



Nursing Program Manual



**Prepared by Cochise College Nursing Faculty
2019-2020**

Cochise College

Nursing

Program Manual

2019 - 2020

Prepared by the Nursing Faculty of Cochise College

DISCLAIMER

This manual is provided to assist the student while in the Cochise College Nursing Program. The Nursing Administration and Faculty reserves the right to make changes without prior notice in all policies, assignments, schedules, courses, grading, curricula, and all other matters contained in this manual.

American Disabilities Act Statement

Cochise College is committed to providing accommodations for qualified individuals with disabilities in a timely and effective manner. To request a reasonable accommodation students must be registered with the Office of Disability Services. Accommodations will be made based on eligibility determined by the Office of the Disability Services. Services can be requested at any time during the semester. Requesting services well in advance will help ensure that resources are available when needed. Please contact our office to schedule an appointment at 800-966-7943 or 520-515-5337. Contact the Director of Disability Services, Carla Boyd at boydcarla@cochise.edu for further information.

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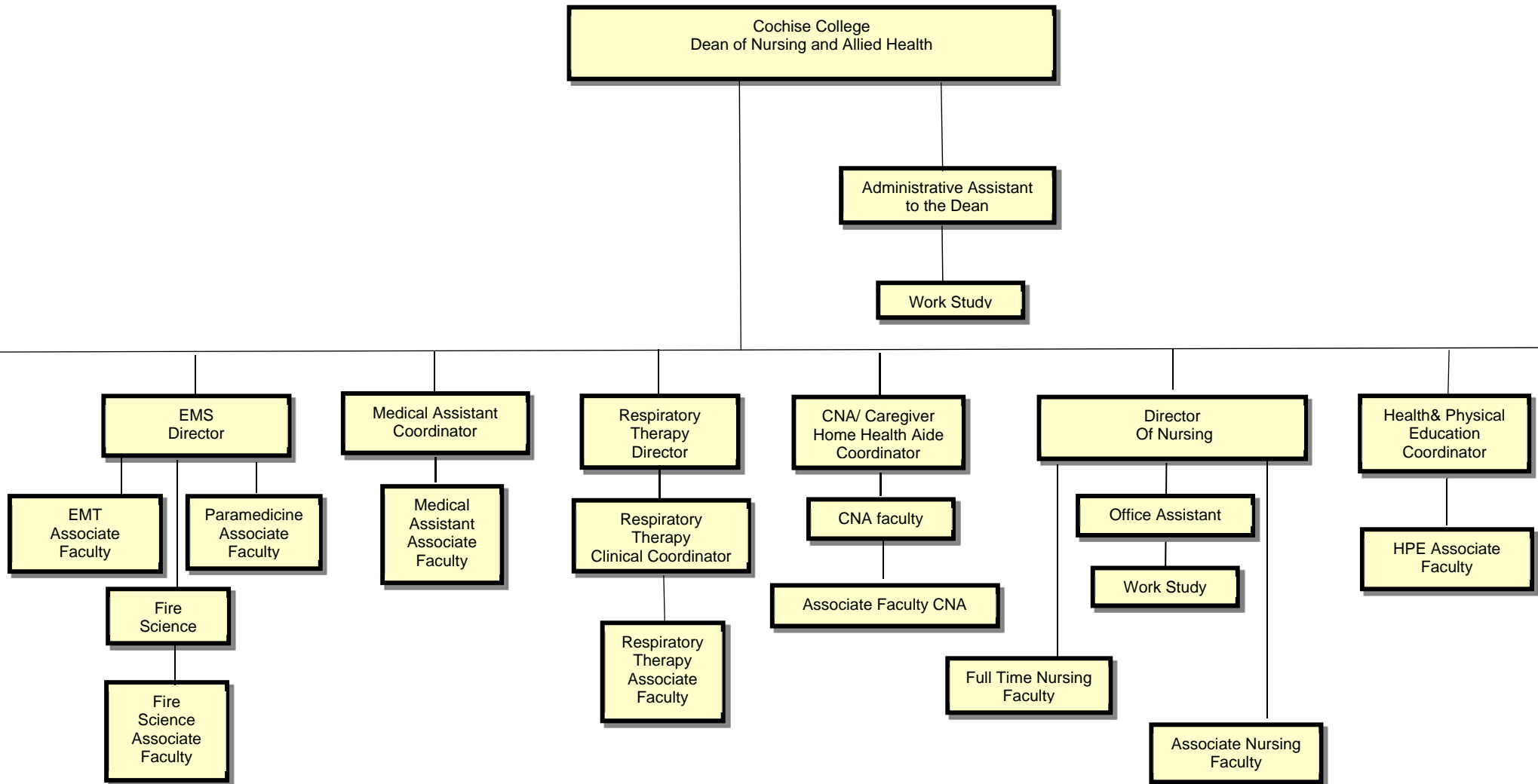
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**2019-2020 Organizational Chart
Cochise College Nursing/Allied Health Programs**



FACULTY PROFILE FORM

Name of Institution: Cochise College

Name of Nursing Program: Cochise College Nursing Program

Faculty Name	Commitment of Time:		Date of Initial Appointment	Rank (if appropriate)	Bachelor's Degree	Institution Grading Degree	Graduate Degree(s)	Institution Grading Degree	Area(s) of Clinical Expertise	Area(s) of Functional Expertise	Academic Teaching / Areas of Responsibility
	F/T	P/T									
Ashline, Melesa	F/T		8/2013	Faculty Full Time	BSN 2003	University of Phoenix	MSN 2004	University of Phoenix	Long Term Care Med Surg	First Year/Second Year Team Sim Coordinator Lab Coordinator	Area Teaching: ● Fundamentals ● Med/Surg ● Sophomore/Freshman Skills Lab
Balderston, Mary	F/T		9/17/18	Faculty Full Time	BSN 2012	Grand Canyon University	MSN 2018	University of Arizona	Gastroenterology; Emergency Department Med Surg	First Year Team Faculty	Area Teaching: ● Medication Math ● Med/Surg
Bayham-Hicks, Shirley	F/T		8/6/18	Faculty Full Time	BSN 1976	Arizona State University	MSN, FNP 2000	University of Arizona	Family, Geriatrics	First Year Team Faculty	Area Teaching: ● Fundamentals/Med Surg
Biron, Theresa	F/T		8/2013	Faculty Full Time	BSN 1988	Hampton University	MSN 1998 FNP 1998	University of South Carolina	Med / Surg Gastroenterology	First Year Team Faculty/ Coordinator	Area Teaching: ● Fundamentals ● Med/Surg ● Freshman Skills Lab
Child, Tori	F/T		8/15/2018	Faculty Full time	BSN 2014	Excelsior College	MSN 2018	Excelsior College	Critical Care	Second Year Team Faculty	Area Teaching: ● Psychiatric Nursing ● Mental Health Subjects
Djordjevic, Arleene	F/T		5/1/18	Faculty Time	BSN 2012	Grand Canyon University	MSN 2014	Walden University	Med/Surg Psych/Mental Health	LPN Program Faculty	Areas Teaching ● Med/Surg ● Mental Health ● Fundamentals
Jackson, Janell	F/T		8/1/2015	Faculty Full time	BSN 1990	Northern Arizona University	MSN, 2015	Grand Canyon University	Med/Surgical	Second year Team Faculty	Areas Teaching ● Med/Surg ● Nursing Process II
Kovarcik, Amy	F/T		3/18/19	Faculty Full time	BSN 2011	Grand Canyon university	MSN, 2018	Grand Canyon University	Med/Surgical Critical Care Dialysis	Second year Team Faculty	Areas Teaching ● Med/Surg ● Critical Care

Faculty Name	Commitment of Time:		Date of Initial Appointment	Rank (if appropriate)	Bachelor's Degree	Institution Granting Degree	Graduate Degree(s)	Institution Granting Degree	Area(s) of Clinical Expertise	Area(s) of Functional Expertise	Academic Teaching / Areas of Responsibility
	F/T	P/T									
Jermyn, Star	F/T		10/1995	Faculty Full Time	BSN 1993	Thomas Jefferson University, College of Allied Health	MSN 2000	University of Phoenix	Med-Surg ED Emergency Department Orthopedics Dialysis Nephrology	Pharmacology Faculty Medication Math	Area Teaching: ● Pharmacology ● Medication, Dosage & Calculations
Vincent, Linda	F/T		8/2010	Faculty Full Time	BSN 1997 Diploma 1974	Excelsior College	MSN 2007 ACNP-BC	Rutgers, The State University of New Jersey	Psych/Mental Health Critical Care Education Med / Surg Oncology	Second Year Team Faculty/Coordinator	Area Teaching: ● Fluids & Electrolytes ● Hematology ● Neurology ● Mental Health ● Endocrine
Ziegler, Cindy	F/T		8/2013	Faculty Full Time	BSN 1989	University of North Dakota	MSN 2004	Grand Valley State University	Med Surg Obstetrics L & D Staff Educator	First Year Team Faculty	Area Teaching: ● Caring ● Communication ● Hygiene/ Mobility ● Pain/ Comfort/ Safety ● Sexuality ● Holistic/ Spirituality ● Culture ● Fundamentals ● Obstetrics/ Pediatrics

COCHISE COLLEGE EDUCATIONAL PHILOSOPHY

MISSION

Cochise College provides accessible educational opportunities that are responsive to a diverse population and lead to constructive citizenship, meaningful careers and lifelong learning.

VISION

Cochise College strives to be a learning community held in high esteem by members of its communities, providing high-quality learning opportunities for its citizens.

A learning community

- Places its highest priority, resources and energy on learning.
- Creates an environment and experiences, real or virtual, which encourages students to be active members of the learning community.
- Makes learning possible not only in the classroom but outside, through a myriad of activities and experiences, using any number of tools to enhance learning.
- Extends learning not only to students but to all members of the college community so that a feeling of collegiality abounds.
- Empowers students, faculty and staff to create a personally meaningful learning environment, where each accepts responsibility for contributing to the same.

CORE VALUES

In all that we do – in teaching, learning and serving – we value quality, integrity, and diversity.

Quality – We commit to a quest for excellence and strive to achieve our highest potential.

Integrity – We base our decisions and interactions on honesty, trust, respect, responsibility, accountability, and ethical behavior.

Diversity – We respect differences between and among members of the community by embracing and encouraging the expression of ideas, opinions, and thoughts exchanged freely, respectfully, and civilly.

NURSING PROGRAM EDUCATIONAL PHILOSOPHY

MISSION

The Cochise College Nursing Program is committed to offering a quality educational experience and resources to promote meaningful nursing careers, enhance constructive citizenship and promote lifelong learning to meet the healthcare needs of a diverse population.

Vision

The Cochise College Nursing Program will strive to become a learning community that places its highest priority, resources and energy on student learning. This is done by creating an environment and experiences: in clinical, simulation, virtually and in the classrooms to become active members of this learning community. The program makes learning possible in the classroom but through other modalities and activities and experiences that enhance learning. This is done for students as well as faculty and other members of the college community so that a feeling of collegiality abounds. This vision empowers students, faculty and staff to create a personally meaningful learning environment where each person accepts responsibility for contributing.

Philosophy

The philosophy of the Cochise College Nursing Program is to create a learning environment in which the student transforms from a novice into an entry-level generalist nurse who cares for diverse populations across the lifespan. The nursing faculty and staff respect the students as adult learners who demonstrate integrity in the classroom and the clinical environments. The philosophy (The Tree) is based on the nursing process and related concepts as a solid foundation for the entry level nurse generalist. The nurse generalist is able to collaborate with other members of the health care team to provide and manage patient care at any point along the health/illness continuum.

THE CORE VALUES OF THE NURSING PROGRAM

Quality: The program is committed to excellence in the community and helps students strive to achieve their highest potential through adult learning.

Integrity: Decisions and interactions are based on honesty, trust, respect, responsibility, accountability, and other aspects of ethical behavior.

Diversity: Respecting differences between and among members of the community by embracing and encouraging the expression of ideas, opinions, and thoughts that are exchanged freely, respectfully, and civilly.

Lifelong Learning: An attitudinal approach to learning in which the person is open to new ideas, decisions, skills, and behaviors based on scientific evidence and research to promote scientific and technological progress improving patient outcomes.

Student Learning Outcomes

Leaves: Measured Student learning Outcomes (SLOs)

Ground: Guidelines for Professional Standards

Roots: Additional, non-tracked SLOs incorporated throughout the program



NURSING PROGRAM OUTCOMES

The nursing program provides students with the knowledge and skills necessary to administer nursing care to patients in a variety of settings. Courses include content related to the nurse's role as a provider of nursing care, as a manager of care, a member of the discipline of nursing, and as a member of the interdisciplinary team. As the nursing student progresses through the curriculum, each semester builds upon the previous semester in regards to complexity. This is evidenced by end of semester HESI standardized tests, increasingly complex written assignments, more complex skills lab evaluations and increased critical thinking in both Simulation and Clinical evaluations.

The Cochise College Nursing graduate will deliver safe, competent and quality patient centered nursing care within the role of the Associate Degree Nurse as a:

1. **PROVIDER of CARE:** Integrate biopsychosocial and scientific principles when providing technically competent care to groups of individuals and families within a variety of healthcare settings. The provider of care utilizes the following elements:
 - **Nursing process (M= measured)**
 - **Quality Care and Safety (M)**
 - Caring
 - Wellness Continuum
 - Lifespan Diversity
2. **Manager of Care:** Collaborate as a member of the healthcare team to manage the care of groups of individuals and families in a variety of healthcare settings. Appropriately delegate activities to manage the care of groups of individuals and families in a variety of healthcare settings. The manager of care utilizes the following:
 - **Critical Thinking (M)**
 - **Evidence Based Practice (M)**
 - Communication and Collaboration/Teamwork
 - Informatics
3. **Member of the Discipline of Nursing:** Acculturate professional values and behaviors as ADN graduates through the following:
 - **Legal-Ethical (M)**
 - Accountability
 - Life-Long Learning
 - Roles and Responsibilities

The Cochise college nursing program outcomes are evidenced by:

1. **Licensure pass rates**
2. **Job placement**
3. **Program completion rates**
4. **Employer program satisfaction**
5. **Graduate program satisfaction**

Nursing

Associate Degree Nursing (Major Code – ADN)
 Associate of Applied Science
 Curriculum – 2016-2017

Pre Nursing:

Fall / Spring Semester	17 Credits
Composition I	ENG 101 3
Composition II	ENG 102 3
Update to Pharmacology**	NUR 203 3
Human Anatomy & Physiology I*	BIO 2014
Human Anatomy & Physiology II*	BIO 2024

1st Year Nursing:

1st Semester	13 Credits
Nursing 1	NUR 1228
Medication Math I.....	NUR 121-A2
Introduction to Psychology	PSY 1013

2nd Semester	13 Credits
Nursing II A	NUR 1235
Nursing II B	NUR 1245
Developmental Psychology	PSY 2403

2nd Year Nursing:

3rd Semester	12 Credits
Nursing III.....	NUR 23210
Medication Math II	NUR 121-B2

4th Semester	14 Credits
Nursing IV	NUR 23310
Microbiology*	BIO 205 4

Total Degree Requirements69 Credits

- * BIO 201 / 202 requires pre-requisite courses
- * Cochise College Policy 3004.1 allows students the opportunity to waive a prerequisite course. Students seeking a prerequisite waiver should consult with an academic advisor and should understand full responsibility for the outcome of the course taken will be on the student.
- * Science courses must have been completed within the last seven (7) years prior to admission to the Cochise College Nursing Program with a grade of “B” or better.
- ** NUR 203 must have been completed within the last five (5) years prior to admission to the Cochise College Nursing Program with a grade of “B” or better.
- * Science courses taken fall 2013 or later must have a B or better

NURSING PROGRAM STRUCTURE

- The RN option for the Cochise College Nursing program is comprised of seven core nursing classes in four semesters.
- NUR 121-A (Medication Math One) and NUR 122 (Nursing One) are both in semester one. NUR 122 is comprised of Fundamentals of Nursing related to the well adult client.
- NUR 123 (Nursing Two A) is comprised of Common/Chronic Conditions in the Adult client. NUR 124 (Nursing Two B) is comprised of the childbearing family, obstetrics and pediatrics. These two courses are completed in semester two.
- Completion of the first four (4) nursing courses (NUR 122, NUR 121-A, NUR 123 and NUR 124) and the required pre- and co-requisite general education courses are required to achieve eligibility to take the NCLEX-PN.
- NUR 121-B (Medication Math Two) and NUR 232 (Nursing Three) are offered in semester three. The focus of the NUR 232 content is related to Psychiatric and acute conditions in the adult client.
- NUR 233 (Nursing Four) is offered in semester four. Complex and critical conditions in the adult client, as well as a final Preceptorship experience, complete the fourth semester of the nursing program.
- Completion of all seven (7) nursing classes and the required general education classes are required to achieve eligibility to take the NCLEX-RN.
- For LPN to RN Advanced Placement Students, a current Arizona LPN license in good standing and written proof of at least one year work experience as an LPN are required and will grant credit for NUR 122, NUR 123 and NUR 124. LPN to RN Advanced Placement students are required to take NUR 130 (Transition to Professional Nurse), NUR 121 A (Medication Math One), NUR 121 B (Medication Math Two), NUR 232 (Nursing Three), NUR 233 (Nursing Four) and the required general education classes to achieve eligibility to take the NCLEX-RN.

CAREER LADDER CONCEPT

The Cochise College Nursing Program RN option is designed on the Career Ladder Concept to permit students several points of exit and reentry. Recognizing that many students pause in their education for financial or family reasons, the current program was developed so those students could achieve different levels of competency throughout the Program. This permits the student to obtain employment in the health field while working in stages toward the final goal of Registered Nurse.

At the end of the first year, students are eligible to take the National Counsel Licensing Exam for Licensure Practical Nurse (NCLEX-PN). At the end of the second year, students are eligible to take the National Counsel Licensing Exam for Registered Nurse (NCLEX-RN).

While this concept has worked to the benefit of many students over the years, it does cause some confusion on the part of potential students. Students misinterpret the Career Ladder Concept to mean that the first year is an LPN program. **This is not the case.** This Nursing Program option is an RN option and the entire curriculum is focused toward this goal.

NUR 120 Transition to Practical Nurse

For first-year re-entering nursing students who have been out of nursing studies at Cochise College for less than one year. Provides an update of the philosophy, policies, and procedures of the Cochise College nursing program. Emphasis is on the nursing process, patient care planning, therapeutic use of self, clinical expectations, and basic nursing skills.

NUR 220 Transition: Practical Nurse to Registered Nurse

For second-year re-entering nursing students who have been out of nursing studies at Cochise College for less than one year. Provides a review and an update of the philosophy, policies, and procedures of the Cochise College nursing program. Emphasis is on the nursing process, patient care planning, therapeutic use of self, clinical expectations, and more advanced nursing skills.

COURSE OUTCOMES

		FIRST YEAR			
		NUR 122	NUR 123	NUR 124	
Provider of Care	Caring	Identify attributes of caring for a client-centered environment	Display attributes of caring in a client-centered environment	Display attributes of caring in a client-centered environment related to members of the childbearing family, and to pediatric and adolescent clients	
	Nursing Process	Write a nursing care plan for a client with specific health need/problem(s)	Differentiate a plan of care for clients / families based on priority nursing diagnoses	Differentiate a plan of care for families based on priority nursing diagnoses	
	Safety/ Quality Care	Implement the principles of safe medication administration	Demonstrate safe medication administration considering the effect on the individual throughout the lifespan	Demonstrate safe medication administration considering the effect on members of the childbearing family, and on pediatric and adolescent clients	
		Describe factors that influence a culture of safety	Demonstrate the ability to provide safe and effective care to all clients	Demonstrate the ability to provide safe and effective care to members of the childbearing family, and to pediatric and adolescent clients	
	Wellness Continuum Life Span Diversity	Identify potential resources for clients across the adult life span	Analyze internal and external resources based on client needs	Analyze internal and external resources based on the needs of the childbearing family, and of pediatric and adolescent clients	
		Identify concepts of health and wellness across the adult lifespan	Apply health and illness concepts to client care	Apply health and illness concepts based on the needs of the childbearing family, and of pediatric and adolescent clients	
		Identify life span variables that impact the health of clients	Apply concepts related to life span variables with nursing practice	Apply concepts related to life span variables	
		Describe the interaction of human diversity with health, illness, and caring behaviors and attitudes.	Provide patient centered care with sensitivity and respect for human diversity	Provide patient-centered care with sensitivity and respect for human diversity related to members of the childbearing family, and to pediatric and adolescent clients	
	Manager of Care	Communication Collaboration, Teamwork & Informatics	Identify factors involved in communication and collaboration, teamwork and informatics for effective management of care.	Participate in communication and collaboration, teamwork and using informatics when delivering quality care.	Participate in communication and collaboration, teamwork and using informatics, when delivering quality care

	Evidence-Based Practice	Describe the components of evidence-based practice as it relates to patient care	Differentiate reliable sources for evidence reports and clinical practice guidelines	Differentiate reliable sources for evidence reports and clinical practice guidelines related to members of the childbearing family, and to pediatric and adolescent clients
	Critical Thinking	Identify components of critical thinking and clinical reasoning at the novice level	Demonstrate critical thinking abilities and sound clinical reasoning.	Demonstrate critical thinking abilities and sound clinical reasoning
Member of Profession (Integrity)	Legal-Ethical	Identify competencies for legal, ethical and professional conduct of a nurse	Discuss legal, ethical and professional conduct of a nurse	Discuss legal, ethical and professional conduct of a nurse
	Roles & Responsibilities	Explain the roles and responsibilities of the professional nurse	Demonstrate knowledge of the roles and responsibilities of the professional nurse	Demonstrate knowledge of the roles and responsibilities of the professional nurse
	Accountability Life Long Learning	Recognize the importance of accountability for one's own nursing practice and professional growth	Apply accountability to own nursing practice and professional growth	Apply accountability to own nursing practice and professional growth

SECOND YEAR

		NUR 232	NUR 233
Provider of Care	Caring	Distinguish appropriate caring behavior for a client-centered environment	Integrate attributes of caring for a client-centered environment
	Nursing Process	Apply the nursing process to individual and groups in the inpatient, outpatient, home or community setting	Evaluate nursing and multi-disciplinary plans of care for clients
	Safety/ Quality Care	Manage safe & effective practice related to pharmacology, medication and treatment regimens	Evaluate medication administration systems and processes collaboratively with the health care team.
		Use national patient safety resources for own professional development with a focus on safety in care	Critiques and modifies own nursing practice with a focus on safety
Wellness Continuum Life Span Diversity	Implement referrals in collaboration with health care team based on client needs	Implement referrals and access resources in collaboration with health care team based on client needs	

		Integrate population, family, individual and national goals to promote health	Integrate population, family, individual and national goals to promote health
		Integrate life span considerations into nursing for individuals, families and populations	Integrate complex nursing care across the life span of individuals, families and populations
		Integrate respect for human diversity into nursing practice	Integrates understanding of multiple dimensions of patient centered care
Manager of Care	Communication Collaboration Teamwork & Informatics	Evaluate own communication, collaboration and team work within the health care team and environment, utilizing informatics.	Adapt own communication and collaboration, teamwork to the needs of the health care team and system(s). and utilizing informatics.
	Evidence-Based Practice	Analyze evidence-based reports to substantiate nursing interventions in collaborative client care	Synthesize evidence-based practice and the nursing process to provide quality care for a group of patients under the supervision of an experienced registered nurse
	Critical Thinking	Appraise own critical thinking abilities and clinical reasoning decisions	Evaluate critical thinking abilities and clinical reasoning of self and other health care professionals
Member of Profession (Integrity)	Legal-Ethical	Exhibit competencies of legal, ethical and professional conduct of a nurse	Evaluate legal, ethical and professional issues which impact the professional nurse and patient outcomes
	Roles & Responsibilities	Demonstrate accountability for own nursing practice and professional development	Critique personal and professional development of nursing practice(s).
	Accountability Life Long Learning	Differentiate professional behaviors related to the care of patients provided by other team members	Integrate professional accountability and life- long learning into own professional practice.

Arizona State Board of Nursing Qualifications for Professional Registered Nurse

An applicant for a license to practice as a graduate, professional, or registered nurse shall file a verified electronic application with the board and complete the electronic NCLEX Registration accompanied by the prescribed fees and submit proof that the applicant:

1. Has completed satisfactorily the basic professional curriculum in an approved professional nursing program and holds a diploma or degree from that school. This is done by Cochise College electronically after graduation.
2. If convicted of one or more felonies, has received an absolute discharge from the sentences for all felony convictions three or more years before to the date of filing an application pursuant to this chapter (Sec. 8, Section 32-1632, Arizona Revised Statutes).

Arizona State Board of Nursing Qualifications for Practical Nurse

An applicant for a license to practice as and assume the title of a licensed practical nurse shall file a verified electronic application with the board and complete the electronic NCLEX Registration accompanied by the prescribed fees and submit proof that the applicant:

1. Has satisfactorily completed the basic curriculum in an approved practical or professional nursing program and holds a diploma, certificate, or degree from that program. This is done by Cochise College electronically after graduation.
2. If convicted of one or more felonies, has received an absolute discharge from the sentences for all felony convictions three or more years before the date of filing the application (Sec. 15, Section 32-1637, Arizona Revised Statutes).

NURSING DEPARTMENT CODE of ACADEMIC INTEGRITY

Academic integrity is essential in setting and maintaining the standards of an educational institution. It is the obligation of students and faculty to uphold the values of honesty and ethical behavior in order to safeguard the quality of education both given and received. This code of Academic Integrity is congruent with the Cochise College Academic Policy 3010,

<http://www.cochise.edu/cfiles/files/policies/3010%20-%20Academic%20Dishonesty.pdf>

Dishonesty of any nature is a serious offense at the College. Dishonesty undermines the bonds of trust between members of the community and the school, and it defrauds those who may eventually depend on your professionalism and integrity. Nursing programs must have high standards of ethics. As a nursing student and nurse, there is an expectation of integrity.

Cochise College Nursing Program Code of Academic and Clinical Integrity

The Nursing student must commit to self and others, including the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth through life-long learning.

The Nursing student will incorporate into all professional relationships a commitment to practice with compassion and respect for the dignity, worth, and uniqueness of every individual.

The Nursing student will maintain privacy rights and confidentiality of all patient information.

The Nursing student is responsible and accountable for individual nursing practice, and must take accountability for nursing judgment and actions.

Definition of Terms

NOTE: This list is not exhaustive or all-inclusive.

1. **CHEATING** - Intentionally using or attempting to use unauthorized materials, information, or study aids in any academic exercise. This includes but is not limited to:
 - a. copying from another student's work.
 - b. knowingly using, buying, selling, offering, transporting or soliciting any of the contents of a test.
 - c. taking a test for another student or permitting someone else to take a test for you.
 - d. bribing or attempting to bribe, or intimidating or attempting to intimidate another person to obtain a passing or better grade on a test, paper, course assignment or for the course itself.
 - e. intentional misconstruing or misreporting of facts or incidents relating to any event surrounding the course.
2. **PLAGIARISM** - The representation of the work of others as your own. The use of another's words, facts, ideas, or information without acknowledgement of the source.
3. **COLLUSION** - Obtaining from or giving to another student unauthorized assistance on material in any course work.
4. **FABRICATION** - Intentional and unauthorized falsification or invention of any information or citation in any academic exercise or activity.
5. **COMPROMISING TEST MATERIALS** - Unauthorized removal of testing materials from any area, writing or copying test questions, or verbally sharing test questions with any other person.
6. **FACILITATING ACADEMIC DISHONESTY** - Intentionally or knowingly helping or attempting to help another to violate any provision of this CODE.
7. **MISREPRESENTATION/FRAUD** - Using false records, false identification papers, any portion of the uniform, unauthorized I.D. cards or methods of I.D. to influence others concerning your status. Accessing official college documents, or services, or departmental records, or materials, or patient information without specific permission via electronic or other means.
8. **VIOLATION OF THE SCOPE OF PRACTICE** – Performing outside the level of knowledge and skills permitted by the student's current level in the nursing program and as defined by the Arizona State Board of Nursing.

STUDENT RESPONSIBILITIES in the NURSING PROGRAM

Each student will be held fully responsible for the content and integrity of the course work submitted. The following rules, may guide you in upholding scholastic integrity.

1. A student's examinations, reports, take home tests, and projects must reflect his/her own work unless it is properly cited or the instructor specifically indicates otherwise.
2. A student may not remove tests from authorized area, copy, or record test questions, or tell other students test questions.
3. A student is responsible for knowing and following all written or verbal instructions given by instructors or other designated college representatives.
4. A student is responsible for reporting any known violations of this code.
5. A student will perform only to the appropriate nursing student scope of practice at all times.
6. A student will not perform in any way that could jeopardize a client/patient.
7. A student will always immediately report an error in patient care to a nursing instructor and the appropriate staff member.
8. A student will not wear any portion of the uniform, to any clinical agency at any time without express permission from their current clinical instructor.

Tests are the property of the college. Dishonesty includes sharing information on a test with another student, photocopying test materials, taking tests out of the classroom, removing tests from files, electronically or paper, and videos from campus, etc. Dishonesty also includes theft of books, videos and laboratory supplies. Each student will be responsible for his/her own conduct and will be expected to report violations to discourage others from participating in dishonesty.

NOTE: This list is not exhaustive or all-inclusive.

* Refer to the Dismissal Policy for any violation of the Nursing Department Code of Academic Conduct

NURSING DEPARTMENT STANDARDS of PROFESSIONAL CONDUCT

The faculty of Cochise College believes that standards of professional conduct are an inherent part of professional behavior. We have developed standards of professional conduct for all students enrolled in the nursing programs. Students are expected to maintain these standards, and are evaluated on their professional conduct each semester. These standards include but are not all inclusive:

- **Accountability:** is answerable for one's action; answers to self, the client, the profession and the institution.
- **Agency's Policies and Procedures:** reads and adheres to the agency policies and procedures.
- **College Code of Conduct:** can be found in the College Catalog. The student is responsible for accessing this information.
- **Confidentiality:** respects the privacy of clients; respects privileged information.
- **Honesty:** practices fairness and straightforwardness of conduct; displays moral excellence and truthfulness.
- **Dependability:** is trustworthy and reliable.
- **Ethical:** adheres to the ANA Code of Ethics for Nurses and the Nursing Program Code of Academic Integrity.
- **Legal:** operates within the standards of care related to the student nurse role.
- **Nurse Practice Act:** statutes and rules of the State Board of Nursing can be found at www.azbn.gov. The student is responsible for abiding by this information.
- **Professional Appearance:** adheres to established dress code in all school activities.
- **Professional Boundaries:** maintains the professional relationships that allow for a safe, therapeutic professional relationship between the student and the patient. The student will also maintain a professional relationship with all instructors, nurse mentors, and preceptors.
- **Punctuality and Promptness:** is on time for all classes and clinical/lab experiences; completes all assignments on time.
- **Respect:** treats self and others with regard to consideration and courtesy.
- **Responsibility:** executes duties associated with the nurse's particular role (American Nurses Association (ANA) Standard of Practice) adheres to the agency policies and procedures.
- **Safety:** prevents or minimizes risks for physical, psychological, or emotional jeopardy, injury, or damage.
- **Social Conduct:** maintains and respects confidentiality of clients, fellow students and faculty when utilizing on-line resources.

* Refer to the Dismissal Policy for any violation of the Nursing Department Standards of Professional Conduct.

American Nurses Association Code of Ethics for Nurses
from
American Nurses Association

<http://www.nursingworld.org/MainMenuCategories/EthicsStandards/CodeofEthics.aspx>

The student is responsible for reviewing this information.

International Council of Nurses Code for Nurses
at
International Council of Nurses, (2012)
ICN Code of Ethics for Nurses

<http://www.icn.ch/ethics.htm>

The student is responsible for accessing this information.

Nurse Practice Act

Statutes and Rules of the State Board of Nursing
at

<http://www.azbn.gov/laws-rules/nurse-practice-act/.aspx>

The student is responsible for accessing this information.

National Student Nurses Association

at

<http://www.nsna.org>

GENERAL POLICIES

NURSING ADVISOR

1. Each student will be assigned a member of the Nursing Faculty who will serve as their nursing advisor. Lists of advisors and students will be posted on Moodle.
2. Each student must see his/her college advisor for registration, pre-registration and graduation/completion requirements. Students must see their nursing faculty advisor for academic program concerns.
3. Each advisor will have 10 office hours per week minimum and these will be posted on Moodle and on their office door. Students may make appointments, but walk-ins are also allowed. It is the student's responsibility to make contact with the advisor.

CLASS REPRESENTATIVES

1. The Cochise College Nursing Program shall have representatives from both the first year and the second year classes. There will be two students elected from each year nursing class to act as class representative(s). This will allow the students the opportunity to give input into the program. These representatives will be selected by the class. They are expected to be present at designated faculty meetings and Advisory Council meetings, allowing them the opportunity to give input into the development of academic policies and procedures. Pertinent issues are addressed and documented in the Systematic Evaluation Plan, and in faculty committee minutes
2. Each class will choose representatives by ballot at the beginning of every semester. The class representative(s) serves as liaison between the students and the faculty.
3. Class representatives attend faculty meetings and have the responsibility of bringing class problems of a general nature to the faculty for discussion and/or resolution. Each class representative will be provided a copy of the Student Representative Report, utilized to present concerns to the faculty, during faculty meetings. They are equally responsible for reporting back to the students the results of such discussions as well as any other matters concerning the class or student body as a whole.
4. Class representatives serve as Marshals at the Recognition Ceremony.

INSURANCE

1. Liability
All students are covered by the College liability insurance during the time they are enrolled in the Program. This is paid once a year at registration.
2. Health
Health insurance is not provided by the nursing department or the clinical agencies. In case of injury during classes (in lecture, learning laboratory, or clinical) students are liable for all personal injuries and costs incurred. **It is recommended that students have individual health insurance.**

MEXICO TRAVEL

1. An opportunity to travel to Mexico may be made available to students for volunteer service.
2. Students are required to obtain a U. S. Passport or Travel Card in order to participate in Mexico travel **at student expense**.
3. Students will be required to sign a Cochise College Waiver for any travel to Mexico. (refer to **Admission Forms and Contracts**.)

HESI/EXAM FEES and NCLEX-RN EXAM PREPARATION

1. The Program charges all Nursing students a fee per semester for six HESI Exams, and an NCLEX-RN test preparation.
2. The fees cover five (6) HESI exams, at the end of each course. These exams serve to inform a student of his/her probability of passing the NCLEX and the degree of preparation that he/she must undertake to ensure success on the NCLEX-PN for the first year students and the NCLEX-RN for the second year students.
3. Additional HESI EXAMS requiring additional fees will be paid by the student.

NCLEX-RN REVIEW COURSE

1. An NCLEX-RN review course attendance is MANDATORY as a program requirement. (4th semester)
2. If a student is unable to attend the NCLEX-RN review course provided at Cochise College on the scheduled dates, the student is responsible for submitting documentation of attendance at a pre-approved NCLEX-RN review course.
3. If a student chooses to attend an alternate review course it must be comparative in length and format and pre-approved by the Cochise College Nursing Department.
4. Pre-approval documentation must include:
 - a. name of organization providing NCLEX-RN review course.
 - b. dates of NCLEX-RN review course attended.
5. Confirmation of attendance by instructor signed and dated.
6. The Nursing Program *Affidavit of Graduation* will **NOT** be sent to the Arizona State Board of Nursing (or any other state board of nursing) if a student does not attend a documented NCLEX-RN review course. Students will not be eligible to sit for the NCLEX-RN without this Affidavit of Graduation.

NOTE: If a student has already sent in their application to the Arizona State Board of Nursing and does not complete all program requirements (NCLEX-RN review) within 270 days (R4-19-102), that student must re-submit an application with payment to the Arizona State Board of Nursing.

NOTE: In the Nurse Practice Act Statutes and Rules of the Arizona State Board of Nursing, (R4-19-312), “An applicant for licensure by either examination or endorsement, who is a graduate of a nursing program located in the U.S. or its territories and does not meet the requirements of subsection (B), shall have completed the clinical portion of a pre-licensure nursing program within **two years** of the date of licensure”.

ATTENDANCE POLICY (DIDACTIC)

1. Definitions:
 - a. **Attendance:** is defined as being physically present in the class room the entire class period. (e.g. If a student is tardy or leaves early, it means the student is not in attendance.)
 - b. **Tardiness:** Arriving after the class start time. The instructor may deny a student from entering the classroom once the class has started.
 - c. The student is required to discuss tardiness or leaving early with the lecturing faculty.
2. Documentation of attendance will be maintained. Attendance is required to enhance the learning experience that may not be obtained from other resources. Students are responsible for their own learning.
3. A student who is not in attendance is still responsible for announcements and materials distributed during class time. In addition, a student is responsible for class content and the assigned readings and audiovisual materials, all explanations, topics and discussions brought up in the course of a class. Class graded assignments are given at the discretion of the lecturing faculty.

CONSEQUENCES OF VIOLATION OF CLASS ATTENDANCE POLICY

1. A student may be dropped from a nursing class for non-attendance under College Policy 3004 and Procedure 3004.12.

2.

PROCEDURE 3004.12

1. Due to required federal financial aid reporting, instructors must take attendance and maintain attendance records for three years.
2. Instructors shall establish specific attendance criteria for each class and indicate the consequences to students for not meeting the attendance criteria. For example, an instructor may indicate that if a student misses more days than credit hours for the class, the instructor may drop the student from the class. Virtual campus instructors shall establish reasonable attendance criteria to ensure that students participate at least once a week in an academic-related activity for that course. The drop date given to the student should reflect the last date which resulted in the student violating the instructor's attendance drop criteria.
3. Attendance criteria shall be communicated to students in writing during the first week of each semester as a part of the instructor's course procedure sheet. An instructor may drop a student from class for exceeding these stated limits.
4. Students with disabilities who need consideration for attendance must work through the College disabilities services office to establish an accommodation plan.

Cochise College Policy Manual, Adopted August 9, 1984. Revised June 14, 1994. Revised May 2010. Revised April 22, 2016.
<https://www.cochise.edu/wp-content/uploads/2016/07/3004-academic-standards.pdf>

The nursing program requires that a student come to class on time and remain in attendance for the entire class period. A student who has a pattern of tardiness and/or leaving class early can be dropped from the class.

- a. In accordance with College Procedure 3004.12, the nursing program requires that a

student attend all classes during each semester. A student who misses more than the credit hours of a nursing course over the course of the semester may be dropped from the class.

3. A student must notify the clinical or lab coordinator, instructor, or the administrative assistant, by e-mail, phone, or phone message system, prior to class if he/she will be absent from the class, clinical, or lab.
4. A student who is absent from a clinical or learning lab class must make arrangements with the clinical or lab instructor to make up the time within one (1) week of returning to school.
5. Veterans Administration (V.A.) students will be dropped in accordance with current college policy 3004.12 (4). <http://www.cochise.edu/wp-content/uploads/2016/07/3004-Academic-Standards.pdf>

PENALTIES FOR VIOLATION OF THE ATTENDANCE POLICY

1. Student may receive a formal reprimand.
2. The student may be dropped from the nursing program.

ATTENDANCE POLICY

(NURSING CLINICALS)

1. Definition:
 - a. **Clinicals:** are scheduled sessions in health care agencies or other designated locations during which a student functions under the supervision of a nursing instructor for the purpose of obtaining hands-on experience. This includes assigned simulation experiences.
2. Clinical attendance is mandatory. Documentation of attendance may be by student sign-in or by faculty observation.
3. **Missed clinical.** If a student is to be absent from a clinical, the student must notify his/her designated clinical instructor prior to the start of the clinical. Designated clinical instructor notification may be by phone to the instructor at his/her home or at the clinical site.
4. If the clinical instructor cannot be reached, either the Clinical Coordinator or Director of Nursing must be notified.
5. Notification of absence should be done as early as possible, preferably the night before the clinical day, or the morning before the clinical begins.
6. Notification of absence must be done by the student unless absolutely impossible.
7. The student must notify the clinical coordinator within 24 hours of the absence to make up the clinical time.
8. Clinical make-up arrangements must be made within one week of returning to school.
9. Simulation experience is part of clinical and all clinical attendance policies will apply.
10. Simulation experience will be scheduled through the simulation coordinator.

MAKING-UP MISSED CLINICAL TIME

ALL missed clinical time must be made up.

1. **There will be a clinical/Simulation make-up fee of \$50.00 each time a student misses a scheduled clinical/Simulation assignment.**
2. The student shall inform the clinical/SIM coordinator of his/ her need to make up a clinical/SIM day. Simulation is part of clinical hours and is counted as clinical time.
3. The clinical/SIM coordinator shall arrange for a makeup day with a clinical/SIM instructor. The clinical/SIM coordinator will inform the student of the date, time, location and instructor for the makeup clinical and will give the student a "*Report of Alternate Clinical Experience*" form, available on Moodle and Program Manual.
4. Upon completion of the make-up day, the student shall have the "*Report of Alternate Clinical Experience*" form located within the Program Manual and on Moodle, completed and signed by the make-up clinical instructor.
5. The student shall return the completed and signed "*Report of Alternate Clinical Experience*" form to the clinical/SIM instructor and clinical/SIM coordinator within one week of the make-up day.
6. Journal entries will be turned in to the originating clinical instructor, if assigned.
7. **The student is responsible for timely completion of this procedure if he/she is to get credit for the make-up day.**
8. In addition to making up the missed clinical hours, the student may be required to do a written paper or oral presentation as assigned by the clinical instructor or clinical/SIM coordinator.

CONSEQUENCES OF VIOLATION OF CLINICAL ATTENDANCE POLICY

A student who is unable to sufficiently make up missed clinical time or written papers or presentations and, thereby, fails to meet the clinical objectives to the satisfaction of the clinical instructor, shall receive:

- a. "incomplete" if the work was at level on the last day of clinical.
- b. "failure" if the work was below level on the last day of clinical.

The nursing faculty reserves the right under College Policy 3004, to allow exceptions to the attendance policy due to extenuating circumstances. The faculty will use their professional judgment when granting exceptions to the policy.

ATTENDANCE POLICY

(NURSING SKILLS AND SIMULATION LABORATORY)

LAB ATTENDANCE

**Attendance is
MANDATORY**

1. Attendance for the learning lab class and learning lab return demonstrations are mandatory.
2. Tardiness is disruptive to the students and instructor in the lab and is viewed as unprofessional. Students who are tardy will not be permitted to attend their scheduled lab or complete their return demonstration, and will have to make up the class or return that they missed.
3. A pattern of absenteeism or tardiness is considered unprofessional behavior.

CONSEQUENCES OF ABSENTEEISM/TARDINESS IN LAB

1. In the event of a lab class absence and/or inability to attend a scheduled skills return demonstration; the student must contact the lab instructor as soon as possible.
2. Failure to contact the lab instructor or attend scheduled lab activities will result in disciplinary action.
3. Failure to complete return demonstrations in the allotted time frame will result in disciplinary actions.
4. If a student has an absence from learning lab classes, for any reason, the student will be required to complete a make-up assignment to be determined by the lab instructor. It is the student's responsibility to contact the lab instructor.
5. **All make-up assignments must be completed within one week from the time they are given.**
6. Disciplinary actions are as follows:
 - a. **First offense:** Verbal warning to student that will be documented in the student file
 - b. **Second offense:** A written counseling statement that remains in student file, which requires the student to develop a written plan of action to remedy unprofessional behaviors
 - c. **Third offense:** Failure of the lab, which results in failure of the nursing program.

REQUIREMENTS FOR PROGRESSION POLICY

A student may only take one nursing course at a time, with the exception of NUR 121-A and NUR 121-B (Med Math) which are taken during the fall of the first semester and the third semester of the program.

A student may not progress to the next nursing course until all requirements of the current semester/course are satisfied. This includes the nursing courses as well as the general education courses as outlined in the Cochise College Catalog and Student Advisory Contract. All required courses must be completed by the end of the outlined semester in order to progress.

To Progress within the Nursing Program, the following conditions must be met:

- **A student meets all requirements of the grading criteria (see Grading Policy):**
 1. A minimum final grade of “C” is required for all general education courses except sciences.
 2. A minimal final grade of “B” (80%) in the classroom component of all the nursing courses including NUR 121-A & B and NUR 203 (Pharmacology)
 3. A minimal final grade of “B” (80%) in the science general education courses including BIO 201, BIO 202, and BIO 205.
 4. A final grade of “At Level” or “Pass” in each clinical rotation
 5. A “Pass” grade in the Learning Laboratory components
 6. During the second semester, NUR 123 and NUR 124 must be passed with a “B” or higher in order to progress to the other component of second semester as these courses are taught consecutively and progression into the second half of the semester cannot occur if the first half was not completed with a “B” (80%) or higher.

- **A student has had no violations of the:**
 1. Code of Academic integrity
 2. Standards of Professional Conduct
 3. State Board of Nursing Statutes and Rules
 4. The Nursing Department policies which have resulted in dismissal from the nursing program (see **DISMISSAL Policy**)

GRADING POLICY

NURSING COURSE GRADES

1. Components

Each nursing course is comprised of three components, didactic, clinical and learning lab. Each component must be passed successfully, in order for the student to pass a nursing course.

Grading standards of each of these components are as follows:

a. **Didactic**

- (1) The didactic portion of the course is comprised of tests and all forms of written work. The passing grade in didactic is 80%. (See Grade Computation on the following page.)
- (2) The grading scale for didactic is:
A = 90-100 (passing)
B = 80-89.9 (passing)
D = 70-79.9 (failing)
F = Below 69.9 (failing)
- (3) The minimum passing final grade for all nursing courses is "B".
- (4) The letter grade is derived from the numerical grade that the student has achieved in the course component.

"A" and "B" are the passing grades. "D" and "F" are failing grades. There is no "C" in the nursing department's grading scale.

b. **Clinical** (See "**Clinical Policy**" for definition of clinical.)

- (1) The clinical component is graded:

At Level
Below Level (fail)
and
Pass/Fail
- (2) Refer to Clinical Policy for details related to grading.

c. **Learning Laboratory**

- (1) The lab component is graded:
At Level
Below Level (fail)
and
Pass/Fail

First Year students must pass NUR 121-A in order to continue enrollment in NUR 122.

Second Semester students must pass NUR 123 or NUR 124 in the first half of second semester to progress to the other course in the second half of the semester. Both NUR 123 and NUR 124 must be passed for the student to progress to the 3rd Semester for NUR 232.

Second Year students must pass NUR 121-B in order to continue enrollment in NUR 232.

GRADE COMPUTATION

1. Grades **will not** be rounded up.
2. The student must earn a minimum grade of 80% to pass nursing courses.

EXAMPLE: grade - 79.9% = D
 grade - 80% = B

- Tests weight 75%
- Quizzes weight 5%
- Written assignments weight..... 10%
- HESI weight 10%

(See Syllabus for complete weight)

TOTAL: 100%

WITHDRAWAL

"W" GRADE -- DROP

1. Student Initiated Withdrawal – All Terms
 - a. A student may withdraw from a class up to 5 calendar days prior to the start of finals.

NOTE: Fourth semester students will take their final exam prior to preceptorship. This means that the withdraw date is 5 days prior to the NUR 233 final exam.

- b. If a student withdraws a class before the Full Time Student Equivalent (FTSE) date (the 45th class day of the semester), there will be no record of the withdrawal on the student's transcript.
 - c. Student initiated withdrawal after the FTSE date (45th days) and up to 5 calendar days prior to the start of finals, will result in a "W" on the student's transcript. After this time, the student will receive a letter grade of A, B, D or F from the instructor.
2. Instructor Initiated Withdrawal – All Terms
 - a. Instructor initiated withdrawals prior to 5 calendar days before the start of finals will result in a "W" on the student's transcript. After this time the student will receive a letter grade of A, B, D, or F.
 - b. Refunds will be determined according to the college refund schedule. <http://www.cochise.edu/wp-content/uploads/2016/07/2015-Refunds-of-tuition-fees.pdf>

NOTE: Student and instructor initiated withdrawal both count as an attempt to complete a nursing course. Refer to Re-Admission after failing, withdrawal, and dismissal.

"W", "D", "F" GRADES - FIRST SEMESTER

1. A first semester student who withdraws ("W") or fails ("D" or "F") NUR 122 must re-apply for admission following the standard admission policy. <http://www.cochise.edu/nursing/aas/>
2. If the student does not successfully complete the semester after two attempts, he/she is not eligible to re-enter the nursing program. If a student attends any part of the course it will be considered an "attempt."

"W", "D" or "F" GRADES - SECOND, THIRD, FOURTH SEMESTER

1. A second, third, or fourth semester student who fails ("D" or "F") a nursing course may apply to re-take the semester a second time.
2. A second, third or fourth semester student who withdraws ("W") for reasons other than expulsion for academic and/or professional conduct, may apply to re-enter the appropriate semester.
3. If the student does not successfully complete the program after two attempts, he/she is **NOT** eligible to re-enter the nursing program.

DISMISSAL POLICY

1. A student may withdraw from a nursing course within five (5) days of the start of college finals without academic penalty
2. **It is the student's responsibility to be aware of his/her grade status at all times.**
3. A student may not move on to NUR 123 or NUR 124 unless the student passes NUR 121-A, NUR 122, and completes all requirements of the learning lab, clinical rotations, and all other assignments at a passing level.
4. A student may not move on to NUR 233 unless the student passes NUR121-B, NUR 232 and completes all requirements of the learning lab, clinical rotations, and all other assignments at a passing level.

REASONS FOR STUDENT DISMISSAL FROM THE NURSING PROGRAM

Listed below are examples for student dismissal for the nursing program. This list IS NOT exhaustive or all-inclusive.

1. A single incident or accumulation of incidents which are hazardous to patient welfare.
2. A series of problems indicating inappropriate patterns of behavior.
3. Failure to immediately report a patient care error/incident(s) to a college nursing instructor and the responsible nursing personnel.
4. Any preparation of written material that is fraudulent and/or untruthful.
5. Any performance and/or condition while in the host agency which brings from the agency serious criticism indicating an inability to perform in a professional manner.
EXAMPLE: a student gives IV push medication unsupervised.
6. Failure to meet the attendance policy as stated in the nursing program manual.
7. Proven dishonesty. **EXAMPLE:** stealing from a clinical agency and/or school.
8. Plagiarism of written assignments or quizzes, etc.
9. Lack of adequate theoretical knowledge for applications to patient care.
10. A pattern of excessive fatigue while on duty.
11. Inappropriate use of uniform.
12. Being under the influence of drugs, including alcohol, while on duty and/or in the class.
13. Lack of preparation for clinical practice, e.g., care plan, lab practice.
14. Act(s) of unprofessional conduct.
15. Violation of confidentiality.
16. Pattern of inappropriate communication.
17. Act(s) of academic dishonesty.
18. Failure to respect client rights and dignity.
19. Soliciting, borrowing or removing property or money from a client or client's family.
20. Assuming client care tasks for which the student lacks the education or competence to perform.
21. Removing drugs, supplies, equipment, or medical records from the clinical setting and/or learning laboratories.

CONSEQUENCES FOR VIOLATION OF THE NURSING DEPARTMENT'S CODE OF ACADEMIC INTEGRITY AND STANDARDS OF PROFESSIONAL CONDUCT

Upon being found guilty of an academic integrity or professional conduct violation, any one or a combination of the following penalties may be imposed:

1. Student may receive a formal reprimand.
2. Student may be required to take a specific course not in the regular curriculum of the nursing program, such as ethics.
3. Student may receive a zero on the work involved.
4. Student may be removed from clinical rotation. Failure to complete the clinical rotation means failure of the course.
5. Student may receive a failing grade of "F" in the course for the semester.
6. Student may be dismissed from the nursing program and may or may not be eligible to reenter.

NOTE: A student dismissed because of violations of the: Code of Academic Integrity; Standards of Professional Conduct; State Board of Nursing Rules and Regulations and Scope of Practice; and the Nursing Department Policies, may NOT re-enter the nursing program. (This list is not all inclusive.)

A faculty member who suspects a student has committed an act of academic dishonesty or unprofessional conduct or has compromised client safety will:

1. Inform the student immediately of the suspected infraction.
2. If the infraction is a client safety issue, the student will be removed from the clinical area immediately and may not return until the appeal procedure is completed. The student may continue to attend classes until a decision has been reached unless a safety issue has been determined.
3. Within three (3) academic days of the incident, the instructor will provide the student with a written statement of the charges.
4. Within five (5) academic days of notification of the incident, the student will meet with the faculty member and either the course coordinator or clinical coordinator or lab coordinator (as appropriate) to discuss the charges.
5. If the matter cannot be resolved at that level, a second meeting will be held within five (5) academic days with the program director, and the participants in the prior meeting.
6. The student shall be notified in writing of the proposed meeting date and time two (2) days before the meeting.
7. The decisions, based on the second meeting with the program director, will be provided to the student in writing within ten (10) academic days of the final meeting.
8. If the decision of the meeting with the program director results in the student's dismissal from the nursing program, the student will receive a grade of "F" for the course.
9. The decision may be appealed through the College's appeal process as described in the Cochise College Policy 3011
<http://www.cochise.edu/wp-content/uploads/2016/07/3011-Academic-Appeals.pdf>
10. Any student who is dismissed from the nursing program for violation of the following will receive an "F" in the course: (This list is not all inclusive.)
 - a. academic integrity
 - b. professional conduct
 - c. State Board of Nursing Rules and Regulations
 - d. State Board of Nursing Scope of Practice

- e. Nursing department policies
- f. A student who does not formally withdraw from a nursing course but who stops coming to class will receive an “F” in the course.

GRADE APPEAL POLICY

Any student who has not obtained a minimum of 80% for any nursing course will follow these steps:

1. All grades will be reviewed and verified by the Nursing department within one week of final grade posting.
2. Student may review course grades with their nursing advisor within the week of posting.
3. Student may review course grades with Director if there is a continued grade dispute.
4. Student should follow the Cochise College Academic Appeals Policy, #3011 which may be obtained at: <https://www.cochise.edu/wp-content/uploads/2016/07/3011-Academic-Appeals.pdf>

STUDENT COMPLAINTS AND GRIEVANCE

Nursing students who have a complaint, grievance or personal issue of concern regarding a grade dispute, and instructor, and instructor or other personal issues, are encouraged to initially discuss the issue with the instructor involved. If satisfaction is not attained after discussion, or if you cannot speak to this instructor, you are encouraged to progress through the chain of command in the following order to resolve the issue:

- Faculty Advisor
- Course Coordinator
- Director of Nursing
- Dean of Nursing and Allied Health

If you are still dissatisfied with the issue, please follow the Student Complaints and Grievance process for Cochise College; which is located within the Cochise College Student Handbook. This process is in accordance with the Cochise College Administrative Policy 4008.1

RE-ADMISSION POLICY & PROCEDURE

RE-ADMISSION POLICY

Students who drop out, withdraw, or fail the Cochise College Nursing Program for any reason may be re-admitted to the nursing program **one time** only.

RE-ADMISSION PROCEDURE / ONE TIME RE-ENTRY POLICY

Once all documentation has been received by the deadline, the following occurs:

1. Nursing administration will determine if the applicant is eligible to proceed with the re-admission process verifying completion of all requirements.
2. All students accepted for re-admission will be required to sign a formal educational contract outlining expectations with their assigned advisor.
3. **If a student does not meet any portion of the educational contract, the student will be dismissed from the program and ineligible to return.**

UPON COMPLETION OF RE-ADMISSION PROCESS

1. Successful completion of the re-admission process does not guarantee admission into the nursing program.
2. Admission is on a space-available basis and the administration has the discretion to deny re-admission for past performance, which may include: Academic performance, clinical competency, lab performance, and professional conduct.
3. Following acceptance, students will receive a Nursing Program History and Physical form for completion.
4. A drug/alcohol screening will follow at randomly selected dates and times.
5. All Cochise College Nursing students applying for re-admission must do so by March 1st for fall semester and August 1st for Spring semester and must complete a nursing transition course (NUR 120 or NUR 220) prior to re-entry into the Nursing Program.

REPEATING PREVIOUSLY PASSED NURSING COURSE POLICY

Students admitted into the nursing program and who fail to pass one of the nursing courses may repeat the last lower-level class passed in the program. This is also in agreement with college policy. However, to ensure the student is successful when repeating the failed class, the student must adhere to the following steps when repeating the lower-level class:

1. Student must attend all lectures unless the student has an acceptable excuse to miss a class (e.g., military orders, hospitalization with proof, court order, jury duty).
2. Student must attend all scheduled skills labs and demonstrate proficiency and safety in all skills.
3. Students must attend all clinical experiences and demonstrate competency and safety.
4. Student will sign an academic contract stipulating the above points.
5. Failure to comply with the above stipulations will result in the student being dropped from the class and following the current re-admission policy.
6. This option is available to those students failing a nursing course during the 2nd, 3rd and 4th semesters.

NURSING 122 - Re-Admission – ONE-TIME Re-Entry into the Nursing Program

Students who drop out, withdraw, or failed and wish to be re-admitted to NUR 122 must re-apply as though they are a first time applicant. There is no guarantee of acceptance as the applicant's application will be included with all other first time candidates.

NUR 122	Follow first time application process
DEADLINE: March 1	● Students who wish to re-enter NUR 122 must re-apply as if they are a first time applicant.

RE-Admission

A student may be re-admitted to the nursing program **one time only**, and admitted only if space is available. To be considered for admission, the following steps must be taken:

NUR 123	Submit the following documentation:
DEADLINE: AUG 1	● Cochise College Nursing Application
	● Waiver of Licensure
	● Valid Fingerprint Clearance Card
	● Official Transcripts (all colleges attended except Cochise College) for curriculum alignment

NUR 124 (OB/PEDs)	Submit the following documentation:
DEADLINE: AUG 1	● Cochise College Nursing Application
	● Waiver of Licensure
	● Valid Fingerprint Clearance Card
	● Valid, active unencumbered Arizona LPN license
	● Official Transcripts (all colleges attended except Cochise College) for curriculum alignment

NUR 232	Submit the following documentation:
DEADLINE: March 1	● Cochise College Nursing Application
	● Waiver of Licensure
	● Valid Fingerprint Clearance Card
	● Official Transcripts (all colleges attended except Cochise College) for curriculum alignment

NUR 233	Submit the following documentation:
DEADLINE: AUG 1	● Cochise College Nursing Application
	● Waiver of Licensure
	● Valid Fingerprint Clearance Card
	● Official Transcripts (all colleges attended except Cochise College) for curriculum alignment

EXAMINATION POLICY

IMPORTANT: Tests and testing computers are the property of the Cochise College Department of Nursing and CANNOT be removed from areas designated for the taking and reviewing of computerized

Group Testing Policy

1. Immediately following individual testing, students will be randomly placed into groups.
2. Each group will collaboratively complete one scantron sheet answering the test questions.
3. Grade points will be distributed as follows and then added to the individual student score.
 - a. 100 = 3 Points
 - b. 80 – 99.99 = 2 points
 - c. <80 = 0 points

FAILURE TO TAKE A TEST AT THE ASSIGNED TIME

1. A test may be taken at a time other than the assigned time **only** in the case of illness or an extreme emergency.
2. If a student cannot take a test at the assigned time, he/she must contact the course coordinator, the program director, or the administrative assistant, before the scheduled test time.
3. If the student properly notifies the appropriate individual (see # 2), there will be a **reduction of 10 points** off of the make-up test grade.
4. Failure to attend the scheduled test, will make the student ineligible for group test reviews or group points.
5. The student is responsible for making arrangements with the course coordinator and the Cochise College Testing Center for making up the test which must be taken as near the scheduled date as possible and no later than 4 academic days later.
6. The student **MUST** take the make-up test within four (4) academic days from when the test was given except in the case of illness or an extreme emergency. This is required so that the student's grade will be in parity with the rest of the student's grades, and to demonstrate that he/she has studied the material.
7. The make-up test may be either the original test or another test, at the option of the course coordinator.
8. Taking a test at a time other than the scheduled time more than once will result in faculty review of the student's status.
9. Exception:
 - a. court mandated – must show proof.
 - b. hospitalization – must provide evidence, program director discretion.

CONSEQUENCES OF VIOLATION OF THE EXAMINATION POLICY

1. Student test grade will be reduced by 10 points with proper notification.
2. Student test grade will be reduced by 20 points without proper notification.
3. Student will receive a grade of zero (0) for the test if it is the second non-notification offense.
4. Removal of a test or testing computer from a designated area may result in dismissal from the nursing program.
5. Copying or recording test questions or answers in any way will result in dismissal from the nursing program.

TEST TAKING POLICY

TESTING PROCESS

Students should arrive to class prepared to test. The student arrives for test:

- Know your: USER ID and PASSWORD for HESI/Elsevier and Moodle computerized tests.
 - User ID
 - Password = make it something you will remember
- No talking
- No backpacks
- No books on table
- No recorders
- No cell phones – leave in front of room **turned OFF**
- No pagers
- No watches
- No brimmed caps
- No sunglasses
- No calculators
- No food or drinks

Items provided:

- Scratch paper (If needed)
- Pencils

TEST REVIEW PROCESS

A student may review a test in three ways:

1. A student may view their test score immediately following completion of HESI computerized test.
2. A student may make an appointment to review the test with his/her academic nursing advisor. The review must take place in the nursing department.
3. A student can review each test, after post-test faculty review is completed and announced. The review must be completed within 2 weeks after the announcement.

HEALTH EDUCATION SYSTEM, INC. (HESI) POLICY

The HESI exam is given upon completion of each nursing course. Research has indicated that the HESI exam is a strong predictor of student success for passing the NCLEX exam. Students are required to take a HESI exam at the end of each semester course.

NUR 122:

1. Each student must take the HESI exam upon completion of the nursing course (no retest allowed).
2. The HESI conversion score will be computed as ten percent (10%) of the final grade. Students scoring <900 on HESI are encouraged to utilize the HESI remediation tools.

NUR 123 and NUR 124

1. Each student must take the HESI exam and should strive to score a minimum of 900 points.
2. The HESI conversion score will be computed as ten percent (10%) of the final grade.
3. Each student will receive an e-mail from the Evolve Research Team (from HESI) indicating the score on the test; those students who score below 900 will also be notified that remediation materials are available.
4. If a student scores below the 900 points, and is not passing the nursing course with an 80% or higher the student is required to complete a remediation program with the college nursing department faculty and must retake the exam within the following two weeks of notification of score.
5. A student is allowed only one retest of the HESI exams at the end of the completion of NUR 123, NUR124 in the first year or NUR 233 in the second year.
6. The conversion score for the initial test or the retest (whichever is higher) will be computed as ten percent (10%) of the final grade.
7. Any student with a 900 or greater may retake a HESI exam, at student's expense, within the following two weeks of notification of score and the higher conversion score will be used to determine the final grade in the class.
8. Students are responsible for fee of retest.

NUR 232

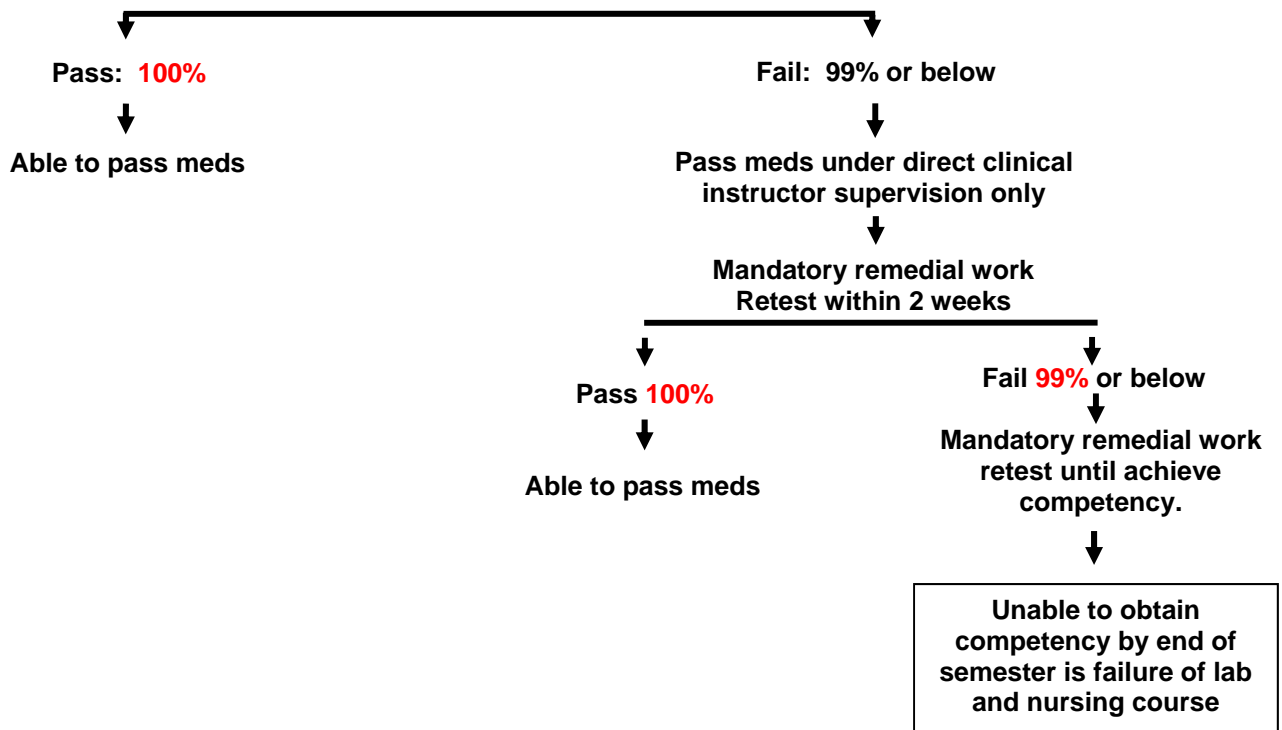
1. Each student must take the HESI exam upon completion of the nursing course (no retest allowed).
2. The HESI conversion score will be computed as ten percent (10%) of the final grade. Students scoring <900 on HESI are encouraged to utilize the HESI remediation tools.

NUR 233:

1. Each student must take the HESI exam and should strive to score a minimum of 900 points.
2. The HESI conversion score will be computed as ten percent (10%) of the final grade.
3. Each student will receive an e-mail from the Evolve Research Team (from HESI) indicating the score on the test; those students who score below 900 will also be notified that remediation materials are available.
4. If a student scores below the 900 points, and is not passing the nursing course with an 80% or higher the student is required to complete a remediation program with the college nursing department faculty and must retake the exam within the following two weeks of notification of score.
5. A student is allowed only one retest of the HESI-PN Exit exam or HESI-RN Exit exam at the end of the first and second year.
6. The conversion score for the initial test or the retest (whichever is higher) will be computed as ten percent (10%) of the final grade.
7. Any student with a 900 or greater may retake a HESI exam, at student's expense, within the following two weeks of notification of score and the higher conversion score will be used to determine the final grade in the class.
8. Students are responsible for fee of retest.

DOSAGE and CALCULATION TEST POLICY

1. Each student will take the dosage and calculation quiz as assigned (see lecture/testing schedule for dates). Competency must be demonstrated for medication dosage and calculation. Competency is demonstrated by completing the dosage and calculation skill with 100% on the quiz.
2. It is mandatory for a student to attend the assigned testing date and time to take the dosage and calculation quiz.
3. If the student does not demonstrate competency on the medication math quiz scoring a 100%, the student must participate in remedial work until competency is achieved.
5. Mandatory remedial work will be completed with assignments due to the assigned faculty as requested.
6. After the 2-weeks of remedial work, the student will take the dosage and calculation quiz retest on a day and time determined by the assigned faculty.
7. Student must pass the second test with a 100% to demonstrate competency.
8. If the student does not pass the second competency with 100%, the student must participate in additional formal remediation assigned by faculty.
9. If the student does not obtain 100%, after the third attempt, additional formal remediation, assignments, and tutoring are required by the student to demonstrate competency. If competency has not been demonstrated prior to the end of the semester, the student will fail the learning lab because the student has not fulfilled a critical requirement of the course. Failure of the learning lab means failure of the nursing course.
10. Students who fail the competencies, must pass medications in clinicals only under direct supervision of their clinical instructor until he/she passes the re-test with 100%.
11. The first dosage and calculation quiz will be entered into the nursing course as a quiz



QUIZZES and MISCELLANEOUS ASSIGNMENTS

1. Unannounced quizzes will be given in class.
2. In-class quizzes cannot be made up, except by faculty discretion.
3. Take-home quizzes must reflect the student's own work unless otherwise instructed.
For example: the instructor may require that the quiz be a small group project.
4. Grade percentage for quizzes is listed in the individual syllabi for each nursing course.
5. Papers submitted without a name will not be accepted and will result in a grade of zero.
6. Deadlines for turning in quizzes are determined by individual instructors.
7. All quizzes will be entered in the grade book; the lowest score will not be dropped before final grade calculation.

CLINICAL ROTATION POLICY

AGENCIES

1. A student is responsible for knowing and abiding by the philosophy/mission and standards of care of the health agency where he/she is assigned.
2. Orientation to each agency will be conducted for clinical participation.

ASSIGNMENTS

1. Any possible legal impediment to licensure must be made known to the Cochise College Nursing Administration prior to assignment to a clinical agency.
2. Clinical assignment days/times may include morning, evening, or all day, including weekends.
 - a. There will be no consideration for students outside work schedule.
 - b. Students should speak to clinical instructor to make sure there are no conflicts.
 - c. Students in the final preceptorship are expected to keep calendar clear.
3. Clinical policies will be reviewed by the clinical instructor prior to clinical rotation.
4. A student is expected to come to the agency prepared (as required by the clinical instructor) to care for his/her client(s). A student who is not prepared will be sent home, or given an alternative assignment.

CHANGE OF CLINICAL DAY, INSTRUCTOR, SITE

Any change of clinical day, clinical instructor, or clinical site (mental health, PEDs or OB) must be reassigned by the Clinical Coordinator or the Director of Nursing.

HEALTH

1. A student who attends clinical with any health problem or behavioral problem which negatively influences his/her performance and/or the health of others will be sent home. This will be documented in the student's clinical evaluation. If a student misses a clinical because of illness, the clinical instructor **may** require a physician's release before the student returns to clinical.
2. If the student has a health condition which may interfere with his/her performance in the clinical area, continuance in the nursing program will depend on the written recommendation of the attending physician and the policies of the nursing department.
3. The clinical instructor reserves the right to remove a student from the clinical area if he/she suspects the student of any condition that could impair student and/or patient safety. See complete details in "***The Impaired Student Policy***".

REQUIRED IMMUNIZATIONS

1. Students in the Cochise College Nursing Program participate in clinical experiences at a wide variety of agencies throughout Southern Arizona in the course of their education. Students are required to have certain immunizations. Students should understand there are specific health risks involved in the pursuit of any of the health career programs (see Statement of Understanding).
2. In order to reduce these health risks, the Cochise College Nursing Department requires all students to obtain various immunizations prior to the start of any clinical experience.
 - a. Student who do not have immunizations completed and turned into nursing office by deadline will be unable to attend.
 - b. Inability to attend clinical/SIM for any reason will result in the need to make up the clinical/SIM.
3. For any student that may have personal, physical, or religious beliefs that would prevent them from obtaining the required immunizations, the student must sign a waiver stating the reason for refusal of immunization. Students understand that clinical facilities may require specific immunizations. If the student is non-compliant with requirements they may not be allowed in that facility, and may not be able to complete clinical requirements for the nursing program.
4. Reasonable accommodations may be made. The student is responsible for completing all requirements of the Nursing Program in order to maintain enrollment.

MEDICAL RESTRICTIONS

1. Any student who complains of back, knee, or other disability when doing clinical skills must be referred to the clinical coordinator or director of nursing.
2. The female student is responsible for notifying her nursing advisor and the clinical coordinator and each clinical instructor if she becomes pregnant.
3. Pregnancy requires a specific release by the physician indicating that there are no restrictions to the student's participation in clinical.
4. Hearing impaired, physical disability, etc. must be reported to the clinical coordinator and each clinical instructor.
5. All information will be kept private and confidential.

PRESCRIPTION OR OVER-THE-COUNTER MEDICATION

1. Students must notify their clinical instructor of any medication taken within four (4) hours of a clinical experience.
2. Students must notify their clinical instructor of any medication they are taking on a regular basis (prescribed or over-the-counter).
3. The instructor will assess the behavior of the student. The instructor may excuse the student from clinical based upon professional discretion.

IMPAIRMENT

If a student is suspected by the clinical instructor of any condition and/or substance use that could impair or interfere with student or client safety he/she will be removed immediately from the client care areas, lecture, and lab areas, and the program director will be notified.

Impairment is defined as the inability to function safely and effectively. Students who have not had adequate rest are not able to function in a safe, effective manner in the clinical setting. Students of the Cochise College Nursing Program must have at least eight hours of time off between working and reporting to their clinical assignments (including preceptorship). Any student not complying with this policy will be removed from the clinical setting and will be required to make up the hours. **(Refer to Clinical/SIM make up Policy, fee).**

SUSPECTED SUBSTANCE ABUSE

During the clinical experience, if the clinical instructor, using his/her own professional discretion, suspects' substance abuse by a student, the instructor shall remove the suspected student immediately from the care of clients. (Refer to Cochise College Administrative Policy 5003 and Cochise College District Board Policy 614 and Procedure 614.1, Drug Free Workplace.

<http://www.cochise.edu/cfiles/files/policies/5003%20-%20Drug%20and%20Alcohol%20Free%20Environment.pdf>)

CLINICAL PROCEDURES AND TREATMENTS

1. A student must notify the clinical instructor prior to performing any procedure or treatment in the clinical area, unless other arrangements have been made with the clinical instructor.
2. A student is supervised while giving medications until the instructor judges his/her performance is safe.
3. I.V. "push" medications **may only** be administered by **second year students and only UNDER THE DIRECT SUPERVISION OF THE CLINICAL INSTRUCTOR**. Giving IV "push" medications without the direct supervision of the clinical instructor may be grounds for dismissal from the nursing program. (Normal Saline flush is NOT considered medication for this purpose).
4. **NO VERBAL ORDERS** will be taken by or carried out by students.
5. Clinical agency incident reports involving a student and/or client are to be completed in full and signed by the student and clinical instructor. The clinical instructor will notify the assistant director of the incident both verbally and in writing. The assistant director will notify the program director. (All documentation of the incident will be given to and kept by the director.)
6. In the course of learning nursing skills students may practice non-invasive skills on each other. **No invasive skills** may be practiced by any student or instructor. If a student objects to practice sessions involving other students, she/he may discuss the situation with the Learning Lab Coordinator.

INCIDENTS

1. During the clinical experiences, a student may come into direct contact with a patient's body fluids. Direct contact with body fluids can expose the student to communicable disease(s). As a preventative measure, follow policies regarding the wearing of personal protective clothing (gloves, gowns or eyewear), and follow the agency's policy on needle disposal.
2. In the event of an exposure incident, the student needs to immediately wash the exposed area according to agency policy, and notify the instructor. The instructor is responsible for knowing the correct procedure for the clinical institution.
3. An incident report or report of unusual occurrence will be completed, the agency's infection control nurse will be contacted and the clinical coordinator and director will be notified.
4. In some instances a series of blood tests are needed to monitor the exposed student's health

- status. In other cases, medical treatment must be initiated in a timely manner.
- a. The student is responsible for obtaining these tests and paying for them.
 - b. For this reason it is advisable that a student have his/her own health insurance, since health insurance is not provided by the College.
5. Other incidents such as student injury or needle stick, patient fall, medication errors, or suspected abuse must be reported to the supervising instructor immediately. This list is not all inclusive.

SKILLS IMPROVEMENT

1. If the clinical instructor identifies that the student needs to improve his/her abilities to perform a skill(s) and/or procedure(s), a student will be given a written referral to the learning lab coordinator.
2. The student is responsible for making appointments with the learning lab coordinator within one week of clinical instructor notification and meeting the requirements (e.g. more practice and/or passing another return demonstration) and deadlines specified on the referral.
3. Students are responsible for returning a completed referral form from lab coordinator or instructor to the clinical instructor.

TRANSPORTATION

1. Each student must provide his/her own transportation to and from clinical facilities.
2. Lack of transportation cannot be used as an excuse for absence, or to influence clinical assignments.

TRANSPORTATION OF CLIENTS

Students **may not** provide transportation for clients in any situation.

CLINICAL EVALUATION POLICY

The clinical evaluation is a tool used by the clinical instructor to evaluate the student's performance in the clinical agencies. The purpose is to assess the student's areas of strength and weakness and to document whether the student meets the standard of safe practice and professional conduct required to pass the clinical rotation. The evaluation tool is used to:

1. Assess and evaluate the professional conduct and growth of a student
2. Apprise the student of expected clinical standards
3. Apprise the student of expected clinical performance
4. Measure and document the performance level of a student by both the instructor and the student
5. Facilitate the development of goals and objectives by the student and instructor for the student's growth

GRADING SCALE

At Level	(pass)
Below Level	(fail)

CLINICAL CRITERIA

All of the criteria are critical. The student must demonstrate at least "At Level" performance in **all** of the criteria. Students who receive a "Below Level" in any of the criteria listed on the clinical evaluation tool may fail the clinical rotation, depending on the following circumstances:

1. **Failing the Same Criteria More Than Once**
Students receiving a "Below Level" in any specific criteria more than once during their enrollment in the nursing program will fail the entire semester of nursing.
2. **Last Rotation of a Semester**
Students receiving a "Below Level" in any criteria in their final rotation of a semester will fail the rotation, and thereby fail the entire semester of the nursing program.
3. **Fourth Semester Students**
Second year students, in their final (Fourth) semester, who receive a "Below Level" grade in any criteria in the final rotation (preceptorship) of the fourth semester will fail the rotation, which means they fail the entire semester of the nursing program and will not graduate.
4. **Completion of Assignments**
All assignments related to the clinical must be satisfactorily completed.

STUDENT SELF-EVALUATION

1. Each first-year student will perform a self-evaluation at the mid-point of each 8 week clinical rotation.
2. Clinical rotations less than 4 weeks in length are exempt from this ruling because of the limited time frame.
3. The rules and details regarding instructor evaluation in the clinical rotations less than 4 weeks in length will be announced by the individual instructors of these rotations. Students are responsible for knowing these rules and details.
4. The instructor will review and provide input into this self-evaluation.

5. The instructor will meet with the student to review the mid-rotation evaluation.

END OF ROTATION EVALUATION

1. The instructor will also perform an evaluation of the student at the end of each rotation.
2. An instructor/student conference is required at the end of the clinical rotation.

CLINICAL FAILURE ("BELOW LEVEL")

1. If a student is rated "Below Level" by his/her clinical instructor in any of the clinical criteria, the student, in collaboration with the clinical instructor, will write out goals and objectives for attaining "At Level" performance in the pertinent area(s). These will be reviewed by the student with the instructor each week to measure the student's progress in achieving these goals.
2. The student is responsible for changing his/her behavior to meet the expectations and criteria of the rotation.
3. Failure of the student to improve his/her performance and bring his/her performance up to "At Level" by the end of the semester results in a failure of the clinical rotation. Failure of the clinical rotation results in the student failing the entire semester of the nursing program. Clinical failure means failure of the nursing course.
4. The evaluation will be given to the clinical coordinator.

UNIFORM POLICY

1. The Cochise College student nurse uniform is intended solely to identify its wearer as a student, sponsored by the nursing department, under the immediate supervision of a nursing instructor, and/or preceptor, in the process of learning the practice of nursing.
2. The student nurse uniform **MUST** be worn for all clinical and simulation experiences unless otherwise stated.
3. The student nurse uniform, either as a whole or any of its separate parts (name badge), may not be worn in any health care agency or other setting unless the student is under the supervision of his/her clinical instructor, or has the direct permission of his/her clinical instructor.
4. Students who are working in specialty areas, such as psych, preceptorship, home health, etc., will receive specific instructions regarding the wearing of the student nurse uniform and any of its separate parts. This instruction will come from the clinical instructor(s). The student is responsible for knowing and following these instructions.
5. As representatives of the college and of the nursing department, the wearers of this uniform are expected to conform to the rules and standards of the college, the nursing department, and the health care agencies to which he/she is assigned.
6. Students who do not conform to the rules and standards of the college, the nursing department and/or the health care agencies, may be dismissed from the nursing program.
7. Students who wear the uniform, or any part thereof, for any purpose or under any conditions other than those specified herein are committing a fraudulent act and may be dismissed from the nursing program.

COMPOSITION OF THE UNIFORM

Professional appearance is expected of the student. Uniforms should be kept clean and neatly pressed.

1. **Women:**
Women shall wear the designated embroidered white scrub top with black scrub pant (any style) or black or white scrub skirt. The hem of a skirt must be at the knee or below. Each top must be embroidered with the Cochise College emblem along with the Cochise College Student Nurse.
2. **Men:**
Men shall wear the designated embroidered white scrub top over black scrub pant (any style). Each top must be embroidered with the Cochise College emblem along with Cochise College Student Nurse.
3. **Rules for Both Women and Men:**
 - a. black jeans or tight pants are not acceptable.
 - b. No denim will be worn unless specified by the clinical instructor.
 - c. all uniform tops must have the Cochise College Nursing emblem embroidered.
 - d. lab coats and/or white sweaters may be worn only when not in the patient care area.
 - e. A black or white non-graphic $\frac{3}{4}$ sleeve undershirt may be worn under the uniform top.
 - f. The Cochise College name tag must be visible at **ALL** times.

FINGERNAILS

Natural fingernails must be clean, smooth, neatly trimmed, and of appropriate length for patient care. No artificial, acrylic, gel nails allowed. Clear polish **only** may be worn.

HAIR

1. Hair: Hair must be off the collar, clean, neat and worn in a professional manner that does not require constant attention. Hair color must be within the realm of genetic possibility. No bows, scarves, colored barrettes or flowers are allowed. Hair holders/devices should be approximately the same color as the student's hair. "Claw" and "banana" clips come loose and present a danger, and therefore are not acceptable.
Religious head coverings: To ensure patient safety and infection control, religious head coverings worn in clinical must be white/black, cleaned daily and securely fastened behind the head.
2. Facial hair must be neatly trimmed.

JEWELRY

1. Only stud/post earrings may be worn. Limited to one stud/ post per ear. No posts may be worn on nose, tongue, lips, eyebrows, etc. (visible body areas). Exception: students may retain a Daith Piercing if the piercing is for the treatment of migraines and the student can provide documentation of a medical diagnosis of migraine from an Arizona licensed healthcare provider (MD, DO, NP, PA).
2. Necklaces may **NOT** be worn.
3. Rings are limited to one band-type ring or a wedding set.
NOTE: *It is not advisable to wear rings in the clinical area because they may be a danger to clients, are frequently lost, and can harbor germs.*
4. A watch with a second-counting capacity is required.

NAME BADGES

Students are required to obtain Cochise College Nursing Student photo ID badges from the nursing department.

1. ID photos will be taken during advising or the first week of NUR 122 orientation.
2. NUR 232, NUR 233 and returning students must also request a photo ID badge prior to attending the first day of clinical.
3. Replacement ID badges may also be obtained through the nursing office.

PERSONAL HYGIENE

1. Students should be especially attentive to personal cleanliness.
2. Avoid the use of perfumes, scented after-shave lotions, etc. which may interfere with patient allergies.
3. Tattoos must be covered at all times.

SHOES

1. Shoes must be black or white, non-permeable material
2. Shoes with laces: laces must be kept clean.
3. No sandals, open toes, open heels, canvas or fabric shoes or clogs allowed.

SOCKS/STOCKINGS

1. Men shall wear plain white or black socks.
2. Women may wear white or neutral stockings, or plain white or black socks.

SUPPLIES -- REQUIRED

When attending clinicals, the student must have:

- | | |
|-------------------------------------------|-----------------|
| 1. Bandage scissors | 4. A pen-light. |
| 2. A black ball-point pen and notepaper | 5. Forceps |
| 3. A watch with second-counting capacity. | 6. Stethoscope |

REVIEW of CLIENT MEDICAL RECORDS

A student must follow the healthcare agency's guidelines to review a client's medical record in an agency's Medical Records Department:

1. The student will need to notify the Medical Records Department at the health care agency and make an appointment to review a client's record.
2. The student may **not duplicate or print** any part of the patient's medical record. (This means any forms, pages, etc.)
3. The student is not allowed to take ANY photographs of the clinical setting.
4. The student must wear appropriate attire (no jeans, shorts, tank tops, etc.), or he/she may wear his/her uniform.
5. The student must wear his/her Cochise College Nursing photo ID badge, obtainable through the nursing department.
6. Students cannot access medical records of previously assigned patients to review their progress.

THE IMPAIRED STUDENT POLICY

Impairment is defined as the inability to function safely and effectively.

1. Students who have not had adequate rest are not able to function in a safe, effective manner in the clinical setting.
2. Students of the Cochise College Nursing Program must have at least eight hours of time off between working and reporting to their clinical assignments (including preceptorship). Any student not complying with this policy will be removed from the clinical setting and will be required to make up the hours. (See clinical make-up/fee policy.)

If a student is suspected by the clinical instructor of any condition and/or substance use that could impair or interfere with student or client safety he/she will be removed immediately from the client care areas, lecture, and lab areas, and the assistant director/program director will be notified.

SUSPECTED SUBSTANCE ABUSE

During the clinical experience, if the clinical instructor, using his/her own professional discretion, suspects' substance abuse by a student, the instructor shall remove the suspected student immediately from the care of clients.

Refer to Cochise College Administrative Policy 5003

[http://www.cochise.edu/cfiles/files/policies/5003%20-](http://www.cochise.edu/cfiles/files/policies/5003%20-%20Drug%20and%20Alcohol%20Free%20Environment.pdf)

[%20Drug%20and%20Alcohol%20Free%20Environment.pdf](http://www.cochise.edu/cfiles/files/policies/5003%20-%20Drug%20and%20Alcohol%20Free%20Environment.pdf) and Governing Board Procedure 614.1, Drug Free Workplace and **"FOR CAUSE" DRUG/ALCOHOL SCREENING POLICY'** in the **PROGRAM MANUAL**.

DRUG SCREENING POLICY

All students admitted into the Cochise College Nursing Program are required to submit a urine drug screening laboratory test on the date and time requested by the nursing department. **Only those students receiving negative drug screens will be permitted to maintain enrollment in the designated program.**

PROCEDURE:

1. All admitted students are required to submit a urine drug screening as a condition of enrollment in the Nursing Program.
2. Students will be given a request form for drug screening by the nursing department prior to the start of clinical rotation to take to LabCorp. This form will include the student's name, college name, program designation, program account number and the time frame required for the testing to occur.
3. Students must complete the drug screening procedure at the time required by the Nursing Department.
 - **Students failing to test during the date and time documented on the drug testing request form, do not meet the requirements for drug testing and will be withdrawn from all designated courses.**
4. Students must obtain an Authorization and Consent Form from the Nursing Department prior to testing.
 - Student is responsible for submitting a copy of the Cochise College Nursing Program Authorization and Consent Form.
5. Students are responsible for payment of the screening (due at time of registration).
 - A photo ID of the student is required at time the urine and/or blood sample is collected for testing.
6. Student is responsible for confirming submitted results of drug screen to Cochise College Nursing Department.
7. Students will not be allowed to use previous drug screens requested by any person or agency outside the Cochise College Nursing Program.

CONSEQUENCES FOR POSITIVE PRE-ENROLLMENT DRUG SCREEN

1. If the pre-enrollment drug screen is "positive" the student **will not** be permitted to maintain enrollment in the designated Cochise College Nursing Program.
2. Students testing positive for drugs and who are licensed or certified by the state will be reported to the Arizona State Board of Nursing (AZBN).
3. Students refusal to undergo screening within the time lines provided in paragraph 3 above may also be considered a failure to comply with policy under paragraph 4 below.
4. Failure to comply with any aspect of this policy shall result in withdrawal from the nursing program.

“FOR CAUSE” DRUG/ALCOHOL SCREENING POLICY

SCREENING FOR DRUGS/ALCOHOL WILL BE DONE WITHOUT ADVANCED NOTICE

This policy refers to the use/misuse of, or being under the influence of alcoholic beverages, illegal drugs or drugs which impair judgment. All students must be free of impairment while on duty in any health care facility, school, institution or other location as a representative of the Nursing/Allied Health Program or while attending classes or labs on any Cochise College campus.

PROCEDURE

1. When a faculty member or agency personnel perceives the odor of alcohol or observes behaviors such as, but not limited to, slurred speech, unsteady gait, confusion, or belligerence and these behaviors cause the faculty member or agency personnel to suspect the student is impaired (see impaired student policy) the following steps will be taken pursuant to Cochise College Impaired Student Policy:
 - a. The instructor will remove the student immediately from the care of clients, assigned work area, clinic or the classroom/lab area, and notify the assistant director, or program director.
 - b. The student will be immediately directed to the appropriate lab for drug/alcohol screening. (Student is responsible for Payment of screening):
 - ☐ Drug screen: within 12 hours of the incident if the student is referred
 - ☐ Alcohol screen: within 2 hours of the incident if the student is referred
 - c. The student shall be required to provide a photo ID to the lab at the time the urine and/or blood sample is taken for the drug or alcohol screen.
 - d. If the student admits to drug or alcohol use, he/she will still be required to undergo the drug/alcohol screening.
 - e. A student shall not be allowed to return to the assigned work area, clinic, or the classroom/lab area, until the test results are documented as “negative” in a written report. The Medical Review Officer’s (MRO) report is final.
2. If the results of the test(s) are negative for drugs, alcohol, illegal substances, or for non-prescribed legal substances, the student will meet with the Nursing Director to discuss the circumstances surrounding the impaired behavior.
3. If the confirmed final report of a drug/alcohol screen is “positive” the student will be dismissed from the designated Nursing Health Program and the Arizona State Board of Nursing (AZBN) will be notified.
4. If the student refuses to go for immediate screening he/she will be prohibited from attending clinical experiences, pending a full investigation. Refusal to undergo screening within the time lines provided in paragraph 1(b) above may also be considered a failure to comply with policy under paragraph 5 below.
5. Failure to comply with any aspect of this policy shall result in withdrawal from the Nursing Program.

MEDICAL MARIJUANA

Students may not use, possess, or cultivate marijuana for medical purposes. Students will be required to undergo drug testing according to the Cochise College Nursing Program Drug Screening Policy. Any student testing positive for marijuana or derivatives will not be allowed continued enrollment in the Nursing Program. (Please refer to the Cochise College Administrative Policy: 5003.1

<http://www.cochise.edu/cfiles/files/policies/5003%20-%20Drug%20and%20Alcohol%20Free%20Environment.pdf>

TOBACCO FREE POLICY

HEALTH AND SAFETY: USE OF TOBACCO PRODUCTS

Cochise College Nursing Department is committed to providing a healthful environment for nursing students and the clients they care for in the clinical setting. A clinical setting is defined as any community site, place, health care facility in which a Cochise College nursing student is present to meet the requirements of a clinical rotation. It is important for Cochise College nursing students to project examples of healthy life styles.

1. Smoking is defined as carrying or using any lighted tobacco product including cigars, cigarettes and pipes.
2. Students **may not** smoke, vape or use any smokeless tobacco during the hours of assigned clinical times and while representing the Cochise College Nursing program.
3. Students must utilize only designated smoking areas while on Cochise College campuses. (See Cochise College Administrative Policy 5008)

<http://www.cochise.edu/cfiles/files/policies/5008%20-%20Use%20of%20Tobacco%20Products.pdf>

FINGERPRINT CLEARANCE CARD POLICY

REQUIRED WITH APPLICATION TO COCHISE COLLEGE NURSING PROGRAM

1. All students enrolled in the Cochise College nursing program are required to have a Fingerprint Clearance Card in order to take part in clinical experiences. A copy of the Fingerprint Clearance Card must be submitted with application to the Nursing Program (verification of original will be obtained prior to enrollment). Fingerprint clearance is required to work and care for children, the elderly, and any vulnerable adult (Arizona State Statute and JACHO requirements). If there is any positive criminal history, a fingerprint clearance card may be denied. The Fingerprint Clearance Card required for the nursing program **will not** meet the requirements for certification or licensure through the Arizona State Board of Nursing. Certification and licensure will require additional fingerprinting.
2. There must be an allowance of up to 10 weeks for processing the fingerprint clearance card. Fingerprint clearance cards must be submitted to the Nursing office with the application to the nursing program.
 - a. Students may not enroll in or attend didactic/lab/clinical/or Simulation without a current unexpired fingerprint card at any point within the program.
3. The Fingerprint Clearance Card is valid for 6 years. The card **cannot** expire during any semester of enrollment.

PROCEDURE

1. From your internet connected computer go to www.azdps.gov
2. Rest your cursor on the topic SERVICES and in the menu that appears to the right, **single click** on FINGERPRINT CLEARANCE CARD.
3. The fingerprint clearance card webpage will be displayed , click on the topic “APPLY FOR CARD” and then “CLICK HERE TO APPLY”
4. You will be directed to the application website.
5. Carefully follow the instruction to schedule and appointment. The first step is to complete the application by clicking on SCHEDULE AN APPOINTMENT (purple button or link on the website).

SOCIAL NETWORKING POLICY

American Nurses Association (ANA) Principles for Social Networking

Students are expected to follow the ANA's Principles for Social Networking as listed below. Violations of these principles may result in termination from the nursing program.

1. Nurses must not transmit or place online individually identifiable patient information.
2. Nurses must observe ethically prescribed professional patient-nurse boundaries.
3. Nurses should understand that patients, colleagues, institutions, and employers may view postings.
4. Nurses should take advantage of privacy settings and seek to separate personal and professional information online.
5. Nurses should bring content that could harm a patient's privacy, rights, or welfare to the attention of appropriate authorities.
6. Nurses should participate in developing institutional policies governing online conduct.

Six Tips to Avoid Problems

1. Remember that standards of professionalism are the same online as in any other circumstance.
2. Do not share or post information or photos gained through the nurse-patient relationship.
3. Maintain professional boundaries in the use of electronic media. Online contact with patient blurs this boundary.
4. Do not make disparaging remarks about patients, employees or co-workers, even if they are not identified.
5. Do not take photos or videos of patients on personal devices, including cell phones.
6. Do not take or post any inappropriate/unprofessional photos or videos.
7. Promptly report a breach of confidentiality or privacy.

Students must adhere to Cochise College Administrative Policy 1018: Social Media

<http://www.cochise.edu/wp-content/uploads/2016/07/1018-social-media.pdf>

Violation of any of the Standards of Professional conduct, Cochise College Nursing Code of Academic/Clinical Integrity, or ANA's Principles of Social Networking will result in a required meeting with the student and Director of Nursing within five business days and may result in termination from the program with no possibility of return/reapplication.

Admission Forms & Contracts

ADMISSION FORMS and CONTRACTS

All candidates, who are accepted to the Cochise College Nursing Program, are required to sign contractual forms.

DISCLOSURE STATEMENTS

1. *Student Contract* which deals with the responsibilities of a nursing student
2. *Statement of Understanding* which relates to the physical risks inherent in nursing
3. *Student Policies Acknowledgement* in which the student acknowledges understanding of policies, and agrees to comply with the policies.
4. HIPPA/Confidentiality Statements
5. The Code of Academic and Clinical Integrity which deals with the Honor Code of the Nursing Program.

These disclosure documents are kept in the student's official program file and are a part of the student record.

STUDENT CONTRACT 2019-2020

Students in the Cochise College Nursing Program participate in clinical experiences at a wide variety of agencies throughout the County in the course of their education. In exchange for providing this educational experience, there are certain expectations of the students. This contract is intended to detail certain expectations.

- The student consents to have name, immunization and communicable disease status, and reasonable information concerning verification of physical fitness released to the agencies upon demand.
- The student must meet the requirements for a specific physical, with no limitations, prior to entering the Nursing Program. Failure to provide this physical will result in failure to successfully complete the program. Changes in physical status, including pregnancy, need to be reported to the director of nursing promptly. The nursing department has final decision for continuation in the program.
- All written materials containing patient and/or agency information, including those intended for publication or use outside of the school setting must be prepared in such a way as to protect the patient and/or agency from identification or other sensitive issues. No photo copies of any patient records or information is allowed.
- All students hereby agree to abide by the rules and regulations both of the College and of the agency where clinical is occurring.
- In the course of learning nursing skills students may practice non-invasive skills on each other. **No invasive skills** may be practiced by any student on any other student. If a student objects to practice sessions involving other students, she/he may discuss the situation with the Learning Lab Coordinator.

Students Name (please print)

Date

Students Signature

Date

This statement will become a part of your permanent record.

STATEMENT of UNDERSTANDING 2019-2020

- ✈ I understand that there are health risks involved in the pursuit of any of the health career programs at Cochise College and may come in contact with clients who have contagious or communicable disease.
- ✈ I understand that I am responsible for all costs associated with exposure to communicable disease or injury I may suffer while a student at Cochise College.
- ✈ I understand that it is advisable for me to have health insurance at all times during the program.
- ✈ Understanding the health risks involved, I choose to pursue the training and education necessary to fulfill the requirements of any of the health related careers at Cochise College.

Students Name (please PRINT)	Date
Students Signature	Date
Cochise College Nursing Department Representative	Date

This statement will become a part of your permanent record.

STUDENT POLICIES ACKNOWLEDGEMENT 2019-2020

- This certifies that I have been provided the Nursing Program Manual
- I am responsible for the policies as stated
- I agree to comply with said policies as stated in the Nursing Program Manual.

Signed this _____ day of _____, in the year _____.

Students Name (please PRINT)

Date

Students Signature

Date

This statement will become a part of your permanent record.

CONFIDENTIALITY AGREEMENT 2019-2020

- I understand that Cochise College contracts with health care agencies that practice a policy of strict confidentiality in disclosing information regarding its patients/providers/staff. In performing my duties as a student, I may be privy to confidential information. I may have access to such confidential information through patient records, personnel records, hospital computer systems, or other information sources in the facility.

- I understand that I am required to comply with the Protected Health Information (PHI) standards amended by the Health Insurance Portability and Accountability Act (HIPAA) at www.health.state.ny.us/nysdoh/hipaa/hipaa.htm.

- I also understand that I may be privy to confidential information in regards to fellow students, faculty, and staff of Cochise College and prospective employers; all such information will be kept confidential.

- I recognize and acknowledge the above stated policy on confidentiality and am signifying my commitment to that end (to include the period of time after my student status terminates) by affixing my signature to this document.

Students Name (please PRINT)

Date

Students Signature

Date

This statement will become a part of your permanent record

CODE of ACADEMIC and CLINICAL INTEGRITY 2019-2020

I _____ (print name) am committed to following the Cochise College Nursing Program Code of Academic and Clinical Integrity with honesty, integrity, respect, responsibility, and ethics. I have and will refrain from any form of academic or clinical dishonesty or deception.

Students Name (please PRINT)

Date

Students Signature

Date

This statement will become a part of your permanent record

**CHANGES IN PHYSICAL OR MENTAL CONDITION
(Returning Students)
2019-2020**

Students in the Cochise College Nursing Program participate in clinical experiences at a wide variety of agencies throughout the County in the course of their education. Students are required to have a physical completed by their primary physician. Students should understand there are health risks involved in the pursuit of any of the health career programs (see Statement of Understanding).

In order to reduce these health risks, Cochise College Nursing Department requires all students to submit a statement of continued physical and mental ability for the Nursing Program.

I, the undersigned, have had no change in my physical or mental abilities to continue in the Cochise College Nursing Program. I understand if there are any changes to my health I must notify the Director of Nursing as soon as possible.

_____ Students Name (please PRINT)	_____ Date
_____ Students Signature	_____ Date

Change in Health:

This statement will become a part of your permanent record

Report of Alternate Clinical/Lab/Remediation Experience

Student Name: _____ Date: _____

Originating Instructor: _____

Alternate Instructor: _____

Assignment:

Student Performance and Evaluation:

Comments:

Instructor Signature: _____

Instructor at Alternate Experience

Printed Instructor Name: _____

Student Signature: _____

Printed Student Name: _____



STUDENT TRAVEL PERMISSION/RELEASE WAIVER

Instructor, Advisor or Chaperone: Please read the below paragraph to students. Submit a copy of the form to the appropriate Dean.

Campus:

Course Title & No.

Instructor(s):

Advisor(s)/Chaperone(s):

Club:

Traveling To:

Enter destination or attach schedule

Departing: _____ on _____ via _____ provided
College/Center *Date/Time* *District/Self*

I understand that all persons making field trips or excursions are deemed to have waived all claims whatsoever against the Cochise County Community College District and their agents, officers, and employees for any injury, accident, illness, or death occurring during or by reason of the field trip or excursion; except when the District fails to fulfill its legal obligation to exercise reasonable care in supervising students while they are engaged in District sponsored activities or using District provided transportation. Students are responsible under College policy 4006 (Social Standards) for their personal conduct during all trips and must adhere to all instructions and directives given by an Instructor/Advisor/Chaperone. Violations of the Social Standards policy can result in a College administrative hearing.

STUDENT ROSTER			
Student Name (print)	Signature	Under 18 (Yes or No)	Transportation Self/District

CC-STPRW (2/12)