to stay away from the protected person or persons; Both the Accused or Respondent and the Reporting Individual shall receive an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension.

They shall also receive assistance from CSN security in effecting an arrest through local law enforcement when an individual violates an order of protection. When the Accused or Respondent is a student determined to present a continuing threat to the health and safety of the community, CSN may subject the Accused or Respondent to interim suspension pending the outcome of a judicial or conduct process under CSN's policies and procedures. Both the Accused or Respondent and the Reporting Individual shall, upon request and consistent with the CSN's policies and procedures, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of an interim suspension, including potential modification, and shall be allowed to submit evidence in support of his or her request.

### **Interim Measures and Accommodations**

A Reporting Individual, the Accused and/or Respondent shall, upon request, be afforded a prompt review of the need for, and terms of, any reasonable and available interim measures and accommodations that effect a change in academic or other applicable arrangements in order to help ensure safety, prevent retaliation and avoid an ongoing hostile environment, that directly affects him or her, and shall be allowed to submit evidence in support of his or her request.

### **No Contact Order**

When the accused or respondent is a student, reporting individuals may request that CSN issue a "no contact order," whereby continued intentional contact with the reporting individual would be a violation of the CSN policy subject to additional conduct charges. If the accused or respondent and a reporting individual observe each other in a public place, it shall be the responsibility of the accused or respondent to leave the area immediately and without directly contacting the reporting individual.

### **Judicial Proceedings**

CSN shall ensure that every student be afforded the following rights:

- A. The right to request that student conduct charges be filed against the Accused. This request shall be initiated with the Title IX Coordinator.
- B. the right to a process in all student judicial or conduct cases, where a student is accused of sexual assault, domestic violence, dating violence, stalking, or sexual activity that may otherwise violate the CSN's code of conduct that includes, at a minimum:

1. notice of the date, time, location and factual allegations concerning the violation, a reference to the specific code of conduct provisions alleged to have been violated, and possible sanctions;
2. an opportunity to offer evidence during an investigation, and to present evidence and testimony at a hearing with the Director of Student Services and the director of Learning Resources, and have access to a full and fair record of any such hearing, which shall be preserved and maintained for at least five years from such a hearing and may include a transcript, recording or other appropriate record; and
3. access to at least one level of appeal of a determination before a panel, which will include the Director of Security, and the Dean. In order to effectuate an appeal, a respondent and reporting individual in such cases shall receive written notice of the findings of fact, the decision and the sanction, if any, as well as the rationale for the decision and action. In such cases, any rights provided to a Reporting Individual must be similarly provided to a Respondent and any rights provided to a Respondent must be similarly provided to a Reporting Individual.

C. Throughout proceedings involving an accusation of sexual assault, domestic violence, dating violence, stalking, or sexual activity that may otherwise violate CSN's code of conduct, the Respondent, Accused, and Reporting Individual shall have the right to be accompanied by an advisor of choice who may assist and advise them throughout the judicial or conduct process including during all meetings and hearings related to such process. The advisor may speak to the person whom he or she is advising but may not speak on behalf of that person or participate in any other way in the proceedings.

D. To a prompt response to any complaint and to have the complaint investigated and adjudicated in an impartial, timely, and thorough manner by properly trained individuals.

E. To an investigation and process that is fair, impartial and provides a meaningful opportunity to be heard and that is not conducted by individuals with a conflict of interest.

F. To have the CSN's judicial or conduct process run concurrently with a criminal justice investigation and proceeding, except for temporary delays as requested by external municipal entities while law enforcement gathers evidence. Temporary delays should not last more than ten days except when law enforcement specifically requests and justifies a longer delay.

- G. To review and present available evidence in the case file, or otherwise in the possession or control of the CSN, and relevant to the conduct case, consistent with CSN policies and procedures.
- H. To exclude their own prior sexual history with persons other than the other party in the judicial or conduct process or their own mental health diagnosis and/or treatment from admittance in the CSN disciplinary stage that determines responsibility. Past findings of domestic violence, dating violence, stalking, or sexual assault may be admissible in the disciplinary stage that determines sanction.
- I. To receive written or electronic notice, provided in advance pursuant to CSN policy and reasonable under the circumstances, of any meeting they are required to or are eligible to attend, of the specific rule, rules or laws alleged to have been violated and in what manner, and the sanction or sanctions that may be imposed on the Respondent based upon the outcome of the judicial or conduct process, at which time the designated hearing or investigatory officer or panel shall provide a written statement detailing the factual findings supporting the determination and the rationale for the sanction imposed.
- J. To make an impact statement during the point of the proceeding where the decision maker is deliberating on appropriate sanctions.
- K. To simultaneous (among the parties) written or electronic notification of the outcome of a judicial or conduct process, including the sanction or sanctions.
- L. To be informed of the sanction or sanctions that may be imposed on the respondent based upon the outcome of the judicial or conduct process and the rationale for the actual sanction imposed.
- M. To choose whether to disclose or discuss the outcome of a conductor judicial process.
- N. To have all information obtained during the course of the conductor judicial process be protected from public release until the appeals panel makes a final determination unless otherwise required by law.

The standard of evidence used in adjudication of these cases will be preponderance of evidence. Possible sanctions if a student is found responsible for violation of the code of conduct, with regards to sexual misconduct include disciplinary sanctions including suspension or expulsion.

## Options for Confidential Disclosure

CSN offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible. The information you provide to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution. Medical providers and clergy may offer confidentiality with regard to domestic violence, dating violence, stalking, or sexual assault. If a reporting individual discloses an incident to an CSN employee who is responsible for responding to or reporting domestic violence, dating violence, stalking, or sexual assault but wishes to maintain confidentiality or does not consent to CSN's request to initiate an investigation, the Title IX Coordinator will weigh the request against CSN's obligation to provide a safe, non-discriminatory environment for all members of its community.

| <b>Resources</b>  |   |   |
|---|---|---|
| Victims Assistance program in Yonkers   | Crisis: (855) 827-2255<br>(24 Hours)<br><br>Yonkers: (914) 965-0217<br>(M-F, 9am-5pm) | <a href="https://westcop.org/programs/vas/">https://westcop.org/programs/vas/</a>   |
| Westchester County resources  |   | <a href="https://women.westchestergov.com/other-domestic-violence-resources/sexual-assault/">https://women.westchestergov.com/other-domestic-violence-resources/sexual-assault/</a> |
| New York City Alliance against sexual Assault   | (212) 227-3000<br>(24 Hours)<br><br>(212) 514-SAFE (7233)<br>(M-F, 9am-5pm)           | <a href="http://www.svfreenc.org/emergency-care/">http://www.svfreenc.org/emergency-care/</a>   |
| Safe Horizon  | 1-800-621-HOPE (4673)   | <a href="http://www.safehorizon.org/">http://www.safehorizon.org/</a>   |
| Office for the Prevention of Domestic Violence New York State                                       | 1-800-942-6906  | <a href="http://www.opdv.ny.gov/">http://www.opdv.ny.gov/</a>   |
| Hopes Doors: Domestic Violence, Emergency Shelter, Support and Counseling, Referrals for Assistance | 1-888-438-8700  | <a href="http://www.hopesdoorny.org/">http://www.hopesdoorny.org/</a>   |
| My Sister's Place: Domestic Violence, Emergency Shelter, Support and Counseling, Legal Services     | 1-800-298-7233  | <a href="http://www.mspny.org/">http://www.mspny.org/</a>   |

CSN is not obligated to begin an investigation based on information disclosed through a public awareness event such as a candlelight vigil, protest, or other public event. CSN may use the information provided at such an event to inform its efforts for additional education and prevention efforts.

Please refer to table below regarding information about existing and available methods to anonymously disclose on confidential hotlines provided by New York state agencies and not-for-profit entities:

Please note that the resources below are for crisis intervention, resources, and referrals, and are not reporting mechanisms. Disclosure on a call to a hotline does not result in the provision of information to CSN.

The Family Educational Rights and Privacy Act, 20 U.S.C. 1232g, allows CSN to share information with parents when there is a health or safety emergency, or when the student is a dependent on either parent's prior year federal income tax return; and that generally, CSN shall not share information about a report of domestic violence, dating violence, stalking, or sexual assault with parents without the permission of the reporting individual. CSN may take proactive steps, such as training or awareness efforts, to combat domestic violence, dating violence, stalking or sexual assault in a general way that does not identify those who disclose or the information disclosed. If CSN determines that an investigation is required, it shall notify the reporting individuals and take immediate action as necessary to protect and assist them. CSN shall seek consent from reporting individuals prior to conducting an investigation.

Declining to consent to an investigation shall be honored unless CSN determines in good faith that failure to investigate does not adequately mitigate a potential risk of harm to the reporting individual or other members of the community. Honoring such a request may limit the CSN's ability to meaningfully investigate and pursue conduct action against an accused individual. Factors used to determine whether to honor such a request include, but are not limited to:

- A. Whether the accused has a history of violent behavior or is a repeat offender;
- B. Whether the incident represents escalation in unlawful conduct on behalf of the accused from previously noted behavior;
- C. The increased risk that the accused will commit additional acts of violence;
- D. Whether the Accused used a weapon or force;
- E. Whether the Reporting Individual is a minor; and
- F. Whether CSN possesses other means to obtain evidence such as security footage, and whether available information reveals a pattern of perpetration at a given location or by a particular group.

### **Investigation Procedures**

The Cochran School of Nursing (CSN) is committed to conducting adequate, reliable, and impartial investigations of reports and complaints of sexual violence, and to doing so in a timely manner.

The Title IX Coordinator is responsible for overseeing and coordinating many aspects of this response.

### **Purpose of the Investigation**

The purpose of an investigation is:

1. To collect and compile evidence for the purpose of determining whether the complaint, if accepted as true, alleges prohibited conduct defined in this policy (pg.1) and if so, which specific policies may have been violated;
2. To determine whether the allegations warrant review. The Title IX Coordinator or designee will make this determination.
3. When the Respondent is not a member of the CSN community, to collect and compile evidence relevant to the allegations in order to determine whether a violation of CSN policy has occurred. The Title IX Coordinator or designee will make this determination.
4. To assist CSN in its obligation to stop individual instances of sexual violence, to prevent the recurrence of the violence, and to remedy any effects the violence has had on the entire CSN community.

### **Student's Rights in an Investigation**

1. If a reporting individual reports an incident of non-consensual sexual activity or sexual assault, but does not wish to participate in the investigation and adjudication process, the situation will be reviewed by the Title IX Coordinator for student concerns. They will determine whether there is sufficient information to proceed with an investigation.
2. If the accused/respondent does not wish to participate in the investigation and adjudication process, the process will proceed without their contribution to the determination of the facts of the case. The respondent should note that the appeal process based on appearance of new information not available to the hearing officers does not apply in cases of deliberate omission of information by the respondent, including refusal by the respondent to participate in the investigation.
3. All students will receive a process investigated by individuals in a thorough manner, without a conflict of interest, and who receive annual training in conducting investigations of sexual violence, the effects of trauma, impartiality, the rights of the respondent, including the right to a presumption that the respondent is “not responsible” until a finding of responsibility is made.
4. A reporting individual may also refer to the Student's Bill of Rights (pg.4) of this document for a complete list of all their rights.

### **Title IX Coordinator's Receives Report**

When the Title IX Coordinator receives a report alleging actual or suspected sexual violence, they will do the following:

1. Review all available information to determine whether or not immediate remedial action can and should be taken.
2. In conjunction with the CSN Security, determine whether a timely warning should be issued to the entire College community in accordance with Clery Act requirements.

Should the College determine that a timely warning is necessary; the College will make every effort to notify the reporting individual prior to the issuance of the notification.

3. Conduct a preliminary inquiry into the report or assign an investigator(s) to do so.

### **Preliminary Inquiry**

Upon receipt of a report alleging sexual violence, the Title IX Coordinator or a designee will assess whether a formal Title IX investigation will be conducted under this policy; that is, whether the allegations in the initial report(s), if true, would constitute prohibited sexual violence in accordance with CSN policy (pg. 1). This preliminary review, including any necessary interviews to be conducted and any necessary interim measures to be put in place, will usually be completed within seven (7) days of receipt of the complaint.

### **Investigation Process**

If the Title IX Coordinator determines that an investigation is necessary, the following will occur, in no particular order:

1. The Title IX Coordinator will assign an investigator or team of investigators to conduct the investigation. The Title IX Coordinator may be a member of that team.
2. The Title IX Coordinator will notify all parties to the complaint, if their identities are known, that CSN will be conducting an investigation;
3. The Title IX Coordinator will contact the reporting individual in order to:
  - a. Advise the reporting individual of resources available both on and off campus for support, advocacy, (pg.9) and accommodations for safety and security (pg. 6);
  - b. Advise the reporting individual of their reporting rights and options; including the right to request that the CSN not take action;
  - c. Advise the reporting individual about the investigation process;
  - d. Advise the reporting individual about the CSN's prohibition against retaliation (pg.2);
4. The Title IX Coordinator will contact the Respondent(s) in order to:
  - a. Advise the respondent(s) of resources available both on and off campus for support, advocacy, and accommodations;
  - b. Advise the respondent about the investigation process;
  - c. Advise the respondent about the CSN's prohibition against retaliation (pg. 2);
5. The Title IX Investigation team will meet with separately with the Reporting Individual and the Respondent(s) in order to:
  - a. Conduct an interview, should they choose to participate;
  - b. Allow each to provide evidence, including, but not limited to documents, recordings, and names of potential witnesses.

6. All reports shall be investigated in accordance with CSN policy and the reporting individual's identity shall remain private at all times if said reporting individual wishes to maintain privacy.

7. All of those contacted by the investigator will be required to maintain the privacy of the investigation however; the investigative team may consult with the Title IX Coordinator in decisions regarding the investigation process.

8. The Title IX Investigation team will attempt to meet with and speak to all witnesses who have or may have information relevant to the investigation. The Title IX Investigation Team will make the final decisions about with whom to talk and what to ask.

9. The Title IX Investigation team will attempt to collect all evidence relevant to the investigation.

10. When it appears that the investigation may result in a student conduct referral, the Title IX Investigation team will prepare a draft investigation report. Once that draft is prepared the following will occur:

a. First, each witness will be permitted to review the portion of the report that memorializes their statements to investigators. The witness will be permitted to suggest changes, offer clarifications, and make additions. The witness will ultimately be asked to affirm, in writing, (1) that they are satisfied that they have shared all relevant information known to them, and (2) that the report is an accurate representation of their conversations with the investigators.

b. Next, the reporting individual and respondent(s) will be permitted to review the entire draft report. With respect to their own statements, they will be permitted to suggest changes, offer clarifications, and make additions. Each party will also be given the opportunity to respond to the content of the draft report, request that additional questions be asked of witnesses or the other party to the complaint, and to offer additional evidence or information. The Title IX Investigation Team will make the final decisions about with whom to talk and what to ask and what to include.

c. If one party has additional questions, or if additional evidence is offered, the investigators will follow up on those questions or the evidence and if relevant, will include it in the draft report. The process set forth in paragraph (b), above, will then be repeated until all parties are satisfied that investigation is thorough and complete.

11. Once the reporting individual and the respondent(s) are satisfied that the investigation report is accurate and complete as to their statements; a final investigation report will be prepared and distributed to the parties. The parties will then be required to affirm, in writing, that: (1) they have had the opportunity to review the report in its entirety, (2) the portion of the report in which their statements are summarized is accurate and complete,

(3) they are satisfied that they have shared all relevant information and evidence known to them, and (4) they are satisfied that the investigation was thorough and complete.

12. If the investigation identifies evidence that, if true, could constitute a violation of Prohibited Conduct as defined in this policy (pg.1), the Investigative Team will make a referral to the CSN Dean and the investigation report will be provided to that office for further action.

13. Absent extenuating circumstances, investigation and resolution is expected to take place within sixty (60) calendar days from receipt of the complaint. All deadlines and time requirements detailed below may be extended for good cause as determined by the Title IX Coordinator or their designee. Both the reporting individual and respondent will be notified in writing of the delay, the reason for delay, and provided the date of the new deadline or event. Extensions requested by one party will not be longer than 5 business/school days.

### **Transcript Notations**

For crimes of violence, including, but not limited to sexual violence, CSN shall make a notation on the transcript of students found responsible after a conduct process that they were "suspended after a finding of responsibility for a code of conduct violation" or "expelled after a finding of responsibility for a code of conduct violation." For a Respondent who withdraws from the CSN while such conduct charges are pending, and declines to complete the disciplinary process, CSN shall make a notation on the transcript of such students that they "withdrew with conduct charges pending."

To appeal the transcript notation, the student must contact the Office of the Registrar to remove the transcript notation. In cases of suspension, these transcript notations will not be removed prior to one year after conclusion of the suspension. Notations for expulsion shall not be removed. If a finding of responsibility is vacated for any reason, any such transcript notation shall be removed.

### **Student Onboarding**

All new first-year and transfer students shall receive training on the CSN 's Code of Conduct and student's rights with respect to sexual and interpersonal violence, the dangers of drug and alcohol use, importance of communication with trusted friends and family whether on campus or off campus, and the availability of CSN officials who can answer general or specific questions about risk reduction; and consequences and sanctions for individuals who commit these crimes and code of conduct violations..

### **EXTERNAL DISASTERS: PLAN OF RESPONSE (STUDENT POLICY 8)**

When school is in session and any disaster occurs, Nursing Faculty and students are responsible to the Dean who in turn will receive direction from the Chief Operating Officer or Chief Nursing Officer (COO/CNO).

School of Nursing Faculty, Staff, Students

1. Switchboard will call the School, Ext. 4282, 4284, that the Condition Alert is activated.
2. Secretaries will facilitate communication by remaining at their desks after notifying the following:
  - Dean or designee of the School
  - Library and Staff
  - Faculty, staff and students in classrooms
3. The onsite faculty and students in clinical areas will notify the school of their location and readiness for assistance.
4. Secretary will compile a list and location of available students and faculty.
5. The Dean or designee of Cochran School of Nursing will coordinate with the CNO/COO to direct faculty and students.
6. Students and faculty will remain in class or on clinical until directed elsewhere.
7. If disaster strikes at other than class or clinical time, faculty should assemble in classroom S2.

**ROLE OF THE FACULTY, SCHOOL PERSONNEL,  
AND STUDENTS WHEN FIRE ALARM SOUNDS**

**IF FIRE IS IN YOUR AREA:**

1. Turn in alarm from nearest alarm box
2. Notify Switchboard operator. (Dial 2222) Give exact location and type of fire.
3. Fight fire with proper extinguisher at hand.
4. Assign someone at the safest telephone and notify Switchboard of your extension.
5. DO NOT use elevators.
6. Assign someone to direct fire personnel to exact area of fire.
7. Evacuate personnel not assigned to handling fire via exits determined by conditions of fire.
  - A. Exit through S 1 to Visitors Parking Lot.
  - B. Exit to S-3 parking lot.

**IF FIRE IS IN OTHER AREA OF HOSPITAL:**

1. Determine location of the fire according to alarm system.
2. Close all doors and windows in your immediate area.
3. Station someone at a telephone to relay information and instructions.
4. Remain calm and perform your normal duties.
5. DO NOT use elevators.
6. Wait for further instructions.

**SAFEGUARDING PERSONAL BELONGINGS**

Students are requested not to borrow money, personal property or garments from other persons.

Students are advised to bring to class or clinical areas only what is necessary and to keep all valuables on their person at all times. The school is not responsible for lost or stolen items.

## **SAFEGUARDING HOSPITAL AND SCHOOL PROPERTY**

Hospital /school property must not, under any circumstances, be taken from the hospital/school premises. Students will be dismissed from the nursing program if found to be pilfering, borrowing, or taking anything whatsoever from the hospital or school.

## SECTION VI: STUDENT AMENITIES

### STUDENT LOUNGE

The Student Lounge is located on floor S1, for the enjoyment of the students.

The following rules govern their use:

1. **NO SMOKING – This is a smoke free building.**
2. CLEAN UP AFTER YOURSELF – includes food wrappers, cups, soda cans, food in refrigerator, etc.

**SMOKING IS NOT ALLOWED IN THE SCHOOL, HOSPITAL OR ON ST. JOHN'S RIVERSIDE HOSPITAL CAMPUS.**

### STUDY AREAS

Students may study in the evenings in the Library, the S-1 floor study room/student lounge.

### BATHROOMS

Female – located on S-1 level, S-2 and 4<sup>th</sup> floors.

Male – located on S-1, 4<sup>th</sup> floor and main lobby.

### FOOD SERVICES

#### Cafeteria Hours:

|              |                    |
|--------------|--------------------|
| 1. Breakfast | 7:45 AM – 10:00 AM |
| 2. Lunch     | 11:15PM – 1:30 PM  |

The **cost** of meals will be the responsibility of the individual student. Meals may be purchased in the St. John's Riverside Hospital Cafeteria on a cash basis.

#### Coffee Shop

Students may use the Coffee Shop and Gift Shop on the first floor of the hospital. Take out service is available. Coffee Shop hours are Monday to Thursday 6:00 AM to 7:00 PM, Friday 6:00 AM to 6:00 PM, Saturday 8:00 AM to 5:00 PM and Sunday 8:30 AM to 3:30 PM.

#### Student Kitchen Area on S1:

Refrigerator, tea and coffee makers, and a microwave are provided for students who choose to bring lunch/dinner.

### PARKING

Parking on campus requires stickers and hospital ID badge. Students must park in their designated areas. Cochran School of Nursing students have designated areas to park in when on the premises. Day students are assigned to the S4 lot and evening students are

assigned to the employee upper lot. If an evening student comes in during the day, they must park in the S4 lot.

No one is permitted to park in the visitors' lot or the employee lot adjacent to the receiving dock. Please be aware that the consequences of parking in an unassigned area will result in removal of parking privileges for 30 days requiring you to park on the street or having the car towed at your own expense.

## **SECTION VII: STUDENT COMMUNICATION**

In the case of a change of home address, telephone number, or name, the student is responsible for informing the Registrar. It must be completed in order for the student's record to be accurate and current for all official correspondence.

### **EMERGENCY SCHOOL CLOSING**

Occasionally it is necessary to close the school or have delayed openings due to inclement weather. Faculty will notify students if class schedule has changed due to inclement weather and an announcement will be posted via Moodle and email.

### **STUDENT LOCKERS**

Cochran School of Nursing offers locker space to hold important possessions for students. These lockers are made available for use in storing school supplies and personal items necessary for use at school. Students will be required to bring in their own locks. The locker is the property of the school and should be used with care.

Student lockers are school property. However, students shall assume full responsibility for the security of their lockers. Student lockers may not be used to store illegal, unauthorized, or contraband materials. Any locker is subject to search, upon reasonable suspicion, for prohibited or illegally possessed substances. CSN reserves the right to search lockers when it is believed to be necessary for the health, safety, and welfare of other students. Students are required to keep lockers clean at all times.

1. Lockers are available on a first come first serve basis.
2. Students provide their own lock which must be removed by the end of the day.
3. Students must empty out their locker before the end of the day. No personal items should be left in lockers overnight.
4. Locks left on lockers over-night may, at the schools' discretion, be cut off the locker.
5. Students who enter or attempt to enter another student's locker is violating the locker usage guideline and are subject to consequences. Any person caught tampering, opening, or removing items from any locker other than his own, without proper authorization, will face disciplinary action.
6. Lockers should be kept clean and neat, both inside and out. Students should not write in or on lockers. Decals (stickers) and similar materials are not to be placed inside or outside. Lockers are school property and can be subject to inspection by authorized CSN/SJRH personnel at any time.
7. All contraband confiscated from lockers may be disposed of by St. John's Riverside Hospital Security.
8. The school assumes NO responsibility for loss or damage to any item in a locker, locked or unlocked.
9. Any loss or damage should be reported immediately.

## **SECTION VIII: PARTICIPATION IN SCHOOL EVENTS**

### **VOLUNTEER ACTIVITIES**

One of the professional responsibilities of a nurse is contributing expertise to better health care of the community. To encourage this commitment to serve as a professional, CSN encourages the student to participate in community service activities sponsored by the school. You may elect to volunteer for projects.

### **STUDENT ORGANIZATION**

Please see Student Organization Handbook Rules and Regulations on Cochran School of Nursing website.

### **NATIONAL STUDENT NURSE ASSOCIATION: NSNA**

The National Student Nursing Association (NSNA) is a non-profit organization founded in 1952 for students enrolled in Associate, Baccalaureate, Diploma, and Generic Graduate Nursing Programs. It is dedicated to fostering the professional development of nursing students. The organization has over 60,000 members in 50 states, the District of Columbia, Guam, Puerto Rico, and the U. S. Virgin Islands.

The Foundation of the NSNA was created in memory of NSNA's first Executive Director, Frances Tompkins, as a non-profit corporation organized exclusively for charitable and educational purposes. The organization provides undergraduate and graduate nursing scholarships among a long list of member benefits, which can be obtained by logging on to [www.nsna.org](http://www.nsna.org) and then clicking on Member Services.

The Cochran School of Nursing was one of the first nursing programs in the nation to implement NSNA's Total School Membership Plan (TSMP) in September 2004. The function and purpose of the CSN NSNA TSMP membership is to facilitate and foster the preparation of nursing students to function as professional nurses and to enrich the educational experience of the student nurses by providing opportunities to participate with other schools of nursing in the nation.

Membership into NSNA is for a period of two years, which is included in your school fees.

## **SECTION IX: ACCREDITATION**

### **ACCREDITATION**

Cochran School of Nursing is currently registered under school code US03405900 with the State of New York Education Department and is accredited by the Accreditation Commission for Education in Nursing (ACEN). Contact information is listed below for any questions, concerns, or complaints:

The State Education Department Division of Professional Education, 89 Washington Avenue, 2nd Floor, West Wing, Albany, NY 12234-1000, Phone:(518) 488-2967; Fax:(518) 473-0114.

The Accreditation Commission for Education in Nursing (ACEN, 3390 Peachtree Road NE, Suite 1400, Atlanta, Georgia 30326, Phone: (404) 975-5000; Fax: (404) 975-5020.

## **SECTION X: SUPPORT SERVICES**

| <b>ROOM</b> | <b>NAME</b>   | <b>ADMINISTRATION</b>  | <b>Extension</b> |
|-------------|---|--|------------------|
| S-2         | Sandra Davé,<br>DNP, APRN, FNP-BC, GNP-BC                         | Dean   | 4415             |
| S2          | Andria Cleghorn-Richards, MSN,<br>RN                              | Director of Learning Resources   | 4276             |
| S1          | Janee McCoy, BS   | Director of Student Services   | 4651             |
| S2-2        | Diana Krpic, MPS, MBA   | Information Literacy Officer /<br>Director of Finances                                     | 4283             |
|             |   | <b>ADMINISTRATIVE STAFF</b>  |                  |
| 202         | Chan Bridgelall   | Secretary Cochran School of<br>Nursing   | 8906*            |
| S1          | Maria Goncalves, MA   | Financial Aid Officer  | 4316             |
| S2-3        | Eileen Little   | Executive Secretary  | 4284             |
| S1          | Lisa Pegues, MA   | Registrar / Bursar   | 4225             |
| S1          | Brianna Bartley, BS   | Admissions   | 4606             |
|             |   | <b>FACULTY</b>   |                  |
| 218         | Kathleen Donahue, MA, RN<br>New York University                   | Instructor, Behavioral & Mental<br>Health Nursing  | 4386             |
| 204         | Marcia Gardner, MSN, RN<br>Mercy College                          | Instructor, Maternity Nursing  | 4699             |
| 210         | Helen Hehir, MSN, RN<br>Mercy College                             | Instructor, Medical-Surgical<br>Nursing  | 4353             |
| 208         | Laurie Nigro, MS, RN<br>Mercy College                             | Instructor, Fundamentals of Nursing  | 8859*            |
| 216         | Patricia O'Connor-Morris, MS,<br>RN<br>College of Mt. St. Vincent | Instructor, Advanced Medical-<br>Surgical Nursing & Leadership &<br>Transition to Practice | 8857*            |
| 202         | Regina Odell, MS, RN,<br>Mercy College                            | Instructor, Advanced Medical-<br>Surgical Nursing  | 8858             |
| 211         | Elizabeth Robinson, MS, RN,<br>Lehman College                     | Instructor, Nursing of Children  | 8829*            |
| 209         | David Stanghellini, MSN, RN,<br>Benedictine University            | Instructor, Medical-Surgical<br>Nursing  | 4286             |
| 214         | Annmarie Tierney, MSN, RN,<br>Mercy College                       | Instructor, Fundamentals of Nursing  | 4289             |
| 211         | Lisa Vaccaro, MSN, RN<br>College of New Rochelle                  | Instructor, Fundamentals of Nursing,<br>safeMedicate, & Support Classes                    | 4265             |
|             |   | <b>LIBRARY</b>   |                  |
|             | Jane Castrignano, MLS   | Director of Libraries  | 8871*            |
|             | Paul Gunther-Mohr, MSLIS  | Librarian  | 4281             |

**\*If calling from outside hospital dial 798 and number.**

**INTERNAL EMERGENCY 2222**