

2025
2026



GRAHAM HOSPITAL
SCHOOL OF NURSING
CATALOG

Excellence in Nursing
Since 1909

AFFIRMATIVE ACTION STATEMENT

Equal opportunities are provided for all who apply regardless of race, color, age, religion, national origin, ancestry, physical or mental disability, sex, marital status, military status, pregnancy or sexual orientation. Section 503 and 504 of the Rehabilitation Act of 1973 protects all handicapped persons against discriminatory treatment. Graham Hospital School of Nursing does not discriminate in matters of race, color, age, religion, national origin, ancestry, physical or mental disability, sex, marital status, military status, pregnancy or sexual orientation in admission or access to, or treatment in its program or activities.

SCHOOL OF NURSING CATALOG

Table of Contents

PERSON/COMMITTEE RESPONSIBLE FOR POLICY/PROCEDURES	7
SCHOOL OF NURSING CATALOG OBJECTIVES	12
HISTORY OF GRAHAM HOSPITAL SCHOOL OF NURSING	13
Academic Alert Action Plan Form	14
Academic Alert Form	15
Academic Alert Policy	16
Academic Calendar	17
Academic Dishonesty Policy	18
Academic Grievance Form	19
Academic Grievance Policy and Procedure	20
Academic Regulations	22
Credit/Clock Hour Definitions	25
Accommodation Policy	26
Accommodation Policy Initial Request For Services	28
Admissions	30
AI-related Academic Dishonesty Policy	31
ATI Resources Policy	33
Attendance Policy	35
Attendance Policies For School Functions	35
Bereavement	35
Clinical Absence Policy	36
Medical Restriction	36
Theory Absence Policy	36
BLS Policy	37
Civility Policy	38
Civility Policy Incident Form	40
Clinical Skills Matrix/Checklist	41
Clinical Skills Matrix/Checklist – LPN	42
Code Reference Sheet	43
Community Service Guidelines	44
Community Service Hours Report Form	45
Confidentiality Of Student Records	46

Counseling and Guidance Policy	47
Course Withdrawal Form	48
Course Withdrawal Policy	49
Course Withdrawal Questionnaire	50
Drug-Free Schools and Communities Act Amendments	51
Health Risks of Commonly Abused Substances	53
Drug Screening Program.....	55
Emergency Notification of Students and School of Nursing Personnel	56
Non-Emergency Notifications	56
End-Of-Program Student Learning Outcomes.....	57
English as a Second Language Request for Services.....	58
English as a Second Language Request for Services Form.....	59
Financial Aid	60
Tuition and Fees.....	60
Billings and Payments.....	60
Applying for Financial Aid	62
Types of Federal Title IV Aid	63
State of Illinois Aid	65
Financial Aid Policies & Procedures	66
GENERAL INFORMATION	70
Disciplinary Action	70
General Conduct	70
General Employment	70
Hospital Visitation	70
Parking	70
Rule Infractions Which May Incur Disciplinary Action Prior To Dismissal	71
Rule Infractions Which May Incur Disciplinary Action With Immediate Dismissal	71
Services	72
Smoke-Free Policy	72
Work Study	72
Graham Hospital	73
Mission Statement.....	73
Philosophy.....	73
Values	75
Vision	75
Guidelines for Administration of Test Assessment	76
PART A: Test Assessment Agreement	77
PART B: Student Test Preparation Assessment	78
PART C: Analysis of Incorrect Questions.....	80
PART D: Student Test Assessment Remediation/Action Plan	82
Library Policies.....	83
Missing Student Policy	85
Non-Academic Grievance Policy	86

Orientation Plan for New Students	87
Privacy Act/Confidentiality	88
Professional Liability Insurance	90
Professionalism Policy	91
Program Effectiveness	93
Recommended Curriculum Plan	94
Records Policy	95
Relationship Of Level I, Level II, Level III Outcomes To End-Of-Program Student Learning Outcomes	96
Review Forms	97
Educational Records Review Form	97
Health Record Review Form	98
Right To Appeal	99
SAFETY INFORMATION	100
Concealed Firearms Policy	100
Employee Assistance Program	100
Fire Plan	100
Hospital Occurrence Report	102
Injury Report	102
Plant Services Security	102
Safety Policy	103
Sex Discrimination and Sexual Misconduct Policy (Title IX)	104
Substance Abuse and Mental Acuity	116
Unsafe Act, Condition, Or Security Incident	117
Simulation Confidentiality Guidelines	118
Smart Device Policy	119
Social Networking Policy	120
Standards For Written Work	121
Student Dress Code	122
Student Health Screening Program	123
Student Nurse Health Policy	124
Student Pregnancy Disclosure	125
Student Pregnancy Disclosure Form	126
Student Senate	127
Bylaws	127
NSNA/SNAI Convention Guidelines	132
NSNA/SNAI Convention Permission Form	133
Request for Convention/Workshop Educational Promotion Funds	134
Student Of The Month/Year Guidelines	135
Student Senate Expense Form	136
Student Social Activities Alcohol Policy	137

SUBSTANCE ABUSE.....	138
Before Requesting Drug And/Or Alcohol Testing	138
Drug And/Or Alcohol Testing And Suspension	138
Procedure For Implementation Of The Substance Abuse Policy.....	139
Section I Observation Checklist For Student Suspected Of Substance Abuse	140
Section II Questionnaire For Student Suspected Of Substance Abuse	141
Section III Assessment And Disposition Of Student Suspected Of Substance Abuse.....	143
Substance Abuse Policy	144
Testing Policy.....	146
Transfer of Credit Policy.....	150
Tutor General Standards and Expectations	151
Tutoring Policy	153
Tutoring Session and Feedback Form.....	154
COURSE DESCRIPTIONS	155
NUR 110 Introduction To Nursing Concepts.....	155
NUR 111 Introduction To Nursing Care Of The Adult Client	155
NUR 210 Nursing Care Of The Adult Client In Illness.....	155
NUR 230 Nursing Care Of The Childbearing Family	156
NUR 240 Nursing Care Of The Childrearing Family.....	156
NUR 250 Nursing Care Of Clients In The Community	156
NUR 260 Nursing Care Of Clients With Psychosocial Problems	157
NUR 310 Advanced Concepts In Nursing Practice	157

PERSON/COMMITTEE RESPONSIBLE FOR POLICY/PROCEDURES	
SCHOOL OF NURSING CATALOG – PAGE 1	Person/Committee Responsible for Currency Check & Comprehensiveness
Policy/Procedure	
School of Nursing Catalog Objectives	Director
History of Graham Hospital School of Nursing	Director
Academic Alert Action Plan Form	A & R
Academic Alert Form	A & R
Academic Alert Policy	A & R
Academic Calendar	A & R
Academic Dishonesty Policy	A & R
Academic Grievance Form	A & R
Academic Grievance Policy and Procedure	A & R
Academic Regulations	A & R
Credit Hour/Clock Hour Definitions	A & R
Accommodation Policy	A & R
Accommodation Policy Initial Request for Services	A & R
Admissions	A & R
ATI Resources Policy	Curriculum
Attendance Policy	A & R
Attendance Policies for School Functions	A & R
Bereavement Policy	A & R
Clinical Absence Policy	A & R
Medical Restriction	A & R
Theory Absence Policy	A & R
BLS Policy	A & R
Civility Policy	A & R
Civility Policy Incident Form	A & R
Clinical Skills Matrix Checklist/Checklist	Curriculum
Clinical Skills Matrix Checklist/Checklist LPN	Curriculum
Code Reference Sheet	Director
Community Services Guidelines	A & R
Community Service Hours Report Form	A & R
Confidentiality of Student Records	A & R
Counseling and Guidance Policy	A & R
Course Withdrawal Form	A & R
Course Withdrawal Policy	A & R
Course Withdrawal Questionnaire	A & R
Drug-Free Schools and Communities Act Amendments	Director
Health Risks of Commonly Abused Substances	Director
Drug Screening Program	A & R
Emergency Notification of Students & School of Nursing Personnel	Director
Non-Emergency Notifications	Director
End-of-Program Student Learning Outcomes	Curriculum
English as a Second Language Request for Services	A & R
English as a Second Language Request for Services Form	A & R
FINANCIAL AID	
Tuition and Fees	A & R

PERSON/COMMITTEE RESPONSIBLE FOR POLICY/PROCEDURES	
SCHOOL OF NURSING CATALOG – PAGE 2	Person/Committee Responsible for Currency Check & Comprehensiveness
Policy/Procedure	
Billings and Payments	A & R
Applying for Financial Aid	A & R
Types of Federal Title IV Aid	A & R
State of Illinois Aid	A & R
Financial Aid Policies & Procedures	A & R
GENERAL INFORMATION	
Disciplinary Action	Director
General Conduct	Director
General Employment	Director
Hospital Visitation	Director
Parking	Director
Rule Infractions which may incur Disciplinary Action Prior to Dismissal	Director
Rule Infractions which may incur Disciplinary Action with Immediate Dismissal	Director
Services	Director
Smoke-Free Policy	Director
Work Study	Director
GRAHAM HOSPITAL	
Mission Statement	Curriculum
Philosophy	Curriculum
Values	Director
Vision	Director
Guidelines for Administration of Test Assessment	Curriculum
Part A: Test Assessment Agreement	Curriculum
Part B: Student Test Preparation Assessment.	Curriculum
Part C: Analysis of Incorrect Questions	Curriculum
Part D: Student Test Assessment Remediation/Action Plan	Curriculum
Library Policies	Library
Missing Student Policy	Director
Non-Academic Grievance Policy	A & R
Orientation Plan for New Students	A & R
Privacy Act/Confidentiality	A & R
Professional Liability Insurance	A & R
Professionalism Policy	A & R
Program Effectiveness	A & R
Recommended Curriculum Plan	A & R
Records Policy	A & R
Relationship of Level I, Level II, Level III Outcomes to End-of-Program SLOs	Curriculum
REVIEW FORMS	
Educational Records Review Form	A & R
Health Record Review Form	A & R
Right to Appeal	A & R
Safety Information	Director
Concealed Firearms Policy	Director
Employee Assistance Program	Director
Fire Plan	Director

PERSON/COMMITTEE RESPONSIBLE FOR POLICY/PROCEDURES	
SCHOOL OF NURSING CATALOG – PAGE 3	Person/Committee Responsible for Currency Check & Comprehensiveness
Policy/Procedure	
Hospital Occurrence Report	Director
Injury Report	Director
Plant Services Security	Director
Safety Policy	Director
Sex Discrimination	Director
Substance Abuse and Mental Acuity	Director
Unsafe Act, Condition or Security Incident	Director
Simulation Confidentiality Guidelines	Technology
Smart Device Policy	Curriculum
Social Networking Policy	Director
Standards for Written Work	Curriculum
Student Dress Code	A & R
Student Health Screening Program	A & R
Student Nurse Health Policy	A & R
Student Pregnancy Disclosure	A & R
Student Pregnancy Disclosure Form	A & R
STUDENT SENATE	
By-Laws	Student Senate
NSNA/SNAI Convention Guidelines	Student Senate
NSNA/SNAI Convention Permission Form	Student Senate
Request for Convention/Workshop Educational Promotion Funds	Student Senate
Student of the Month/Year Guidelines	Student Senate
Student Senate Expense Form	Student Senate
Student Social Activities Alcohol Policy	Student Senate
SUBSTANCE ABUSE	
Before Requesting Drug and/or Alcohol Testing	A & R
Drug and/or Alcohol Testing and Suspension	A & R
Procedure for Implementation of the Substance Abuse Policy	A & R
Section I - Observation Checklist for Student Suspected of Substance Abuse	A & R
Section II – Questionnaire for Student Suspected of Substance Abuse	A & R
Section III – Assessment & Disposition of Student Suspected of Substance Abuse	A & R
Substance Abuse Policy	A & R
Testing Policy	Curriculum
Transfer of Credit Policy	A & R
Tutor General Standards and Expectations	Curriculum
Tutoring Policy	A & R
Tutoring Session and Feedback Form	Curriculum
COURSE DESCRIPTIONS	
NUR 110 Introduction to Nursing Concepts	Curriculum
NUR 111 Introduction to Nursing Care of the Adult Client	Curriculum
NUR 210 Nursing Care of the Adult Client in Illness	Curriculum
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NUR 240 Nursing Care of the Childrearing Family	Curriculum
NUR 250 Nursing Care of Clients in the Community	Curriculum
NUR 260 Nursing Care of Clients with Psychosocial Problems	Curriculum

PERSON/COMMITTEE RESPONSIBLE FOR POLICY/PROCEDURES	
SCHOOL OF NURSING CATALOG – PAGE 4	Person/Committee Responsible for Currency Check & Comprehensiveness
Policy/Procedure	
NUR 310 Advanced Concepts in Nursing Practice	Curriculum

210 W. Walnut
Canton, IL 61520 309-647-4086
General Information

Hospital Administration

Allison Sours, President and Chief Operating Officer
Robert Senneff, Chief Executive Officer
Teresa McConkey, Vice President of Nursing, Chief Nurse Executive
Julie Reeder, Vice President of Finance, Chief Financial Officer
Holly Henline, Vice President of Ancillary Services/Corporate Compliance Officer

Equal Employment Opportunity

GHS is committed to the principals of equal employment opportunity. Accordingly, we will not discriminate on the basis of race, color, religion, national origin, citizenship, sex, sexual orientation, gender identity or expression or expression, age, disability, special disabled veteran status, or any other protected veteran status, newly separated veteran status, Vietnam era veteran status, or any other status or condition protected by federal, state and local laws prohibiting job discrimination. We will also reasonably accommodate disabled applicants to enable them to be considered for and perform the duties of those positions for which they are qualified.

Affirmative Action Statement

Equal opportunities are provided for all who apply regardless of race, color, age, religion, national origin, ancestry, physical or mental disability, sex, marital status, military status, pregnancy, or sexual orientation. Section 503 and 504 of the Rehabilitation Act of 1973 protects all handicapped persons against discriminatory treatment. Graham Hospital School of Nursing does not discriminate in matters of race, color, age, religion, national origin, ancestry, physical or mental disability, sex, marital status, military status, pregnancy, or sexual orientation in admission or access to, or treatment in, its programs or activities.

Licensure Eligibility

The graduate of this program is eligible to apply to take the National Council Licensure Examination (NCLEX) for licensure as a registered professional nurse. Information is provided by the School of Nursing regarding application for the licensure examination.

Drug-Free Workplace

The school adheres to the Graham Hospital Drug-Free Workplace policy.

Campus Crime Statistics

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Graham Hospital School of Nursing provides crime statistics to current and prospective students, faculty, and staff members. Crime statistics are available on the college website, and a paper copy is available upon request.

SCHOOL OF NURSING CATALOG OBJECTIVES

1. Curriculum information is included to appraise the student of the structure of the program.
2. Information on rules of conduct and program policies are included for review.
3. Faculty agreed upon standards for written work are included for review.
4. The Student Senate Rules and Regulations are included.

Revised: 6/18/25

HISTORY OF GRAHAM HOSPITAL SCHOOL OF NURSING

Graham Hospital and the School of Nursing are located in the southwest portion of Canton, Illinois, approximately three blocks from the downtown business district.

The original need for a hospital in Canton arose during an epidemic of typhoid fever in the winter of 1904 and 1905 when many residents became ill. A large house was leased on South Second Avenue to be used as a hospital, and was called the Canton Public Hospital. A lack of funds closed this hospital within a year. The area residents were without hospital facilities until October 4, 1909, when the original structure of the Graham Hospital, a gift of Misses Alice and Caroline Graham, was formally opened and dedicated to the public. The school also began operating at this time.

The original structure had approximately 30 beds, with 12 beds plus room areas used as living quarters for student nurses, the supervisor, and faculty members. Six students graduated in 1913, the first graduation ceremony of the Graham Hospital School of Nursing. The Graham Hospital School of Nursing was approved by the Illinois Department of Registration and Education on October 18, 1923, as a three-year diploma school. It has been accredited since 1968 by the National League for Nursing Accrediting Commission now known as Accreditation Commission for Education in Nursing.

Graham Hospital is the primary clinical facility utilized. Clinical experiences also occur in other area hospitals. Students participate in a variety of community agencies, which gives exposure to the increasing home health aspects of health care. Students attend Spoon River College, three miles southwest of the city, for the general education courses in the curriculum.

The philosophy and outcomes of this hospital-based professional nursing program are implemented throughout the curriculum. All nursing courses are taught by the instructional staff of the home school. Spoon River College courses are taught concurrently with the School of Nursing courses.

All nursing courses include both classroom and clinical nursing experiences that allow students to apply knowledge gained in the classroom. Nursing courses build upon content from biological, physical, and psychosocial sciences.

Accreditation/Approval

Graham Hospital School of Nursing is accredited by the Accreditation Commission for Education in Nursing (ACEN) through fall of 2029. Information about accreditation can be obtained by contacting the ACEN using the following mailing address and/or phone number:

Accreditation Commission for Education in Nursing
3390 Peachtree Road N.E., Suite 1400
Atlanta, GA 30326
1-404-975-5000

Graham Hospital School of Nursing is approved by the Illinois Department of Financial and Professional Regulation.

Academic Alert Action Plan Form

_____ day Action Plan for _____

Area of Concern	Planned Action to be completed	Target Date	Instructor/Advisor

This action Plan is a required process to continue with Graham Hospital School of Nursing. Failure to comply with any of the actions in the action plan will result in discipline up to and including dismissal from the program. A copy of this action plan will be maintained in your student file.

Date of Implementation: _____ Date of Reevaluation (complete/incomplete): _____

Student Signature: _____ Student Signature: _____

Faculty/Advisor: _____ Faculty/Advisor: _____

Comments:

**Return completed form to Coordinator of Student Affairs **

Created: 1/21/21

Reviewed: 4/25/22, 9/16/24

Academic Alert Form

Academic Alert will be used as an academic accountability, support, and remediation program. Academic Alerts place a student at risk of mandatory dismissal from Graham Hospital School of Nursing. It may be used at the discretion of an instructor at any time during a course.

Student name	Course	Date student notified

You have been placed on Academic Alert for the following reason(s):

clinical attendance or tardiness _____

clinical performance _____

test performance _____

failure to complete test assessments _____

failure to complete required remediation _____

other: _____

You are required to do the following:

1. Meet with your instructor within three business days to develop a measurable action plan. A copy of this action plan will be sent to your advisor and the Director, and a copy will be placed in your permanent file.
2. Meet with your advisor within one week of being notified of the Academic Alert to review the action plan.
3. Meet with either your instructor or advisor on an ongoing basis until removed from Academic Alert.

Student signature _____

Faculty signature _____

Date _____

Please be advised: If you do not meet with the instructor or advisor, the Director of the school will be notified. You can be placed on Academic Alert only one time per course. A second Academic Alert goes directly to the Director of the school and may result in mandatory dismissal from the school.

Send copies to student, Faculty Advisor, Director, and Office of Coordinator of Student Affairs

Dev. 3/23/15

Reviewed: 5/23/16, 5/23/17, 4/16/18, 2/19/19, 3/29/21, 4/25/22, 9/16/24

Revised: 10/17/19, 2/20/20, 1/21/21

Academic Alert Policy

Academic Alert will be used as an academic accountability, support, and remediation program.

Academic Alerts place a student at risk of mandatory dismissal from Graham Hospital School of Nursing. It may be used at the discretion of an instructor at any time during a course. Reasons for using it are related to academic performance and include, but are not limited to, issues in these areas: clinical attendance or tardiness, clinical performance, test performance, failure to complete test assessments, and/or completion of required remediation. Students who are placed on Academic Alert must:

1. Meet with their instructor within three business days to develop an action plan. A copy of this action plan will be sent to the student's advisor and the Director, and a copy will be placed in the student's permanent file.
2. Meet with their advisor within one week of being notified of the academic alert to review the action plan.
3. Meet with either the instructor or advisor on an ongoing basis until removed from Academic Alert.

If the student does not meet with the instructor or advisor, the Director of the school will be notified.

A student can be placed on Academic Alert only one time per course. A second Academic Alert in one course goes directly to the Director of the school and may result in mandatory dismissal from the school.

Dev. 3/23/15

Reviewed: 5/23/16, 5/23/17, 4/16/18, 2/19/19, 2/20/20, 3/29/21, 4/25/22, 9/16/24

Revised: 1/21/21

Academic Calendar

Fall 2025 Semester – 16 Weeks

August 19	Orientation
August 21	Orientation
August 25	Classes Begin
September 1	Labor Day (No Classes)
September 8	Last Day to Withdraw/Drop
October 17	Mid-Term
November 24-Nov. 30	Fall Break (No Classes)
December 1	Classes Resume
December 19	End of Semester
December 20-January 19	Winter Break (No Classes)

Spring 2026 Semester – 16 Weeks

January 19	Martin Luther King Jr. Day (No Classes)
January 20	Classes Begin
February 2	Last Day to Withdraw/Drop
February 16	President's Day (No Classes)
March 13	Mid-Term
March 16-20	Spring Break (No Classes)
March 23	Classes Resume
April 3	Good Friday (No Classes)
May 15	End of Semester
May 16	Graduation

Approved: 5/22/25

Academic Dishonesty Policy

Academic integrity is the honest pursuit of an education following the rules and regulations as set forth by the Director and faculty of the Graham Hospital School of Nursing. Academic dishonesty lowers the standard of professional nursing practice. Dishonesty on the clinical setting affects the well-being of the client. Academic honesty is the responsibility of every student.

When academic dishonesty is suspected by a faculty member, it is reported to the Director. It may be dealt with by the instructor, the Director of the School of Nursing, and/or the Admission, Retention, Promotion, and Graduation Committee. Academic dishonesty may result in any of the following:

- A loss of points for examination, quiz, or paper in question
- A “zero” for the examination, quiz, or paper in question
- Course failure

1. Academic dishonesty in theory includes, but is not limited to:

Cheating: On examinations and quizzes, i.e. having unauthorized materials or devices, providing or receiving information, possessing test materials (e.g., text book and test banks) before administration.

Plagiarism: Presenting the work of another as one's own without proper acknowledgment of the source or sources, or submitting a piece of work which in part or in whole is not entirely the student's own work without attributing the unoriginal portions to their correct sources.

Falsification and Fabrication: Altering, counterfeiting, or inventing information or material presented in a course evaluation activity.

Abuse of Academic Materials: Destroying, stealing, altering simulations lab or other academic resource materials, including computer data, or attempting to do so; stealing examinations or other course materials or attempting to do so.

Complicity in Academic Dishonesty: Helping, or attempting to help, another to commit an act of dishonesty, especially providing material or information to another person with knowledge that the material or information will be used deceitfully in a course evaluation activity; permitting one's own work to be submitted by another person as if it were that person's original work.

2. An unsatisfactory clinical rating for the day will be given for clinical fabrication, and the student will be dismissed for the day.

The dismissed day will count as one clinical absence.

Academic dishonesty in the nursing clinical setting includes, but is not limited to, the following:

- Untrue chart documentation
- Failure to report errors made in giving care to patients
- Copying or paraphrasing another student's written work

3. Immediate expulsion with ineligibility for re-admission will be imposed for:

Falsification of Records and Official Documents: Altering transcripts or documents affecting academic records; forging signature of authorization or falsifying information on any other official academic document.

4. When academic dishonesty occurs in a course being provided by another institution, the incident will be dealt with according to their policy.

Reviewed: 5/94, 4/15/98, 6/1/11, 7/1/12, 9/16/13, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 1/21/21, 4/18/22, 9/16/24

Revised: 10/22/03, 11/18/13, 5/22/15, 2/20/20, 4/25/22

Academic Grievance Form

NAME _____

DATE _____

Instructions: Please make a brief statement of your academic grievance. If you are grieving an academic policy, please list the policy and reason(s) that you are grieving enforcement of stated policy.

Grievance:

Grievant's Signature _____ Date _____
Submit the completed grievance form to the Chairperson of Admission, Retention, Promotion, and Graduation Committee within five business days of the end of the course.

Note: Refer to the Academic Grievance Policy and Procedure in the SON Catalog. A hearing will be held within five business days of receipt of the Academic Grievance Form. You will be notified of the hearing date and time in writing. **The student must be present at the hearing. If you refuse to attend, the grievance will be dismissed.**

Date of Response to Grievant _____
(Within five business days after receipt of grievance)

Initial hearing date & time _____
Decision Rendered: _____ Date: _____

Grievant Response:

I have read the decision of the Grievance Committee. Please check response:

I agree _____ I disagree _____ I wish to appeal decision _____ *

*Written request for appeal must be submitted to Director within five business days of receipt of written decision.

Grievant's Signature _____ Date _____

Date 5/23/96

Reviewed: 6/1/11, 7/1/12, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 2/20/20, 4/26/21, 5/23/24

Revised: 9/24/03, 5/19/14, 5/22/15, 3/25/20

Academic Grievance Policy and Procedure

Academic Grievances: Academic grievances are defined as those pertaining directly to final theory grades and clinical evaluation.

Academic Grievance Procedure

The Academic Grievance Procedure should be processed in the following manner:

1. The student should contact the instructor involved to attempt to resolve the problem prior to filing an academic grievance.
2. If the problem is not resolved through informal contact with the instructor, the student should submit an Academic Grievance Form (form can be obtained from the Office of Coordinator of Student Affairs) to the Chairperson of the Admissions, Recruitment, Promotion, and Graduation Committee with copies to the instructor involved and the Director, detailing the reasons for requesting a hearing. The completed form must be submitted within five business days after the end of the course, which is always Friday.
3. Notification of the formal hearing date will be sent in writing to the student and the instructor involved within five business days. The hearing will be held within five business days of the receipt of the Academic Grievance Form, unless postponed in writing by the Chairperson of the Admissions, Recruitment, Promotion, and Graduation Committee.
4. Only members of the Admissions, Recruitment, Promotion, and Graduation Committee not directly involved in the grievance situation will be eligible to serve as members of the Grievance Committee for this hearing. The Director of the school will select alternative instructors to serve as committee members during the hearing to serve as replacements for ineligible members of the Admissions, Recruitment, Promotion, and Graduation Committee.
5. Minutes of the hearing will be filed in the office of the Director.
6. The only ones that have the right to be present in the hearing are the student and the instructor(s). The instructor(s) presence may be requested by the committee. If the student refuses the committee's request to attend, the grievance will be dismissed.
7. After closing statements, the Admissions, Recruitment, Promotion, and Graduation Committee will make their decision out of the presence of the student and the involved instructor.
8. A simple majority will constitute a decision and voting will be done by secret ballot.
9. The Chairperson of the Admissions, Recruitment, Promotion, and Graduation Committee will convey the decision in writing to the student, the involved instructor, and the Director of the School of Nursing within five business days.

10. PROCEDURE TO APPEAL COMMITTEE DECISIONS ON ACADEMIC GRIEVANCES

- A. If the student desires to appeal the decision of the Committee, the request for appeal must be submitted in writing to the Director within five business days after receipt of the written decision.
- B. If a request for appeal is not made within five business days following receipt of the written notice, the decision shall be final and binding.
- C. The Director will appoint an Appeal Committee to review the grievance and decision. Members of the Appeal Committee shall not be instructors involved directly in the grievance or members of the Admissions, Recruitment, Promotion, and Graduation Committee. In the event that two instructors are not available, the Director may ask the Vice President of Quality to serve on the committee.
- D. The Appeal Committee chaired by the Director will meet within five business days. Presence of the student and/or involved instructor may be requested.
- E. The student and involved instructor will be notified in writing within five business days of the appeal decision.
- F. Formal minutes of the appeal meeting will be kept in the office of the Director.

11. The Academic Grievance procedure must be completed within the academic year in which the grievance was filed.

Adopted: 5/92

Reviewed: 4/14/99, 6/1/11, 7/1/12, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 2/20/20, 4/26/21, 5/23/24

Revised: 2/26/96, 5/23/96, 5/30/13, 5/19/14, 5/22/15, 3/25/20, 4/27/20, 4/19/21

Academic Regulations

Upon completion of a course, a grade will be assigned by the instructor. The basis for the grades will be described in the course syllabus. Grades provide academic evaluation and are the basis for determining academic standing.

Scholastic Standards

Students will be notified of grades earned each semester. The School of Nursing uses the following grading system:

	<u>Grade</u>	<u>Scale</u>	<u>Grade Point</u>	<u>Performance Level</u>
	A	93-100	4	Superior
	B	85-92	3	Above Average
	C	77-84	2	Average
Failure	D	69-76	1	Below Average, not passing
	F	0-68	0	Unsatisfactory, not passing

Clinical Grades: S-Satisfactory, U-Unsatisfactory

Credit/No Credit

I	Incomplete - Temporary grade
W	Withdrawal from course of school
WP	Withdrawal from course of school passing
WF	Withdrawal from course of school failing
UWF	Unofficial withdrawal from course of school failing

A grade of incomplete is not granted automatically and may be given at the discretion of the instructor based upon the following criteria:

1. The student has completed at least twelve weeks of a semester course or six weeks of an eight-week course with a minimum theory grade of "C" and satisfactory clinical performance.
2. The student is unable to complete the course and/or other assignments due to illness or a family emergency. The Admission, Retention, Promotion, and Graduation Committee, with input from the instructor(s), will determine whether an absence due to illness is excusable. Written physician verification will be required for the student's permanent file.

A contract will be signed by the student and instructor showing the requirements to be completed before the "I" can be removed. **The student has one month from the date noted on the contract to complete all required work.** After one month an "I" becomes an "F" if the student has not met the specifications of the contract. A student may request to advance to the next nursing course, but will be required to withdraw if the "I" is not removed with a minimum grade of "C".

A student earns one final grade for each course according to the grading scale. A grade of "C" (2.00) must be attained in all nursing courses. In all nursing courses, the clinical performance is evaluated as satisfactory or unsatisfactory. If the student's clinical performance is satisfactory, the grade for the course is the theory (lecture/discussion) grade. An unsatisfactory in the clinical area results in a failure ("F" grade) for the course.

A student who earns a grade of "D" or "F" in a nursing course can apply to repeat the course only once. Likewise, a student who fails to meet the course requirements to advance to the next course can also apply to repeat the course only once. Once a student repeats a course, that option will not be available for any other nursing course. All credit hours and grade points will appear on the permanent transcript. Repeated courses will be reflected on the transcript with an R. The grade received on the repetition of the course will replace the first grade in the calculation of the cumulative grade point average.

A student who receives below a "C" in a support course must repeat the course prior to enrollment in the nursing course for which this is a prerequisite.

If a student withdraws during the first week, no grade will be recorded. After the first week, a grade of "W" will be recorded. Students withdrawing after the course mid-term will have the grade "WP" or "WF" recorded on their transcripts. Students cannot withdraw after two-thirds of the course is completed. Students can only apply once to repeat a specific course for which a "W", "WP" or "WF" has been given. A student who leaves without completing the process of notifying the institution of the intent to cease attendance (unofficial withdrawal) will receive an "F" for the course shown on their transcript as a "UWF".

Students will be notified of grades each semester. Official grades and transcripts are withheld if the student has unpaid school charges. Mid-term nursing course grades are issued only to students who are doing unsatisfactory work at that time.

Promotion Policy

To be eligible for promotion to the next level or course, the student must:

1. Maintain a cumulative grade point average of 2.00 or above. The cumulative grade point average is defined as the total of all grade points received for courses listed in school curriculum plan divided by the total number of credit hours.
2. Complete course prerequisites or their equivalent with a "C" or better.
3. Submit a completed End-of-School Year Checklist (including financial obligations) at the end of each academic year.

When a student fails to maintain a cumulative and semester grade point average of 2.00 or above due to a grade in a support course, the student will be placed on financial aid warning until the end of the following semester. A warning period is considered one semester. In order to be removed from financial aid warning, a student must obtain a cumulative and semester GPA of 2.00 at the end of the warning period. Failure to resolve warning status will result in mandatory withdrawal from the School of Nursing.

Graduation Requirements

To be eligible for graduation, each student must:

1. Satisfactorily complete the required nursing courses within a five-year calendar period.
2. Complete non-nursing support courses as stated in the school catalog.
3. Settle financial account with the accounting department of the hospital.
4. Complete and return the End-of-School Year Checklist to the Office of Student Affairs.
5. Have a minimum cumulative G.P.A. of 2.00.
6. Complete 4 hours of community service per academic year.

Licensure Eligibility

The graduate of this program is eligible to apply to take the National Council Licensure Examination (NCLEX) for licensure as a registered professional nurse. In the state of Illinois, applicants must provide information on convictions of any criminal offenses in any state or federal court, personal history of any past or present chronic illnesses that would interfere with the ability to practice, dishonorable discharge from the service, and loss of professional license or permit. Graduates must be fingerprinted and include the receipt with the application for testing.

Audit Policy

Request for auditing a theoretical and/or lab component of a course will be considered on an individual basis. Clinical components may not be audited.

Withdrawal and/or Dismissal

The School of Nursing faculty has the responsibility to recommend the withdrawal and/or dismissal of any student whose physical or emotional health or behavior makes continuance in the nursing program inadvisable.

A student who withdraws, is asked to withdraw, or is dismissed must complete the school Withdrawal Form available from the office of the Coordinator of Student Affairs and may reapply in accordance with the admission procedure policy. Reapplication will be considered on an individual basis by the Admissions, Retention, Promotion, and Graduation Committee.

Submission of falsified documentation for admission, financial aid, or promotion, will result in dismissal from the program.

Failure to Progress Form

A student who fails to meet the requirements to progress in the program is asked to complete this form, which is available from the office of Coordinator of Student Affairs.

Grade Reports

Grade reports are sent to the student at the end of each semester after an official transcript of support course grades are received. Mid-term nursing course grades are issued only to students who are doing unsatisfactory work at the time.

Nursing course grades are issued to individual students by their instructor.

Semester grade reports include courses completed at Spoon River College and Graham Hospital School of Nursing and are issued to the individual student and the agencies or organizations that are sponsoring a student, upon the student's written authorization.

Students have 5 business days from the date of release to raise questions concerning grade reports. Contact should be made with the proper instructor.

Honors

At the end of each semester, students who have achieved a semester grade point average of 3.50 to 4.00 are named to the Director's Academic Honor List. Students who have a semester nursing course grade point average of 3.00 to 3.49 are named to the Nursing Honor Roll. To receive honors, students must have been enrolled in and successfully completed a nursing course during the semester.

Graduation Honors

Graduation Honors are based upon the following cumulative grade point average:

- 3.50-4.00 Graduating with High Honors
- 3.00-3.49 Graduating with Honors

Credit/Clock Hour Definitions

The semester hour is the unit of academic credit. Semester credit hour calculation is based on the number of theory and clinical hours (clock hours) in our 16-week semester. A clock hour is equal to 60 minutes. Theory and clinical hours listed in the course descriptions refer to clock hours per week. Theory: one (1) semester credit hour = 18 theory hours/semester (1:1 ratio). Clinical: one (1) semester credit hour = 54 clinical/laboratory hours/semester 1:3 ratio.

Revised: 3/9/92, 7/95, 2/26/96, 6/97, 1/13/99, 4/24/00, 5/29/02, 5/22/03, 5/27/05, 5/24/06, 5/25/07, 5/20/08; 5/20/09, 5/24/12, 5/19/14, 8/1/14, 5/22/15, 5/23/17, 4/16/18, 4/22/19, 2/20/20, 3/25/20, 1/21/21, 4/25/22, 5/28/24, 5/22/25

Reviewed: 4/18/16, 5/23/17, 4/16/18, 4/22/19

Accommodation Policy

It is the policy of Graham Hospital School of Nursing, in compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), and ADA Amendments Act of 2008 (ADAAA), to provide support services ensuring that students with disabilities have equal access to all educational opportunities offered at Graham Hospital School of Nursing. Reasonable accommodations will be made for qualified students with disabilities unless those disabilities impose an undue hardship on the School or fundamentally alter the essential characteristics or nature of the academic program. Likewise, the School need not provide the exact accommodation requested by the student. The School may provide alternate accommodations as long as they are reasonable and appropriate to make the School's programs, activities, services, and facilities accessible to that individual.

Disability means, with respect to an individual, a physical or mental impairment that substantially limits one or more of the major life activities of such an individual; a record of such an impairment; or being regarded as having such an impairment.

Physical or mental impairment means any physiological disorder or condition affecting one or more body systems; or any mental or psychological disorders.

Physical or mental impairment includes, but is not limited to, diseases and conditions such as orthopedic and sensory impairments, emotional illness, dyslexia and other specific learning disabilities, and Attention Deficit Hyperactivity Disorder, among others.

Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, sitting, reaching, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, writing, communicating, interacting with others, and working; and the operation of a major bodily function.

For the purposes of this policy, a *qualified student with a disability* means an individual with a disability who meets the eligibility criteria established for acceptance and continued participation in the School's nursing program, including performance of the Essential Functions for Students of Nursing, with or without reasonable accommodations.

Students seeking accommodations must document that they are a person with a disability by providing information on the nature and extent of the disability, the functional limitations resulting from the disability, and the accommodation requested. Documentation is used to design a plan that:

1. Provides an equal opportunity to meet the standards of the nursing program;
2. Is based on the types of reasonable accommodation as identified by the health/education professional;
3. Accommodates only those areas impacted by the disability; and
4. Identifies the exams and testing modalities that are exempt from reasonable accommodation because they are designed to measure a particular skill and/or essential function associated with the normal roles of a professional registered nurse.

In order to initiate services, students must first complete the Graham Hospital School of Nursing *Disability Support Services Initial Request for Services* form, available from the Coordinator of Student Affairs.

Additional current and relevant documentation may be required by Graham Hospital School of Nursing from an evaluator qualified to make the diagnosis.

Other requests for Disability Support Services for disabilities not listed on the previous page will be reviewed by the Admission, Retention, Promotion, and Graduation Committee on a case-by-case basis.

Once the student's documentation is on file with the Coordinator of Student Affairs, the Coordinator will review the information and documentation provided by the student and, if necessary, consult with other members of the School community. In some cases, it may be necessary for the Coordinator to contact the medical or health professional providing the report to obtain further information or clarification. Although documentation from professionals may include specific recommendations for accommodation, the Coordinator reserves the right to determine what accommodation is reasonable and appropriate within the School setting and within technical and academic requirements of the program.

After the evaluation, the Coordinator will schedule an appointment with the student to discuss the appropriate accommodations, how to access available services available from Graham Hospital School of Nursing and answer any questions the student may have. The student will then complete the *Accommodations Policy Initial Request for Services* form, which the Coordinator will share with the student's instructor(s). The instructor(s) may request a meeting with the student to discuss the implementation of the accommodation. The student must complete a new *Initial Request for Services* form.

Examples of accommodations include texts in an alternate format, preferential seating, extended time (50% more) for testing, and a reduced-distraction testing environment. A *reduced-distraction testing environment* is an area that is reasonably quiet with low auditory and visual distractions. The environment doesn't need to be a private or completely distraction-free room. The Instructor may spread out test takers, provide desk carrels and/or provide ear plugs/noise-canceling head phones. A private testing environment will be approved only for a student whose accommodation could prove a distraction to other students, such as reading aloud, having a reader, or having a scribe.

Accommodations are not retroactive; that is, they do not impact tests or work completed prior to the student's submission of the relevant forms and documentation and the School's determination of any necessary accommodation. **The NCLEX or standardized tests for graduate schools may require additional documentation and may not approve accommodations granted by Graham Hospital School of Nursing.**

The student should inform the Coordinator of Student Affairs when the accommodation is not being implemented, when it is not effective or necessary, when it might need to be adjusted, or when it is no longer being utilized.

Adopted 5/30/06

Reviewed: 7/1/12, 5/19/14, 4/18/16, 5/23/17, 7/3/17, 4/16/18, 2/19/19, 4/19/21, 1/21/25

Revised: 4/18/11, 5/28/15, 4/22/19, 1/23/20, 4/20/20, 4/27/20, 5/25/22, 9/26/22, 5/28/24

Accommodation Policy Initial Request For Services

The purpose of this form is to give the student the opportunity to tell us about their temporary and permanent physical, psychological, and learning disabilities and to assist the School in assessing whether we can provide effective accommodations. The request process includes:

1. Submission of this Initial Request for Services form;
2. Interview with the Coordinator of Student Affairs;
3. Submission of Request for Verification of Disability/Disorder form or other documentation (if applicable).

Name _____ **S.S.#** XXX-XX-

Telephone _____

What is the nature of your disability? **Physical** **Mental/Psychological** **Learning**

Please describe your disability. _____

Have you been tested for and/or received a diagnosis for your disability? If yes, please explain:

Please indicate the name of the agency and/or health care professional with whom you are working.

Are you currently taking any medication(s) related to your disability?

Yes **Specify:** _____

Possible side effects: _____

No

Please describe the major life activities that are substantially limited by your disability.

Please describe how the disability affects your academic performance and/or school experience. _____

Have you received accommodations for your disability in previous academic settings? If yes, please explain. _____

Accommodations requested: _____

I understand that professional documentation of my disability may be required before I begin receiving accommodation services, and that I am responsible for obtaining and providing this documentation to the Coordinator of Student Affairs.

I further understand that, if I have an existing disability, I must submit this Request and any supporting documentation. If I later suspect I have a disability, I must submit this Request and schedule an appointment with an evaluator qualified to diagnose the disability.

Signature _____ Date _____

Office Information Only

Documentation of disability received:

- Yes Date: _____
- No

Student eligible for disability support services:

- Yes
- No (explain): _____

Reviewed by: _____ Date: _____

Revised: 4/20/20, 3/22/21, 9/26/22

Reviewed: 3/29/21

Admissions

Due to the dissolution of the Diploma Program in 2027, GHSON will no longer be accepting admission for the freshmen level courses as these courses will no longer be taught. Transfer students are considered on a case-by-case basis and will be evaluated by the Admission, Retention, Promotion, and Graduation Committee.

Approved: 6/12/25

AI-related Academic Dishonesty Policy

Academic dishonesty is the purposeful behavior that compromises academic integrity and does not comply with the established rules or expectations

Academic integrity is the ethical pursuit of an education abiding by the rules and regulations as set forth by the Director and faculty of the Graham Hospital School of Nursing (GHSON).

Artificial intelligence (AI) is the use of computer algorithms and adapted computerized learning techniques to produce prompts or perform tasks that typically require the perception, intelligence, reasoning, and decision-making skills possessed exclusively by humans.

Relying on AI tools to produce work for assignments inhibits critical thinking and communication skills and leaves knowledge gaps - all posing threats to patient safety and the professional integrity of the student, faculty, and educational institution. Academic honesty is the responsibility of every student.

1. AI based academic dishonesty in theory includes, but is not limited to:

- **Plagiarism:** Presenting work generated by AI or other generative programs, such as COPilot, as one's own without proper acknowledgment of the source or sources, OR submitting a piece of work which, in part or in whole, is not entirely the student's own work without attributing the unoriginal portions to their correct sources. The use of AI as a source is generally NOT permitted but could be situationally utilized with instructor's discretion and Director's prior permission.
- **Falsification and Fabrication:** Altering, counterfeiting, or inventing information or material generated in AI and presented in a course evaluation activity.
- **Misuse of AI as a Tool:** Utilizing AI outside of accepted responsible, ethical uses
- **Complicity in Academic Dishonesty:** Helping, or attempting to help, another to commit an act of AI based dishonesty, especially providing AI generated material or information to another student with knowledge that the material or information will be used deceitfully in a course evaluation activity.

2. AI based academic dishonesty in the nursing clinical setting includes, but is not limited to:

- Untrue chart documentation generated from AI/other generative programs
- Plagiarizing clinical paperwork submissions
- Other applications of falsification and fabrication, misuse of AI as a tool, or complicity in clinical dishonesty

Response to Suspected or Proven Academic & Clinical Misuse of AI:

All assignments, papers, etc. requiring a written free response will be submitted to a plagiarism detection tool that compares submitted assignments against a database to identify comparable content. Assignments flagged for 30% and above similar content will be reported to the Director for review. Faculty may report other behaviors suspicious of the prohibitive use of AI, including but not limited to incongruent writing styles within assignments, unusual sentence structures, inaccurate citations, and inconsistent work when compared to a student's previous work or writing styles. If an incident of AI related academic dishonesty is suspected by a faculty member, it will be reported to the Director for review. Students may be required to:

- Meet with faculty and/or the Director
- Provide drafts, outlines, research notes, version history, etc.
- Complete an alternative assignment

If incident of is proven, consequences will be determined by either the Director of the School of Nursing, and/or the Admission, Retention, Promotion, and Graduation Committee. AI related Academic dishonesty may result in any of the following:

- A deduction of points for the examination, quiz, or paper in question
- A “zero” for the examination, quiz, or paper in question
- Course failure

An unsatisfactory clinical rating for the day will be given for clinical fabrication or clinical submissions proven to dishonestly utilize AI, and the student will be dismissed for the day. The dismissed day will count as one clinical absence.

Uses of AI in the Academic or Clinical Setting:

Students may use AI ethically and responsibly to create personalized learning opportunities. However, opportunities sought through AI generation are for personal use and are not a guaranteed reflection of the material taught and/or evaluated by GHSON. Students are encouraged to critically appraise information produced from AI. Potential personal uses of AI may include, but are not limited to:

- Clarifying concepts by asking questions
- Creating tailored case studies or simulations
- Generating personalized quizzes or flashcards
- Developing study schedules

Developed: 1/14/26

WHAT IS ATI??

- ATI ® (Assessment Technologies Institute) is a comprehensive review program designed to enhance student academic and NCLEX success.
- ATI is administered throughout the GHSON curriculum.
- The comprehensive program offers multiple assessment (tests) and remediation activities online. These include assessment Indicators for academic success, critical thinking and learning styles. Also available online are tutorials, online practice assessments, review modules, eBooks and proctored assessments over the major content areas in nursing.
- The ATI tools, in conjunction with our nursing program content, assist students to prepare more efficiently, as well as increase confidence and familiarity with nursing content, test taking, NCLEX preparation and future professional career.
- Data from student testing and remediation can be used for program's quality improvement and outcome evaluation. Instructors have online access to how the student is accessing (time spent in ATI programs) and performing (scores on each ATI modules/assessments).
- Research has demonstrated a strong correlation between first-time NCLEX pass rates and the use of ATI proctored assessments.
- ATI information and orientation resources can be accessed online through the My ATI tab. It is highly recommended that every student spends time navigating these valuable orientation resources.
- Students may be required to provide documentation of completion of ATI assessments/modules. To provide documentation of completion, click on the “Results” tab. In addition, submission of remediation may also be required per course (see syllabus for details).

STUDENT ACKNOWLEDGEMENT Initial all and sign below:

I have received a copy of and have read the ATI RESOURCES POLICY.

ATI Confidentiality Statement: I understand that “All test questions are the copyrighted property of ATI. It is a violation of law to copy or give others any part of the ATI test. If you violate this, ATI may seek legal action and you could be subject to civil and criminal penalties” (Assessment Technologies Institute. (2020). *ATI proctor process guide*. Author). This statement applies to any Practice or Proctored Assessments.

I understand that academic dishonesty concerning the use of ATI assessment products can result in being denied access to all ATI site assessments and products as well as potential civil or criminal penalties, as well as disciplinary action deemed necessary by Graham Hospital School of Nursing (GHSON).

The Graham Hospital School of Nursing ACADEMIC DISHONESTY policy (GHSON Catalog: ACADEMIC DISHONESTY) prohibits academic dishonesty, which includes but is not limited to, cheating, plagiarism, falsification, fabrication, any abuse of academic materials, and complicity in academic dishonesty which includes all ATI materials that may be used in your curriculum.
Sharing academic materials in any form is academic dishonesty.

I understand that it is my responsibility to utilize all of the ATI books, tutorials, modules, learning systems/remediation, practice assessments, focused reviews and other ATI resources to the best of my ability.

Signature_____ Printed Name_____

Date_____

Approved: 10/12/15

Reviewed: 5/22/17, 4/12/21

Revised: 5/28/19, 5/27/21, 4/10/23

Attendance Policy

Regular, prompt attendance in the classroom and clinical experience is necessary if students are to accomplish the objectives of the course. An absentee record is submitted by each instructor and a cumulative absentee record is kept by the Graham School of Nursing Department Assistant. A student will be counted absent if more than 50% of the class/theory is missed.

Attendance and punctuality for clinical and theory are professional behaviors that are considered when awarding some scholarships and writing job references.

Attendance Policies For School Functions

Attendance at the welcome picnic and Graduation is mandatory for ALL students. Excused absences may be granted by the Director of the school.

Revised: 1/93, 4/15/96, 4/28/97, 1/28/98, 5/20/08, 5/26/11, 7/1/12, 4/22/19, 5/22/24

Reviewed: 5/19/14, 5/22/15, 4/18/16, 5/23/17, 4/16/18, 2/20/20, 4/19/21, 4/25/22

Bereavement

Students may be allowed three unrecorded absences upon the death of an immediate family member. Immediate family is defined as follows:

- Mother, father, spouse, domestic partner, child, brother, sister, step-mother, step-father, step-child, step-brother, step-sister, mother-in-law, or father-in law.

Students may be allowed one unrecorded absence upon the death of other near relatives for the purposes of attending the funeral or memorial service. Near relative is defined as follows:

- Grandparent, grandparent-in-law, grandchild, grandchild-in-law, sister-in-law, brother-in-law, daughter-in-law or son-in-law.

Request for absence due to bereavement not listed above may be considered by the Director of the school.

Adopted: 5/92

Reviewed: 7/1/12, 5/19/14, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 2/20/20, 4/19/21

Revised: 4/93, 7/95, 2/26/96, 5/24/99, 12/6/99, 3/13/00, 5/22/03, 5/24/06, 5/22/15, 4/25/22

Clinical Absence Policy

An integral component of each course is the clinical experience. It is designed to allow students to demonstrate that they have met the clinical objectives. Excessive clinical absences leave instructors with insufficient data to evaluate whether a student has the necessary skills to advance through the program.

As such, ***clinical absences are highly discouraged.*** The student is required to notify the instructor of all absences according to the instructor's guidelines. Students are discouraged from working the night before clinical due to liability, and if considered impaired, may be sent home at the discretion of the instructor.

If an absence is unavoidable, the student is required to notify the instructor according to each instructor's guidelines in the course syllabus. *All* clinical absences must be made up before a student can pass a course. The type and date of the make-up will be decided by the clinical instructor and may be a clinical experience or an alternate assignment. Clinical time that is made up *does not* eliminate the original clinical absence from a student's record. Scheduled make-up clinicals that are missed are recorded as additional absences.

If a student misses more than one clinical day in a course, a meeting with the Director of the program may be required to address the situation, and this could result in course failure and/or program suspension or dismissal.

Medical Restriction

If a student has medical restrictions, a physician's written statement of verification is required and should be submitted to the clinical instructor. A copy is maintained in the student's health file. In accordance with the clinical agency's guidelines regarding medical restrictions, the clinical instructor will notify the student whether a clinical absence is required. Appeals are handled through the Academic Grievance Procedure.

Theory Absence Policy

Students are encouraged to attend all classes. The student is required to notify the instructor of all absences according to the instructor's guidelines. When students are absent from theory, they are responsible for the course work missed. Individual instructors may record tardiness. "Tardy" is arriving after the time class is scheduled to begin. Unreported and/or unexcused tardiness to class have consequences according to the instructor's guidelines in the course syllabus.

Reviewed: 7/1/12, 5/19/14, 5/23/17, 4/16/18, 4/22/19, 2/20/20, 4/26/21, 4/18/22

Revised: 4/14/04, 4/19/06, 9/17/07, 11/17/14, 3/21/16, 4/18/16, 4/19/21, 11/27/23

BLS Policy

Students must have a current American Heart Association Basic Life Support (BLS) card for health care providers by the start of the academic year.

5/24/95

Reviewed: 6/1/11, 5/24/12, 5/19/14, 4/18/16, 5/23/17, 4/16/18, 1/23/20, 4/19/21, 4/18/22, 4/24/23, 1/21/25

Revised 2/26/96, 4/28/97, 5/22/03, 7/11/13, 5/28/15, 4/22/19

Civility Policy

Graham Hospital School of Nursing is an academic professional environment where a certain etiquette or set of customary rules of courtesy apply. All students, instructors, and staff have a responsibility to maintain a positive environment conducive to teaching and learning. Each individual has a responsibility to behave professionally, and to treat others with respect at all times. Distractions and inappropriate behavior, by any individual, can easily hinder and disrupt this process.

This policy is supported by the ANA in the published ANA Code of Ethics:

Provision 1: “The nurse practices with compassion and respect for the inherent dignity, worth, unique attributes, and human rights of every person” (2015, p. 1).

1.5: Principles of respect extend to all encounters, including colleagues. “This standard of conduct includes an affirmative duty to prevent harm. Disregard for the effects of one’s actions on other’s, bullying, harassment, intimidation, manipulation, threats, or violence are morally unacceptable behaviors” (p. 4).

3.3: “Nurse educators, whether in academics or direct care settings, must ensure that basic competence and commitment to professional standards exist prior to entry into practice” (p. 11).

Reference: American Nurses Association. *Code of ethics for nurses with interpretive statements*. (2015). <https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/>

Level I Behaviors

See course syllabus.

Level II Behaviors

1. Cheating on exams, quizzes, homework. (See Academic Dishonesty Policy)
2. Behavior, at any facility or activity, demonstrating gross disrespect in any form to anyone including the use of taunting, belittling, vulgarity, and profanity.
3. Harassment of any kind. (See Sex Discrimination and Sexual Misconduct Policy (Title IX) pp. 18-30).
4. Demanding make-up exams, extensions, grade changes, special favors, or arguing relentlessly over a grade or test question.
5. Utilizing a cellular phone and smartwatch/device in any school function, including but not limited to theory, clinical, observation, or skills lab, in breach of the Social Networking Policy (see Social Networking Policy).

Level II behaviors will result in the following

Because these behaviors result in a negative learning environment that impedes the ability of the other students to learn, the student will be asked to leave the classroom or clinical setting.

1. Refusal to leave the class or clinical setting will result in notification of Security.
2. The instructor will schedule a meeting with the Director and student as soon as possible.
3. Disciplinary action by the Director may include any or all of the following:
 - Failure of assignment, activity or test.
 - Academic failure of course and/or clinical.
 - Academic suspension at the discretion of the Director.
 - Dismissal from the School of Nursing.

4. Documentation of the incident may be placed in the student's file and given to appropriate Graham Hospital administration personnel/departments with possible referral of the incident to the Graham Hospital attorney.
5. Students who receive an administrative withdrawal are subject to return of Federal Student Aid. See Financial Aid Information.
6. Hospital Security assistance as indicated.

Level III Behaviors

1. Threats – Spoken or written words and/or behaviors that intimidate or menace others.
2. Actual physical harm against anyone.
3. Breach of Confidentiality/HIPAA

Level III behaviors will result in the following

Because these behaviors result in an unsafe learning environment, there will be zero tolerance.

1. Security personnel will be called immediately.
2. Director will be notified immediately.
3. Security personnel will escort the student off of the hospital/school premises.
4. The student will not be allowed on the hospital/school premises until notified by the Director or designee.

Approved: 1/29/07

Reviewed: 6/1/11, 7/1/12, 5/19/14, 5/22/15, 5/23/17, 4/16/18, 2/20/20, 4/26/21

Revised: 2/22/16, 6/25/19, 4/19/21, 4/25/22, 12/10/24

Civility Policy Incident Form

NAME OF STUDENT _____ DATE/TIME OF INCIDENT _____

NAME OF INSTRUCTOR _____ PLACE OF INCIDENT _____

DESCRIPTION OF INCIVILITY INCIDENT: (Circle one) Level I/ II/ III Behavior _____

STUDENT RESPONSE TO INSTRUCTOR:

ACTION PLAN:

COMMENTS:

STUDENT SIGNATURE _____ DATE _____

INSTRUCTOR SIGNATURE _____ DATE _____

Send copy to Director, and Coordinator of Student Affairs (Level II or III).

Developed: 5/22/13

Reviewed: 5/22/15, 5/23/16, 5/23/17, 4/16/18, 2/20/20, 4/26/21, 4/25/22

Revised: 4/19/21

Clinical Skills Matrix/Checklist

STUDENT

CLASS OF:

Reviewed: 5/11/98, 5/23/16, 11/14/16, 9/10/18

Revised: 5/22/00, 10/14/02, 4/12/04, 5/15/06, 5/22/08, 5/25/10, 5/23/11, 5/22/12, 5/20/13, 4/8/19, 5/26/20, 4/11/22, 5/18/22, 4/10/23, 2/12/24

Clinical Skills Matrix/Checklist – LPN

STUDENT

CLASS OF:

	NUR 110		Check off date	Instructor Initials		NUR 110 Cont'd		Check off date	Instructor Initials						
Grooming	Hand hygiene Oral hygiene Hair care Facial shaving Nail Care		Student came as an LPN. Nursing 110 and Nursing 111 clinical skills waived due to LPN status.		Nutrition	NG tube: Maintenance Enteral feeding: bolus Continuous Oral suctioning Blood glucose monitoring									
VS	Temperature Peripheral (radial) pulse Respirations Blood pressure					Application of oxygen Pulse oximetry									
	Final unit check Feeding					Wound assessment Wound drain care/dry dressing									
	Bedpan					Staple & Suture removal									
	Urinal					NUR 111									
	Intake and Output Food intake record Height/Weight Dressing					Oral Topical Intradermal Subcutaneous Intramuscular									
Patient in bed	Bed-making Bag bath Passive ROM Positioning Bed to chair/Gait belt Transfer		Medication Administration PA	Wound Oxygen		Physical assessment/AHR									
Asepsis	Transmission based precautions Sterile glove application					NUR 210									
	Urinary catheterization: Male Female					NG Tube Insertion IV site care Bag and tubing change									
Elimination	Foley Care/Perineal Care Enema Ostomy care: emptying ostomy bag changing ostomy appliance				IV Therapy Trach	Insertion of IV catheters IV medications Central line dressing Access implanted vascular port									
						Care Suctioning									
	Instructor's Signature			Instructor Initials		Procedures need to be accomplished in strict adherence with the basic underlying principles of: Patient Safety Patient Rights Infection Control Body Mechanics									

Reviewed: 5/11/98, 5/23/16, 11/14/16, 9/10/18

Revised: 5/22/00, 10/14/02, 4/12/04, 5/15/06, 5/22/08, 5/25/10, 5/23/11, 5/22/12, 5/20/13, 4/8/19, 5/26/20, 4/11/22, 5/18/22, 4/10/23, 2/12/24

Code Reference Sheet

Each code has a place listed where it can be found in the MCN Policy Manager icon located on your desktop. Otherwise, you may refer to your Code Response Handbook.

Codes and Meanings MCN Policy Manager/Browse Manuals/Emergency Management/Emergency Management Plan Pg. 11	Code Red – Fire MCN Policy Manager/Browse Manuals/Environment of Care/Fire and Life Safety/Hospital Fire Manual
Code 333 – Suspected Stroke MCN Policy Manager/Browse Manuals/Patient Services Organizational/Patient Care Procedures/Fast 333 – Emergent Stroke Care	Code RRT – Rapid Response Team MCN Policy Manager/Browse Manuals/Patient Services Organizational/Patient Safety and Emergency Measures/Rapid Response Team
Code 911 – Person with a Weapon MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code 911	Code Spill – Chemical Spill MCN Policy Manager/Browse Manuals/Emergency Management/Code Spill Chemical Spill
Code Black – Weather Warning MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code Black – Weather Warning	Code Triage – Disaster Plan Activation MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code Triage Disaster-Mass Casualty Incident
Code Dr. Armstrong – Disruptive Person MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Dr. Armstrong	Code White – Evacuation MCN Policy Manager/Browse Manuals/Emergency Management/Hospital Evacuation/Shelter in Place Guidelines
Code Green – Decon Team MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code Green Contaminated Patient	Code Yellow – Elopement MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code Yellow – Patient Elopement Plan
Code Grey – Bomb Threat MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code Gray Bomb Threat	Code Zebra – Bioterrorism MCN Policy Manager/Browse Manuals/Infection Control/Bioterrorism
Code Pink – Infant/Pediatric Abduction MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code Pink	Medical Code (Blue) – Medical Adults MCN Policy Manager/Browse Manuals/Patient Services Organizational/Patient Safety and Emergency Measures/Medical Code
Code Power – Utility/Computer Failure MCN Policy Manager/Browse Manuals/Emergency Management/Codes/Code Power Utility – Information System Outage	Medical Code (Teddy) – Medical Pediatrics MCN Policy Manager/Browse Manuals/Patient Services Organizational/Patient Safety and Emergency Measures/Medical Code
Code Purple – OB Rapid Response Team MCN Policy Manager/Browse Manuals/OB/Code Purple	

Developed: 6/10/22

Community Service Guidelines

COMMUNITY SERVICE

Graham Hospital School of Nursing values service and giving back to the community. For future nurses, participating in community service activities provides a sense of personal values and civic responsibility. Service activities are rewarding experiences for all persons involved. Graham Hospital School of Nursing has incorporated community service into the curriculum. Students will have the opportunity to provide a service to their community, but at the same time gain a better understanding of the resources available.

COMMUNITY SERVICE REQUIREMENTS

Each nursing student will be required to complete a minimum of 12 community service hours while enrolled at Graham Hospital School of Nursing. The student must complete a minimum of four hours per year. A maximum of 4 hours per year will be accepted for any individual activity. A community service activity is one that meets an unmet need, and the provider of the service is not directly benefited. In other words, it provides a service where no one is normally paid to do the service.

Community service activities include, but are not limited to:

- * volunteering to work at health screenings/health fairs
- * serving as volunteers for Graham Hospital-sponsored events that serve the public
- * volunteering to work with various human service agencies

Examples that *would not be accepted* include:

- * Community service requirements assigned as part of a course requirement at GHSON.
- * Walking in an event (such as the Fragile X Walk/Run) is not a service – but working as a volunteer would be acceptable.
- * Donating food, clothing, etc. to an agency is not a service – but working as a volunteer to go around and collect the donations would be acceptable.
- * Donating money to a charity is not service – but working as a caller or canvassing would be acceptable.

Because all opportunities students may explore may not meet the community service criteria, students should inquire about the acceptability of a particular activity with the program Director, before it is completed if unsure of whether it will qualify as required hours. One example is volunteering at Rock Steady Boxing, which is available only to students who have completed NUR 250 or who are currently enrolled in NUR 310.

COMMUNITY SERVICE REPORTING

Service hours must be signed and submitted by the end of each semester in order to receive credit for your community service hours. For your graduating year, service hours must be signed one week prior to the end of the semester. You must submit your signed report form to the GHSON Department Assistant. If not signed and submitted by the end of that semester, **you will not receive those hours and you will have to replace them.**

Each community service activity will be submitted on a Community Service Hours Report Form.

Dev. 5/23/12

Revised: 8/20/12, 7/23/13, 5/19/14, 5/22/15, 4/16/18, 2/19/19, 4/22/19, 1/23/20, 4/20/20, 4/19/21, 4/18/22, 4/24/23

Reviewed: 5/23/16, 5/23/17, 4/26/21

Community Service Hours Report Form

Student Name: _____

Class of _____

Date of Service	
Service Site	
Detailed Description of Service or Beneficiary of Service	
Hours of Service	

Agency Representative Name: _____ Phone: _____
(printed)

Agency Representative Signature: _____

I certify that the above information was completed in good faith and is correct to the best of my abilities.

Student Signature: _____

Date: _____

Approved: 5/23/12

Revised: 8/20/12

Reviewed: 5/19/14, 5/22/15, 5/23/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20, 4/26/21, 5/23/24

Confidentiality Of Student Records

In accordance with the Family Educational Rights and Privacy Act of 1974, Graham Hospital School of Nursing ensures the confidentiality of student records, and that records (including emergency contact information, the cumulative record, health record, advising record, and financial aid record) will not be released other than emergency situations without the written consent of the student, except in the following situations:

1. to other school officials including faculty within the institution who have legitimate educational interests.
2. to authorize representatives of: a) the Comptroller General of the United States, b) the Secretary of the Department of Education, c) State educational authorities, d) accrediting authorities, e) auditors, f) law enforcement personnel in furtherance of a missing person investigation.
3. in connection with the student's application for and receipt of financial aid.

Records will be maintained in locked files in the office of the Coordinator of Student Affairs.

Individuals, other than the Coordinator, who review records will be required to sign an Educational Records Review form indicating date and purpose of review.

Approved: 2/18/91

Reviewed: 4/28/97, 2/10/99, 6/30/11, 6/29/12, 5/19/14, 5/22/15, 4/28/16, 5/23/17, 4/16/18, 4/22/19, 1/23/20, 4/19/21, 4/25/22

Revised: 9/17/12

Counseling and Guidance Policy

The Coordinator of Student Affairs is available for individual guidance throughout the school year.

Each student will be assigned a faculty advisor. Faculty advisors are available for individual guidance on academic and professional matters. Students are required to meet with their advisors at least once in the fall. Students entering in the spring are required to meet with their advisor that semester. Additional meetings can be arranged by either faculty or students at any time throughout the year.

Graham's Employee Assistance Program (EAP) is a free and confidential service available to employees and students. Services are provided by counselors with a master's degree. Services provided include: marriage, family problems, stress-related problems, financial and legal difficulties, psychological and workplace conflicts. There is no cost for up to six EAP sessions. EAP is accessible 24-hours a day, 7 days per week through Spoon River Counseling and Wellness by calling 309-740-2171. If you choose to call them, please identify yourself as a Graham employee and/or student so they recognize that you are under the Graham assistance plan. EAP is a confidential resource where no one at work or school will know you've come unless you choose to talk about your experience. Names are not used on reports received by the hospital. They are just told numbers using the service for financial reimbursement.

4/28/97

Reviewed: 2/10/99, 6/1/11, 7/1/12, 5/19/14, 5/23/17, 1/23/20, 4/26/21, 5/23/24

Revised: 5/21/01, 2/13/13, 5/22/15, 2/22/16, 4/18/16, 4/16/18, 4/22/19, 4/19/21

Course Withdrawal Form

THIS IS TO NOTIFY YOU THAT I AM WITHDRAWING FROM THE FOLLOWING COURSE(S):

Nursing Course

Support Course(s)

Effective date: _____

<u>COURSE NAME</u>	<u>CREDIT HOURS</u>

I understand that if withdrawing from the above course(s) drops me below 12 academic hours, this could affect my Satisfactory Academic Progress at Graham Hospital School of Nursing. I have read and understand the Satisfactory Academic Progress guidelines in the Financial Aid Information section of the Catalog.

If dropping this class drops me below 6 credit hours, I must conduct an exit interview (if applicable).

I understand that, if I am withdrawing from the above nursing course and do not plan to return to Graham Hospital School of Nursing next semester, I must complete all components of the Course Withdrawal Questionnaire, and conduct a loan exit interview (if applicable).

Student Signature

Date

Developed: 5/96

Revised: 2/98, 4/98, 6/04, 6/05, 9/10

Reviewed: 3/29/21, 5/17/22

Course Withdrawal Policy

Withdrawal from Course

Students intending to withdraw from a course must complete the Course Withdrawal Form available from the Office of the Coordinator of Student Affairs.

Withdrawal from School of Nursing

A student who is planning to withdraw from the School of Nursing must complete the Course Withdrawal Form and Course Withdrawal Questionnaire available from the Office of the Coordinator of Student Affairs within three business days of the last date of attendance. Failure to comply is considered an unofficial withdrawal and will result in a hold being placed on your records and/or receiving an F for the course, among other consequences.

Created 3/26/21
Reviewed: 3/29/21
Revised: 5/17/22

Course Withdrawal Questionnaire

Date of Withdrawal _____ Last Semester Completed _____

1. What is your primary reason for withdrawing from Graham Hospital School of Nursing at this time?

Academic – School of Nursing
 Academic – Spoon River College
 Financial
 Personal

2. Are you planning to return to the School in the future? _____ Yes _____ No

If yes, have you been advised of the following policies regarding readmission?

Must submit a written letter for readmission
 Must meet all readmission standards current for the academic year for which you are applying
 Will be considered for readmission only if there is available space in the class
 May be readmitted to the school one time only

3. If you are leaving for *financial* reasons, please answer the following questions:

Have you talked with the Coordinator of Student Affairs regarding financial assistance? _____ Yes _____ No
Have you received financial assistance? _____ Yes _____ No
Do you feel that enough financial assistance is available? _____ Yes _____ No

Why or why not? _____

4. If you are leaving for *academic* reasons, please answer the following questions:

Have you talked with your instructor regarding your academic progress? _____ Yes _____ No
Have you received academic advising? _____ Yes _____ No
Do you feel that the academic advising was of benefit to you? _____ Yes _____ No

Why or why not? _____

5. What would you describe as Graham Hospital School of Nursing's best feature?

6. What aspects of Graham Hospital School of Nursing would you most like to see changed?

Additional Comments

Signature _____ Date _____

Revised 4/27/98, 2/10/14, 8/13/18, 5/17/22

Reviewed: 3/29/21

Drug-Free Schools and Communities Act Amendments

Under the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, all schools must provide students with information regarding standards of conduct, legal and institutional sanctions, health risks and counseling services related to substance abuse on campus. Questions concerning this policy and/or alcohol and other drug programs, interventions and policies may be directed to the Director of the School of Nursing at (309) 647-4086.

School Policies & Sanctions

As an academic community, Graham Hospital School of Nursing is committed to providing an environment in which learning and scholarship can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the learning environment, as well as the individual potential of our students and staff. The school enforces state laws and related school/hospital policies.

The abuse of alcohol and other drugs by students, regardless of age and location (on-campus or off-campus), is prohibited by the Graham Hospital General Conduct. The school can, and will, impose disciplinary sanctions for violations. Students are also subject to city ordinances and state and federal laws.

The school strongly encourages students and staff members to voluntarily obtain assistance for dependency or abuse problem before such behavior results in an arrest and/or disciplinary action which might result in their separation from the institution. (See Drug Screening Program & Substance Abuse Policy).

The use of, or addiction to alcohol, marijuana, or controlled substances is not considered an excuse for violations of the Graham Hospital Code of Conduct or staff expectations, and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violations

Counseling & Treatment

Help is available through the school and within the community for students and staff members who are dependent on, or who abuse the use of alcohol or other drugs. Graham Hospital has an Employee Assistance Program (EAP) which is a free and confidential service available to employees and members of their immediate household. This service is also available for students at Graham Hospital School of Nursing. (See Counseling & Guidance Policy.)

On-Campus Resources

Graham Hospital Employee Assistance Program	Referred by the School Director (309) 647-4086
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Off-Campus Resources

Alcohol & Drug Professionals of Fulton County, Canton, IL	(309) 649-1002
Countermeasures, Pekin, IL	(309) 347-8282
Gateway Foundation Inc. Alcohol & Drug Treatment, Pekin, IL	(309) 346-8282
North Central Behavior Health Systems, Fulton & McDonough Counties	(309) 647-1881 (800) 344-8077
Richardson Counseling Center, Bartonville, IL	(309) 633-1030
Schuylerville Counseling & Health Services, Rushville, IL	(217) 322-4373
Tazwood Center for Wellness, Pekin, IL	(309) 347-5522
United in Jesus Outreach Ministries	(309) 649-1618
Wells Center Mason County	(309) 543-2330

LEGAL SANCTIONS

For specific legal sanctions and/or information on substance abuse and prevention, please go to the following links:

Controlled Substances:

Federal: U.S. Department of Justice, Drug Enforcement Administration – www.dea.gov Click on “Drug Info – Federal Trafficking Penalties”. Information on prevention can be found by clicking on the “Prevention” tab.

State: <http://statelaws.find.aw/com/illinois-law/illinois-drug-possession-laws.html>

Alcohol – Illinois laws and penalties

Underage Drinking – www.illinois.gov/ilcc/education/pages/under21laws.aspx

DUI – www.cyberdriveillinois.com Search Illinois DUI Fact Book

Other Helpful Sites:

www.samhsa.gov – U.S. Department of Health & Human Services, Substance Abuse & Mental Health Services Administration

Health Risks of Commonly Abused Substances

Substance	Nicknames/Slang Terms	Short Term Effects	Risks/Long Term Effects
Alcohol		Slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts	Toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome
Amphetamines	Uppers, speed, meth, crack, crystal, ice, pep pills	Increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety	Loss of appetite, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis
Barbiturates and Tranquilizers	Barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	Slurred speech, muscle relaxation, dizziness, decreased motor control	Severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence
Cocaine	Coke, cracks, snow, powder, blow, rock	Loss of appetite, increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation anxiety, paranoia, increased hostility, increased rate of breathing, muscle spasms and convulsions, dilated pupils, disturbed sleep	Loss of appetite, depression, weight loss, seizure, heart attack, stroke, hypertension, hallucination, psychosis, chronic cough, nasal passage injury
Gamma Hydroxy Butyrate	GHB, liquid B liquid X, liquid ecstasy, G, Georgia homeboy, grievous bodily harm	Euphoria, decreased inhibitions, drowsiness, sleep, decreased body temperature, decreased heart rate, decreased blood pressure	Memory loss, depression, severe withdrawal symptoms
Heroin	H, junk, smack, horse, skag	Euphoria, flushing of the skin, dry mouth, "heavy" arms and legs, slowed breathing, muscular weakness	Physical dependence, constipation, loss of appetite, lethargy
Ketamine	K, super K, special K	Dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression	Major convulsions, muscle rigidity
LSD	Acid, stamps, dots, blotter, A-bombs	Dilated pupils, change in body temperature, blood pressure and heart rate, sweating, chills, loss of appetite, decreased sleep, tremors, changes in visual acuity, mood changes	May intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia
MDMA	Ecstasy, XTC, adam, X, rolls, pills	Impaired judgment, confusion, blurred vision, teeth clenching, depression, anxiety, paranoia, sleep problems, muscle tension	Same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating
Marijuana/ Cannabis	Pot, grass, dope, weed, joint, bud, reefer, doobie, roach	Sensory distortion, poor coordination of movement, slowed reaction time, panic, anxiety	Bronchitis, conjunctivitis, lethargy shortened attention span, cancer

Substance	Nicknames/Slang Terms	Short Term Effects	Risks/Long Term Effects
Mescaline	Peyote cactus	Nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure, and body temperature	May intensify existing psychosis, hallucinations at high doses
Morphine	M, morf	Euphoria, increased body temperature, dry mouth, “heavy” feeling in arms and legs	Physical dependence, constipation, loss of appetite
PCP	Crystal, tea, angel dust	Shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking	Psychotic behavior, violent acts, psychosis, hallucinations at high dose
Psilocybin	Magic mushrooms, shrooms	Nausea, distorted perceptions, nervousness, paranoia	May intensify existing psychosis, confusion, memory loss, shortened attention span, flashbacks
Steroids	Roids, juice	Increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure	Cholesterol imbalance, acne, baldness, anger management problems, masculinization in women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduce fertility, stroke, hypertension, congestive heart failure, liver damage

In the United States during 2019, the most commonly abused drugs were alcohol, marijuana, and opioids.

Opioids are a class of drugs that include illegal drugs such as heroin, synthetic opioids such as fentanyl, and prescription pain relievers such as Vicodin, codeine, and morphine. Opioids are often misused to create a sense of euphoria. They alter a person’s thinking and judgment. Regular use of opioids can lead to dependence, addiction, overdose, and death.

Drug Screening Program

All students must clear an initial urine drug test. Failure to undergo this test, a positive drug screen, or a tampered-with urine sample may result in dismissal from the program.

The initial drug screen will be completed during the summer months prior to classes starting in August. Students who are current employees of Graham Hospital and have had a drug screen completed for employment are not exempt from the school drug screening. The school conducts a different drug panel from the hospital in accordance with the requirements needed to satisfy all clinical agencies used by the school.

Initial Procedure

1. A school representative will escort the student to the Graham Hospital laboratory on the date determined by the school with the student's valid ID.
2. All urine specimens will be collected by trained personnel in a manner to ensure integrity of the specimen. Tampering with, altering, or contaminating a specimen in any manner will result in dismissal from the School of Nursing.
3. The student will be notified only of positive test results by the Medical Review Officer. Students have the right to appeal a positive drug test by immediately requesting in writing a retest of the original specimen at their own expense.
4. Any student with a positive test result for drugs will be provided a reasonable opportunity to establish a legitimate medical explanation for the positive test result to the satisfaction of the Medical Review Officer.

Random Screenings

Students will be subject to random drug/alcohol screening throughout the duration of their nursing curriculum. Upon notification of a random screen, the student is required to immediately report to the office to be escorted to the lab for testing. A student could be selected more than once in a year as the names are placed back into the selection pool.

1. Positive Drug Screen: Students who have a positive drug/alcohol screen from a random test will be notified by the Medical Review Officer (steps 3 and 4 of the initial procedure listed above will be followed).
2. Disciplinary Action: Students who test positive on a random screen will be placed on probation until their graduation and will be subject to random testing for the rest of the program. A second positive test will result in dismissal from the program. Readmission will be determined on a case-by-case basis by the Admission, Retention, Promotion, and Graduation Committee. If readmitted, the student will be subject to random drug testing until graduation. Failure to comply with testing or a positive test will result in immediate dismissal.

Adopted: 5/24/12

Revised: 7/11/13, 5/19/14, 5/28/15, 9/26/22

Reviewed: 4/18/16, 5/23/17, 4/16/18, 4/20/20, 5/17/21, 5/16/22, 1/21/25

Emergency Notification of Students and School of Nursing Personnel

The School of Nursing has a learning management system (Canvas) that allows rapid notification of students and school personnel in the event of dangerous situations that may arise on Graham Hospital property, weather-related events, or other situations that would be deemed an emergency by the school or hospital administration. The notification system sends messages to students, faculty, and staff as well as notifications to each individual Graham Hospital email account as an additional source of communication. The Director, Department Assistant, and the Coordinator of Student Affairs are the designated staff members to send out emergency messages via Canvas. Recipients receive the message by email and notifications through Canvas.

Non-Emergency Notifications

Instructors may directly email students from their respective course in Canvas or use another message system to mass communicate with students in their courses. An emergency contact is provided for all students, staff, and faculty.

Developed: 4/2/15
Revised: 5/16/18, 6/7/22

End-Of-Program Student Learning Outcomes

Upon completion of the curriculum, the student will be able to:

1. Demonstrate professional values in relationship to self, profession, and society.
2. Analyze theoretical and empirical knowledge from the biological, physical, and psychosocial sciences and nursing as a basis for formulating nursing practice decisions.
3. Utilize the nursing process in a variety of settings to provide health care to individuals, families, and groups throughout the life cycle.
4. Use the roles of direct provider of care, manager, leader, teacher, communicator, client advocate, and professional team member to coordinate, facilitate, and improve the quality of health and the delivery of health care in a variety of settings.
5. Analyze theoretical knowledge relevant to human adaptation to assist individuals, families, and groups experiencing change on the wellness-illness continuum.
6. Evaluate the internal and external environment to promote the optimum wellness of man.
7. Formulate nursing practice decisions that recognize man's basic needs, inherent dignity, self-worth, holistic nature, and self-determination.
8. Use the process of critical thinking to enhance the acquisition of knowledge, skills, and attitudes.

Reviewed: 11/17/97, 5/18/15, 5/23/16, 11/11/19, 5/17/21, 2/13/23, 10/14/24

Revised: 9/91, 12/91, 4/92, 8/94, 5/17/04, 10/2/06, 10/3/11, 5/22/18

English as a Second Language Request for Services

At Graham Hospital School of Nursing, we do not offer English as a Second Language classes for students whose native language is other than English. However, Spoon River College does offer English as a Second Language (ESL) classes. These classes are designed to help students become proficient in both spoken and written English skills with cultural orientation to the community. Students are assisted by trained volunteer tutors. Contact Spoon River College ESL Coordinator at 309-833-6038 for more information.

In order to initiate services, you must complete the English as a Second Language Form available from the Coordinator of Student Affairs.

Developed: 5/23/11

Reviewed: 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/19/21, 4/18/22, 4/24/23, 5/23/24

English as a Second Language Request for Services Form

By completing this form, I understand that a notice will be sent to my instructor(s) informing them of the services that I am requesting.

Name _____

What is your native language? _____

How long have you been in the United States? _____

Have you completed any English as a Second Language (ESL) classes? _____

Academic Term: _____

Signature: _____ Date: _____

**Complete this section for each course in which you are in need
of classroom or testing accommodations**

Course _____

Instructor(s) _____

Approved Classroom Accommodations:

- _____
- _____
- _____

Approved Testing Accommodations:

- _____
- _____
- _____

Developed: 5/23/11

Reviewed: 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/22/19, 4/19/21

Revised: 4/16/18, 2/20/20, 2/20/20, 5/17/22

Financial Aid

National Membership

Graham Hospital School of Nursing is dedicated to student access and success. We are a member of the National Association of Student Financial Aid Administrators (NASFAA) and, as such, affirm that the purpose of financial aid is to ensure that all qualified students have equal access to postsecondary education; exemplify the highest level of ethical behavior and professional conduct in administering aid and helping students and families afford college; and adhere to the recognized standards of the financial aid profession. GHSON adheres to the NASFAA Code of Conduct and Ethical Principles.

Tuition and Fees

A. Tuition

- a. GHSON Nursing Courses: \$195 per credit hour

B. Fees

- a. Activity Fee: \$200 per semester
- b. Testing/Technology Fee: \$335 per semester
- c. Printing/Resource Fee: \$120 per semester
- d. Simulation Lab Fee: \$49 Junior Year; \$28 Senior Year
- e. Graduation Fee (Seniors only): \$200 in spring semester
- f. Uniforms Estimate: \$70-\$80 for two sets
- g. Embroidery Cost Estimate: \$45 for two uniform sets and white lab coat

C. Books

- a. GHSON Nursing Books (Estimated): \$919.25 per semester for ATI

Cost of Attendance

Student *Cost of Attendance* budgets are constructed by the Office of Student Affairs. Tuition and fees are set by the Finance Committee and approved by the Board of Trustees of Graham Hospital. The Cost of Attendance includes *direct* and *indirect expenses*. Direct expenses are paid to the school and are listed on the student billing. They include tuition, fees, books, Freshman equipment, and uniform costs. Indirect expenses include transportation, room and board, miscellaneous supplies, and personal expense, as well as support course books and student loan origination fees, if applicable.

Billings and Payments

Tuition and fees are reviewed annually by the Finance Committee and approved by the Board of Trustees of Graham Hospital and are subject to change to reflect operating costs. The following information is for the purpose of guiding students in fulfilling their responsibility for payment.

The Coordinator of Student Affairs meets with all students individually each semester to review their award letter offer and billing statement. Any financial assistance is processed after the 10th day of the semester to ensure enrollments are final. Students receive a copy of their billing statement and one copy is kept in their financial aid file in the Office of Student Affairs.

All financial assistance, including loans, is applied to the student account first until payment to the school is complete. If the amount of financial assistance offered to a student is less than the student's bill for tuition, books, and fees, the student and/or family are responsible for paying the balance due. Students may utilize a no-cost, interest-free payment plan to pay the balance in three equal monthly installments. Fall semester payments are due October 1, November 1, and December 1. Spring semester payments are due March 1, April 1, and May 1. Payments not received by the due date will be assessed a \$25 late fee.

In cases where aid exceeds school charges, the school will issue the student a check for the credit balance. Students will not be furnished an official report of grades or an official transcript, be permitted to register for another semester, or receive a diploma until all financial obligations are paid to the school. Students who withdraw from or fail the program with tuition amounts due will immediately owe the balance of tuition plus interest. The interest will accrue on the unpaid portion of the tuition at the rate of 10% from the date of withdrawal.

Institutional Refund Policy

The institutional refund policy exists for calculating the refund of institutional charges, which include tuition, fees, and, if applicable, nursing books (print & electronic), and nursing equipment. Only like-new (unused and undamaged) books and equipment may be returned for a refund. Books with access codes scratched off are considered used and cannot be returned.

Week of Semester	Refund Percentage
Prior to Add/Drop Date (9/8/25 & 2/2/26)	100% (less enrollment deposit)
3 rd week	75%
4 th week	50%
5 th week	25%
6 th week (beginning 9/29/25 & 2/23/26)	0%

The student's allocation of any refund is distributed only after the requirements of federal and non-federal aid programs are satisfied.

Return of Title IV Funds Policy

The Higher Education Amendments of 1998, Public Law 105-244 mandate the way funds paid toward a student's education are to be calculated when a recipient of *Title IV* funds withdraws. The federal "Return of Title IV Funds" formula dictates the amount of Federal Title IV aid that must be returned to the federal government by the school and the student.

The federal formula requires a return of Title IV aid if the student received federal financial assistance in the form of a Pell Grant, Federal Supplemental Educational Opportunity Grant, Federal Direct Subsidized and Unsubsidized Loans, or Federal Plus loan. A statutory federal formula is applied through the 60% point of each semester to determine the amount of Title IV funds a student has earned at the "date of withdrawal."

After the 60% point in the semester, a student has earned 100% of Title IV funds. The percentage of Title IV aid to be returned is equal to the number of calendar days remaining in the semester divided by the number of calendar days in the semester. Scheduled breaks of more than five (5) consecutive days are excluded. Examples of the Return of Title IV funds policy are available upon request from the Coordinator of Student Affairs.

If any funds remain after the return of the Title IV aid, they will be used to repay state, private, or institutional aid. If there is an unpaid balance due on the student's bill, then all aid sources will be repaid before any funds are returned to the student.

If funds were released to a student because of a credit on the student's account, then the student may be required to repay some of the federal grant.

Financial Aid Policy with Spoon River College

Federal regulations state that students who attend two schools in the same enrollment period can receive financial aid at only one of the schools. For this reason, Graham Hospital School of Nursing and Spoon River

College have entered into a consortium contract that states that any student enrolled in Graham Hospital School of Nursing and Spoon River College (for nursing support courses) will receive financial aid only through Graham Hospital School of Nursing.

Only those Spoon River College support courses listed on GHSON's curriculum plan can be counted to determine *enrollment status*. Federal regulations state that aid cannot be awarded to students for classes that do not count toward their degree, certificate, or other recognized credential. Thus, "prereqs" or remedial courses are not included in their financial aid package

Eligibility for Financial Assistance

- Have *financial need* (except for *Direct Unsubsidized* loans);
- Have a high school diploma or its recognized equivalent;
- Attend a participating college as a *regular student* working toward a degree or certificate;
- Be a U.S. citizen or eligible noncitizen;
- Have a valid Social Security Number;
- Be making *satisfactory academic progress*;
- Certify that you will use federal student aid only for educational purposes; and
- Certify that you are not in *default* on a federal student loan and that you do not owe money on a federal student grant.

Applying for Financial Aid

The 2025-26 *Free Application for Federal Student Aid (FAFSA)*, is used to qualify you for federal and state grants, loans, and work-study, as well as other financial assistance including some scholarships.

For the 2025-2026 academic year, the FAFSA may be filed beginning December 31, 2024. Students are encouraged to apply early for eligibility for some scholarships and grants. Students must reapply each academic year.

- A. Applying for the FAFSA: Students will need their FSA ID to login to the Federal Student Aid system. To create an FSA ID, go to www.studentaid.gov to create an account. Once an FSA ID is created, students can use the same website to "Complete the FAFSA Form". For the academic year 2025-2026, please complete the 2025-2026 FAFSA form. Ensure you select "Student" as your role. Parents will need to login with a parent login to complete the parent section of the FAFSA if students are dependent.
- B. Information that may be needed includes student's SSN and, if applicable, parents' SSNs; 2023 tax information; marital status; education history; other financial information such as bank records, child support, etc.
 - a. For more information on how to complete the FAFSA form, please visit <https://studentaid.gov/apply-for-aid/fafsa/filling-out>
 - b. For dependency questions, please visit <https://studentaid.gov/apply-for-aid/fafsa/filling-out/dependency>
 - c. When the Central Processing System (CPS) processes the FAFSA, it verifies that you meet the citizenship/eligible noncitizen criterion, but it does not verify the citizenship status of your parents. Parents do not need to be U.S. citizens or eligible noncitizens for their students to be eligible for federal student aid.
 - d. Utilize the Federal Student Aid Help Center for questions when filing. Never pay for assistance.
- C. You will be asked to enter Graham Hospital School of Nursing's Federal School Code: **008938**
- D. Students may be selected for **Verification Review**. Federal regulations require institutions to check the accuracy of the information supplied by students applying for financial aid. In this process, the Office of Student Affairs compares information from your application with a verification worksheet, IRS Tax Return Transcript, and other income information. The law says schools have the right to ask you for this information before awarding federal aid. If there are differences between your application information and

your financial documents, you may need to send in corrections. The Office of Student Affairs can send corrections electronically with your written permission.

E. Once the Office of Student Affairs receives the FAFSA, the Coordinator of Student Affairs will create an award offer based on eligibility.

Types of Federal Title IV Aid

- A. Federal Pell Grant: A federal grant for eligible undergraduate student that display financial need and do not have a Bachelor's Degree or higher. The amount awarded depends on the students Student Aid Index (SAI) from the FAFSA and may change yearly. A student with a \$0 SAI is eligible for the maximum amount. **For 2025-26, the maximum Federal Pell Grant Award is \$7,395.** A student's enrollment hours will determine the percentage they receive of the maximum amount they are eligible for in that semester.
 - a. The amount of Pell Grant funds you may receive over your lifetime is limited to the equivalent of six years. Because the amount of a Pell Grant you can receive each academic year is equal to 100%, the six-year equivalent is 600%. Equivalency is calculated by adding together the percentage of your Pell eligibility that you receive each year to determine whether the total amount exceeds 600%. This is known as Lifetime Eligibility Used or LEUs. For example, if you are enrolled half time (6-8 credit hours) both semesters during the 2024-25 academic year, you will have used 50% of your maximum award for that year. If the following year you are enrolled three-quarter time (9-11 hours), you will have used 75% of that year's award. Together, you will have used 125% of the 600% lifetime limit. If lifetime eligibility used is more than 500% but less than 600%, you will receive partial eligibility for the year.
- B. Federal Supplemental Education Opportunity Grant (FSEOG): A grant that is available to undergraduate students with the lowest Student Aid Index and gives priority to students who receive Pell Grants. The award is based on the number of students awarded and funds allocated.
- C. Federal Work Study (FWS): A part-time job in the library or simulation lab for students with financial need. The notice of availability of the amount of funds is sent to the Office of Student Affairs from the U.S. Department of Education for the upcoming academic year, and students are notified of job opportunities when financial aid is packaged. New FWS students earn \$15.00 per hour, paid every two weeks.
- D. Federal Direct Student Loan: A loan(s) borrowed directly from the U.S. Department of Education. They are available to students attending school at least half time (6-8 credit hours), and include Direct Subsidized, Direct Unsubsidized and Direct PLUS.
 - a. Subsidized Loans: Loan for students who demonstrate financial need, as determined by the FAFSA. Interest does not accrue while the student is enrolled in school as least half time or during grace period (except for those first disbursed on or after July 1, 2012 and before July 1, 2014) or periods of deferment.
 - b. Unsubsidized Loans: Loans that are not needs based for students who have limited or no eligibility for subsidized loans. Interest does accrue from the date of disbursement and is added to the principal amount of the loan.
 - c. Direct Parent PLUS: A loan that helps a parent pay for the education of their financially dependent student enrolled at least half time.

Federal Direct Loan Annual Limits

- A. Independent Student
 - a. First Year: \$3,500 Subsidized; \$6,000 Unsubsidized
 - b. Second Year: \$4,500 Subsidized; \$6,000 Unsubsidized
 - c. Third Year: \$5,500 Subsidized; \$7,000 Unsubsidized

B. Dependent Student

- a. First Year: \$3,500 Subsidized; \$2,000 Unsubsidized
- b. Second Year: \$4,500 Subsidized; \$2,000 Unsubsidized
- c. Third Year: \$5,500 Subsidized; \$2,000 Unsubsidized

Federal Direct Loan Aggregate Lifetime Limits

- A. Dependent Student: \$31,000 (maximum of \$23,000 subsidized)
- B. Independent Student: \$57,500 (maximum of \$23,000 subsidized)

Federal Loan Interest Rates and Origination Fee

- A. Direct Subsidized loans and Direct Unsubsidized loans for undergraduate students first disbursed on or after July 1, 2024, and before July 1, 2025, will have a fixed interest rate of 6.53%.
- B. Direct Subsidized loans and Direct Unsubsidized loans for undergraduate students first disbursed on or after October 1, 2020, and before October 1, 2025 will have an origination fee of 1.057%.
- C. Direct PLUS loans for parents of dependent undergraduate students first disbursed on or after July 1, 2024, and before July 1, 2025, will have a fixed interest rate of 9.08%.
- D. Direct PLUS loans first disbursed on or after October 1, 2020, and before October 1, 2025, will have an origination fee of 4.228%.

As a reminder, the amount of the loan fee for a loan is determined by the date of the first disbursement of the loan. Any subsequent disbursements, even if made on or after the relevant October 1, have the same loan fee percentage that applied to the first disbursement of that loan. A student loan is borrowed money that you have a legal and moral obligation to repay, with interest, just like car loans and mortgages. Don't borrow more than you need – or that you will be able to repay. Loans can't be canceled because you didn't get – or didn't like – the education you received, because you didn't get a job in your field of study, or because you're having financial difficulty

Student Loan Requirements

A. Entrance Counseling and Master Promissory Note

- a. First-time borrowers at GHSON must complete online student loan *entrance counseling* and a loan agreement, called a *Master Promissory Note (MPN)*. The MPN is the legal document through which you promise to repay your Federal Direct Loans and any accrued interest and fees to the Department of Education. It also explains the terms and conditions of your loans. A Federal Direct Loan MPN can be used to make loans for up to ten (10) years. Although you may have previously signed an MPN at another institution, you must complete one for GHSON.
- b. You may complete the entrance counseling and MPN electronically via the Federal Student Aid Student Loans web site at <https://studentaid.gov>.
- c. **Students not meeting loan entrance counseling requirements will not have their loan(s) processed until it is completed.**

B. Exit Counseling

- a. Students who have secured a Federal Direct Loan while at GHSON and (a) drop below half time (6 credit hours) enrollment, (b) withdraw, or (c) graduate must complete online exit counseling by the end of their final semester.
- b. You may complete exit counseling electronically at the Federal Student Aid Student Loans web site at <https://studentaid.gov>. You will use your FSA ID (the same ID you used to complete the FAFSA) to log in. Hover over Manage Loans and select Complete Exit Counseling.

C. Loan Repayment

- a. After you drop below half-time enrollment, leave school, or graduate, you have a six-month grace period before you begin repayment. During the grace period on a subsidized loan, you don't have to pay any principal, and you won't be charged interest (unless your loan was disbursed on or after July 1, 2012, and before July 1, 2014). During the grace period on an unsubsidized loan, you don't have to

pay any principal, but you will be charged interest. You can either pay the interest as you go or it will be capitalized (added to the principal loan balance).

- b. Your servicer will send you information about repayment. **Failing to make payments on your loan can lead to default.**
- c. <https://studentaid.gov/manage-loans/repayment/plans> has all of the loan repayment plans, information on deferment, forbearance, and consolidation.

State of Illinois Aid

The Monetary Award Program (MAP) is a *grant* program administered by the Illinois Student Assistance Commission (ISAC), and funded by the State of Illinois. MAP provides funds, which do not have to be repaid, toward college *tuition* and mandatory fee costs for *undergraduate* Illinois residents. Eligibility for MAP is based on financial need – not high school grades or test scores – and is determined by information provided on the Free Application for Federal Student Aid (FAFSA) or the Alternative Application for Illinois Financial Assistance. The maximum award level is dependent on legislative action and available funding in any given year. The amount of the award could increase or decrease throughout the academic year.

GHSON will automatically determine your eligibility for the MAP grant, based on the 2023 income information you provided on your 2025-26 FAFSA or Alternative Application. GHSON will verify your eligibility and announce your estimated MAP amount (if any). If you qualify for a MAP grant, it will be listed on your financial aid offer as “State of IL MAP Grant (Est).” Until funds are disbursed from the state, the MAP Grant will not be credited to your account.

MAP Usage

Eligibility for a MAP grant is tracked by the equivalent number of semester credit hours of MAP benefits paid on your behalf. This is called MAP Paid Credit Hours. You may access a record of your MAP Paid Credit Hours through the ISAC Student Portal at <https://studentportal.isac.org/MPCH>.

Payment for each term is made according to the equivalent number of *credit hours* eligible for MAP payment, with a minimum of 3 and a maximum of 15 MAP Paid Credit Hours. If you are enrolled for the equivalent of 15 or more credit hours, the number of MAP Paid Credit Hours assessed to you will be 15. The maximum number of MAP Paid Credit Hours you can receive is capped at 135. Graham Hospital School of Nursing will recalculate MAP payment only for *enrollment status* change that occur up to the add/drop date for each semester.

Illinois Residency Verification Policies and Procedures

The following are examples of documentation used to verify Illinois residency:

1. Valid state of Illinois income tax return or federal tax transcript
2. Illinois high school or college transcript
3. Illinois driver's license; issue date must demonstrate an independent student is an Illinois resident for 12 continuous months prior to the start of the academic year
4. Utility or rent bills, residential lease, property tax bill
5. Student Aid Report (SAR) questions regarding Illinois residency
6. Illinois auto registration card
7. Wage and tax statement – IRS Form W-2
8. Statement of benefits history from:
 - a. Illinois Department of Healthcare and Family Services
 - b. Illinois Department of Employment Security
 - c. Social Security Administration
9. State of Illinois identification card issued by the Secretary of State

10. IRS Form 1099-misc. income statements

Residency verification shall not be required for an applicant who:

1. received payment of a MAP award during the previous academic year.
2. was enrolled in an ISAC-approved MAP institution or an ISAC-approved Illinois high school for the preceding consecutive 12 months prior to the start of the academic year for which assistance is requested.

Private Student Loans

Private student loans are processed for students at their request, as needed. Graham Hospital School of Nursing will not assign a *borrower*'s private student loan to a particular *lender*; all decisions will be made by the borrower in his/her independent review of borrower benefits and lender services.

Suspected Fraud Procedure

If the Office of Student Affairs suspects that an applicant, employee, or other individual has misreported information and/or altered documentation for the purpose of increasing his or her student aid eligibility or fraudulently obtaining federal funds, the suspicions (and any evidence) will be reported to the Office of Inspector General (OIG) or to local law enforcement officials. GHSON's regional OIG office is in Chicago IL at (312) 814-5600

Signs of student aid fraud are (but not limited to) as follows:

- forged, falsified or counterfeit documents;
- irregular signatures and certifications;
- false or fictitious names, addresses, and Social Security numbers;
- consistently misreported information;
- false claims of dependency and/or citizenship status;
- offered and/or paid "kickbacks" to school staff;
- unreported or misreported receipt of student aid.

No aid is disbursed to the student until all suspicions are resolved.

Financial Aid Policies & Procedures

Academic Levels

Because of our nursing curriculum at Graham Hospital School of Nursing, Level 1 is always first-year status, Level 2 is always second-year status, and Level 3 is always third-year status.

Appeals

Students have the right to appeal decisions regarding academic policies, financial aid policies, and disciplinary actions. The Academic and Non-Academic Grievance policies outline the procedures.

Dependency Override

The Higher Education Act of 1965, as amended (HEA), identifies eight criteria under which an individual may be considered as an *independent* student for purposes of receiving Title IV, HEA program funds. If a student meets one of the eight criteria, the student is considered an independent student and is not required to report financial and demographic information for his or her parents. In unusual circumstances, financial aid administrators are given the authority to determine that a student is independent; this is a dependency override. Dependency override decisions must be made on a student-by-student basis, and the basis for each determination must be well documented in the student's file. The documentation must include the reason for

the determination and must support the decision. In almost all cases, the documentation should originate from a third party with knowledge of the unusual circumstances of the student.

Satisfactory Academic Progress

According to federal and state guidelines, students must maintain *Satisfactory Academic Progress* (SAP) in order to be awarded financial aid. Financial aid recipients must satisfy quantitative as well as qualitative measures in their progress toward completion of their program. These measures are the same for students not receiving financial aid.

Graham Hospital School of Nursing policy requires Satisfactory Academic Progress toward program completion as an eligibility requirement for all students receiving Graham Hospital School of Nursing-administered financial aid funds during any academic semester. For the purposes of this policy, an academic semester is defined as the fall semester (mid-August to mid-December) or spring semester (mid-January to mid-May). Students must be made SAP regardless of whether they previously received aid. Transfer students will be assessed for Satisfactory Academic Progress based upon hours *earned* and GPAs at previous college(s).

Before aid is disbursed, the Coordinator of Student Affairs will review the eligibility of all financial aid applicants once a semester.

Satisfactory Academic Progress is determined by:

- A. Term and cumulative GPAs of at least 2.0 on a 4.0 scale
- B. Completion of credit hours earned
- C. Satisfactory completion of 67% of the hours attempted

The student must maintain Satisfactory Academic Progress by:

- A. Completing the enrollment status (full- or part time) for which they were paid
- B. Maintaining both a term and cumulative GPA of at least a 2.0
- C. Successfully completing the number of semester (credit) hours
- D. Successfully completing 67% of the hours attempted for the year

Withdrawal from school has no effect on a student's Satisfactory Academic Progress upon re-entering. In addition, non-credit remedial work also has no impact on SAP; however, incompletes, withdrawals, and audits have a negative impact on all elements of SAP.

If a student fails to make SAP, he/she will be notified in writing that they will be placed on financial aid warning for the following semester. Failure to receive such notification does not relieve the student of the requirement to read, understand, and follow the requirements for financial aid recipients. The student may continue to receive financial aid while on warning but must earn a minimum of nine semester hours and meet the satisfactory progress requirements. If the student does not meet this standard, he/she will be in suspension and ineligible for Title IV financial aid for the next semester.

A student who feels that he/she did not make progress because of extraordinary mitigating circumstances must submit a written appeal to the School director within two weeks of being notified that aid will be terminated. A mitigating circumstance is a situation beyond one's control (i.e., illness, accident, trauma, death of a relative). Documentation of the situation must be provided. The School director and Coordinator of Student Affairs Aid will make a decision within two weeks of the appeal. If the appeal is approved, the student will be on financial aid probation and can continue to receive Title IV funding for one semester.

Earned hours – The hours for which a student has earned a grade of A, B, C, or D. Withdrawals, unofficial withdrawals, incompletes, audits, and failures are not earned hours. A repeated course for which the student earns a “C” or above is considered part of the earned and attempted hours. Hours attempted is defined as the sum of the hours for all courses for which registration charges are incurred. Transfer hours will be included in hours attempted.

Financial Aid Warning – Student not meeting Satisfactory Academic Progress after one semester. Student continues to receive Title IV aid for the next semester. No appeal or student action is necessary.

Suspension – Student who does not meet Satisfactory Academic Progress the semester they are on financial aid warning. Aid is suspended. Student may appeal.

Financial Aid Probation – Student who fails to make Satisfactory Academic Progress, has successfully appealed, and has had eligibility for Title IV aid reinstated for one semester. The student appeal must include why the student failed to make Satisfactory Academic Progress, and what has changed that will allow the student to make Satisfactory Academic Progress at the next evaluation. Evaluations are done after each semester.

Special Circumstances/Professional Judgment

If a student has special circumstances regarding medical expenses, loss of income, hardship, etc., their situation will be considered on an individual basis by the Coordinator of Student Affairs. There must be compelling reasons for the adjustment, and adequate documentation to support any adjustments will have to be provided. The student will be expected to fill out the appropriate forms and submit proper documentation. All applicants selected for verification must complete verification before any professional judgments are made.

The Coordinator of Student Affairs, and the director of the School will review the information and the student will be notified if any adjustments will be made. Decisions are final and cannot be appealed through the Department of Education.

VA Benefits

Students who are eligible to receive VA benefits must submit a copy of their eligibility benefits. Certification of enrollment is done each semester. GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at <http://www.benefits.va.gov/gibill>.

Graham Hospital School of Nursing will not take any of the four following actions toward any student using U.S. Department of Veterans Affairs (VA) Post 9/11 G.I. Bill® (Ch. 33) or Vocational Rehabilitation and Employment (CH. 31) benefits, while their payment from the United States Department of Veterans Affairs is pending to the school:

- Prevent their enrollment;
- Assess a late penalty fee to;
- Require they secure alternative or additional funding;
- Deny their access to any resources (access to classes, libraries, or other institutional facilities) available to other students who have satisfied their tuition and fee bills to the institution.

However, to qualify for this provision, such students may be required to:

- Produce the VA's Certificate of Eligibility by the first day of class;
- Provide written request to be certified;

- Provide additional information needed to properly certify the enrollment as described in other institutional policies (see our VA School Certifying Official for all requirements).

VA Student Attendance Policy

Students receiving Veteran's Benefits from the Illinois Department of Veteran's Affairs are required to have satisfactory attendance. To maintain the benefit, VA Benefit recipients must attend 75% of theory classes and 100% of clinical experiences. Attendance records will be maintained in student files and submitted to the VA as required. Students with consistent unreported/unexcused absences will be subject to a meeting with the director of the program and may result in a course failure and/or program suspension or dismissal. Students not adhering to the VA requirements are subject to having their benefits revoked.

Scholarship opportunities are available on the School's website.

GENERAL INFORMATION

Disciplinary Action

1. Disciplinary action may be taken for improper conduct and/or violation of School of Nursing rules and policies.
2. Disciplinary action to be taken may be either written or oral; however, a notice that action took place, date of action and the reason for the action shall be completed by your instructor or Director. Such notice shall be counter-signed by the student, a copy will be given to the student, and a copy will be placed in the student's file.

General Conduct

The Graham Hospital School of Nursing, which has been in operation since 1909, strives to uphold high ideals and standards of personal behavior and conduct. The school endeavors at all times to create a wholesome environment for the student body. Students who cannot conform to the pattern of wholesome living expected by the school will be asked to withdraw.

General Employment

The number of positions at Graham Hospital vary. Jobs are posted across from the cafeteria and are listed online at www.grahamhospital.org. An online application can also be completed or you can fill out an application at the Human Resources Department located on the ground floor of the hospital.

Hospital Visitation

Students may visit patients during regular visiting hours provided they wear street clothes. Students must adhere to all visiting rules.

Parking

All employees and students are to park in the upper west parking lot on Maple Street or the upper south lot across Maple Street from the hospital. Please do not park in the lot adjacent to the hospital. The lower level lot, in its entirety, is reserved for patients, guests, and disabled persons entering Graham Hospital.

Rule Infractions Which May Incur Disciplinary Action Prior To Dismissal

Include but are not limited to:

1. Unreported absenteeism, repeated tardiness and excessive absenteeism.
2. Failure to perform assigned tasks in a satisfactory manner.
3. Posting or removal of any matter on bulletin boards or hospital property at any time unless specifically authorized.
4. Leaving clinical prior to the end of assigned time.
5. Inattention to duties during assigned clinical time.
6. Leaving the clinical area without notifying the instructor during assigned clinical hours.
7. Arriving unprepared for clinical.
8. Creating or contributing to unsafe working conditions.
9. Use of tobacco products in restricted areas.
10. Sleeping during assigned clinical hours.
11. Disregard concerning personal appearance, uniforms, dress, or personal hygiene.
12. Failure to render a personal service to any patient if such service is within the normal and usual scope of the student's activities or is required by reasons of an emergency relating to the patient.
13. Indiscretionary public display of affection on hospital property or at school-related activities.
14. Violations of the School of Nursing Social Networking Policy and Civility Policy.

Rule Infractions Which May Incur Disciplinary Action With Immediate Dismissal

Include but are not limited to:

1. Willfully misusing, destroying, or damaging any hospital property or property of another person.
2. Entering the hospital in an intoxicated condition or bringing liquor and/or controlled substances on the premises.
3. Theft or unauthorized removal from the premises of hospital property or property of another person.
4. Fighting or attempting bodily injury to another person on hospital property including sexual assault.
5. Use of abusive or threatening language.
6. Behaviors which are outside the Code of Ethics for Professional Nurses.
7. Indiscriminate use of drugs.
8. Unauthorized possession, use, copying, or reading of hospital records, or disclosure of confidential information contained in such records to unauthorized persons.
9. Any willful act, or conduct detrimental to patient care, hospital, or School of Nursing operation.
10. Insubordination, refusal or intentional failure to perform work assigned.
11. Unauthorized possession of a weapon while on the hospital premises.
12. Disclosure of patients' names and private information. (HIPAA)

Reviewed: 6/1/11, 7/1/12, 5/23/17, 7/1/19, 7/1/20, 6/6/22, 6/6/24

Revised: 1/29/07, 1/19/11, 7/1/14

[Services](#)

Graham Hospital allows students to purchase prescription and non-prescription drugs at cost from the hospital pharmacy.

An identification badge is issued to each student at the start of their freshman year. There will be a charge for replacement of the badge.

[Smoke-Free Policy](#)

In accordance with the healthcare focus of Graham Hospital, the School of Nursing has a no-smoking policy. Graham Health System prohibits the use of tobacco products in any form (i.e., cigarettes, electronic/battery operated cigarettes (e-cigarettes), cigars, pipes, chewing tobacco, snuff, medical marijuana, etc) is prohibited on Graham Health System property, including land, buildings, parking lots, leased spaces, organization-owned vehicles, and privately-owned vehicles on health system property. Also included are sidewalks adjacent to health system buildings, parking lots, and parking lots and buildings leased by Graham Health System.

[Work Study](#)

See Coordinator of Student Affairs for federal work study positions such as Library Circulation Clerk or Skills Lab Assistant.

Revised 11/29/95, 8/6/96, 4/28/97, 3/2/98, 2/1/99, 4/24/00, 5/29/02, 6/30/03, 5/27/04, 5/27/05, 5/30/07, 6/12/08; 6/23/09, 6/30/11, 7/1/12, 6/26/13, 7/1/14, 7/1/15, 6/16/17, 6/9/20, 6/22/21, 6/6/22

Graham Hospital

Mission Statement

Graham Hospital School of Nursing will continuously achieve excellence in diploma nursing education.

Philosophy

Graham Hospital School of Nursing is a three-year diploma program that addresses the health care needs of the community by providing professional nursing education. The program provides comprehensive educational experiences that nurture growth in professional values, develops competencies in nursing, and prepares the graduate to contribute to a diverse society. The curriculum prepares the graduate to practice as a generalist independently or collaboratively with other health care providers.

Biological, physical, and psychosocial sciences are used to formulate nursing practice decisions. Nursing has a specialized body of knowledge and skills derived through research, supported by evidence, and delivered in an effective, efficient, and caring manner.

Nursing education provides the student with the opportunity to develop the knowledge and skills essential for beginning practice as a registered nurse in a variety of health care settings. Nursing contributes to the total health of populations by providing quality care to individuals, families, and groups as aggregates.

The nursing process is an analytical approach that guides nursing activities while individualizing care for client(s), families, and groups. Professional nursing is actualized through the roles of provider of care, communicator, teacher, professional team member, leader, and client advocate. Nursing practice decisions incorporate legal, ethical, moral, and economic aspects to advance our communities' health.

Health is a dynamic state of functioning in which there is continual adaptation to internal and external stressors. These stressors can be from the physical, psychological, social, environmental, and/or spiritual dimensions. Health status is reflected by the extent to which the individual, family, or group has reached certain levels of adaptation within a multidimensional state of wellness. Wellness is an adaptive state encompassing the maximum potential of the individual, regardless of their state of health. Illness is a maladaptation or a breakdown in the ability of the individual, family, or group to cope with stressors in the environment.

Nursing is a caring profession whereby judgments are utilized in a variety of settings to assist man to attain, maintain, or regain an optimum level of wellness. Man's environment is both internal and external in nature and is understood as those interacting stressors that influence their state of health along the wellness-illness continuum. Man functions as a unified whole within the environment and communicates their needs through an interpersonal process. Man strives continuously to bring into balance those ever-changing environmental stressors. This inherent stress-adaptation process is an integral part of man's existence.

Man is a holistic, integrated being with inherent dignity and worth whose physical, cognitive, and psychosocial development progresses through the life cycle. Freedom of choice and self-determination are inherent rights and responsibilities of man. Nursing formulates decisions that recognize man's basic needs as a bio-psychosocial-spiritual being.

Education is a life-long process of planned and peripheral learning experiences, which results in the acquisition of knowledge, skills, judgments and attitudes. Important aspects of this process include critical thinking, communication, and goal setting. The educators are facilitators of this process, assisting students to integrate theoretical knowledge and clinical experiences.

Learning is the emergence of new knowledge and/or patterns of behavior through active and dynamic interaction with the environment. Learning is affected by the individual's values, needs, previous knowledge, experience, and reinforcement. Learning is best accomplished in an environment that encourages free exchange of ideas and experiences between educators and students. The educators are responsible for guiding the student toward independent, safe nursing practice based on nursing process and creating an environment which allows for mutual personal growth, freedom of expression, dignity, and self-worth. The students are responsible for their own learning and, with guidance, evaluation of learning outcomes.

Reviewed: 11/17/97, 9/9/02, 9/11/06, 7/1/13, 5/18/15, 5/22/18, 5/17/21

Revised: 3/25/96, 10/14/02, 10/3/11, 5/22/15, 4/22/19, 8/13/19

IA_CCT

Values

<u>I</u>nnovation	We continuously improve our operations and environment by actively encouraging creative solutions.
<u>A</u>ccountability	We accept responsibility and follow through to completion.
<u>C</u>ommunication	We openly share information in all directions in a timely manner.
<u>C</u>ompassion	We exhibit empathy and care for each other.
<u>T</u>eamwork	We work together to achieve our common goals.

Vision

We are the Community's choice for an exceptional healthcare experience.

Guidelines for Administration of Test Assessment

Students who receive one examination failure in a specialty course or two examination failures in a semester course before mid-term (less than 80% on each examination) or those who the instructor feels would benefit from an assessment will be offered a test assessment with the assigned instructor. Additional assessments may be used at the discretion of the instructor or at the request of a student.

This assessment tool consists of up to four parts: Part A (Test Assessment Agreement), Part B (Student Test Preparation Assessment), Part C (Analysis of Incorrect Questions), and Part D (Student Test Assessment Remediation/Action Plan). Part B may be administered orally by the responsible instructor or the instructor may choose to have the student complete this section prior to the scheduled conference. If deemed necessary by the instructor after examining the student's study skills (Part B), Part C will be completed. The student and instructor will go over each question, which the student missed on the exam. The student uses the exam techniques to answer these questions. (The student does not look at his former answer or at the correct answer on the answer key while completing Part C). After completing the Test Assessment, the instructor, with student input, will analyze the results. A plan will then be developed on how to improve the student's success. A copy of Parts C and D will be given to the student, and all other parts will be kept in the instructor's files.

Rationale/reasons to complete a test assessment:

1. This assessment tool is to help the student recognize and/or evaluate potential problem areas that in turn may have influenced their performance on the examination(s).
2. Adequate documentation by the instructor allows for verification that student needs are being met.
3. These questions will possibly reveal the student's potential impediments to successfully pass an examination and in turn being successful on NCLEX.
4. It will ensure that students, who want help, will receive help.
5. Students who have poor study skills will receive guidance to improve their skills.
6. Students who have difficulty focusing may learn coping skills and can be referred to those who may help with those situations.

This test assessment is not mandatory; however, this should be offered to the student who meets the above criteria.

Dev. 1/90

Reviewed: 7/1/12, 10/5/15, 5/22/17

Revised: 1/12, 4/8/13, 10/6/14, 5/22/18, 5/22/19, 5/22/19, 5/17/21, 5/18/22, 8/29/22, 11/14/22

PART A: Test Assessment Agreement

I acknowledge that my instructor has offered me the option to take the *Test Assessment* for the following reasons: (mark all that are applicable)

- _____ 1) One examination failure in a specialty course or two examination failures in a semester course
- _____ 2) My desire to benefit from the Test Assessment
- _____ 3) At discretion of the instructor
- _____ 4) Other _____

_____ I will make an appointment with my instructor to complete a Test Assessment.

I decline to make an appointment with my instructor to complete a Test Assessment.

Student Name _____ Date _____

Faculty Name _____ Date _____

Instructor's Follow-up Comments:

Approved: 4/8/13

Revised: 5/20/13, 10/6/14, 5/18/22, 8/29/22

Reviewed: 10/5/15, 5/22/17, 5/22/19, 11/14/22

PART B: Student Test Preparation Assessment

Directions: Complete the following with brief and concise answers.

Preparation:

Did you attend class? If answer is no, why not?

Did you participate in class? If answer is no, why not?

Did you study for this examination? If answer is no, why not?

How many hours per week did you spend time studying this content?

Did you read your assignment before class? If yes: *All* of the assigned readings? *Portions* of the assigned reading? If the answer is *none* of the readings, what is the reason for not doing this?

When you did read, did you take notes while reading the information?

Did you study the learner outcomes? Did you review and answer the learner outcomes?

Did you review the content/topics discussed/handouts from class before and after the content/topic has been discussed in class?

Did you belong to a study group? If so, how many were in the group? How did the group function? In what environment did you meet?

Did you attend the review session? (When offered)

Did you complete the sample questions that were provided? (When offered)

Did you “cram” for the examination?

Time Management:

Are you taking other courses?

When do those courses meet?

Are you employed?

What is your typical work schedule?

What are your family roles/responsibilities?

Do these family roles/responsibilities allow you adequate, uninterrupted study time in your home environment?

Personal:

Did you receive adequate rest/sleep (7 hours) the night before the exam?

Did you eat a healthy breakfast?

Do you believe that you suffer from test anxiety?

Do you do relaxation exercises prior to the examination?

Do you believe you have a problem with test-taking ability?

Student signature: _____ Instructor signature: _____

Date: _____

Developed: 1/12/09

Reviewed: 10/5/15, 5/22/17, 5/22/19

Revised: 3/5/12, 7/1/12, 10/6/14, 11/14/22

PART C: Analysis of Incorrect Questions

SUMMARY OF EXAM TECHNIQUES FOR MULTIPLE CHOICE QUESTIONS

Helping Students Analyze their Answers

Directions: To complete this form, list the number of each test question that you missed in the first column. Then mark an X under the description that best explains why you missed the question. Sometimes you will mark more than one reason for a question. If you missed a question for a reason other than those listed, clearly specify the reason in the Other column on the right side of the chart. Next, add the number of Xs under each reason. These numbers indicate the areas of study on test-taking strategies that need more attention.

A. Be Sure You Know What The Question is Asking

- Read question carefully.
- Note important words.
- Try to answer the questions yourself before you look at the answer options.
- Create a pool of possible answers; jot down key word(s) for each.

B. Consider Each Option Carefully

- Compare answer options given on exam with your own pool of possible answers.
- Re-read the question carefully noting key words.
- Read the answer options carefully noting key words.
- Note each answer option as either true, false, T?, F?, or ?.

C. Use Your Knowledge When Choosing the Best Answer

- Choose your answer based on what you have learned in the course. For example, choose an answer noted as true above one marked.
- Do not choose an answer just because “it sounds good.” If you have not heard of it before in lecture, the textbook, etc.—it may be a cleverly-worded distractor.

D. Use Your Time Wisely

- Do not spend too long on any one question.
- Read the question and answer options carefully (twice if necessary).
- If you are unsure which choice is correct, guess and note the question number so you can come back to it if you have time.
- Do not be in a hurry to leave. Check to be sure you have answered all questions.
- Check carefully for clerical errors (marking wrong answer by mistake).
- Read each stem with the answer you have marked to be sure it makes sense.

E. If You Do Not Understand The Question or Answer Option Ask For Help (Instructor discretion)

- Ask the instructor to clarify what is not clear.
- Ask the instructor to restate a confusing question or option.

F. Do Not Change Your Answers Unless there is Reason

- The only time you should change an answer is when you know why the first answer is wrong and/or why the second answer is right.
- Never change an answer just because you feel uncertain.

OBJECTIVE EXAM ANALYSIS WORKSHEET

Student _____ Course _____ Exam _____
 Grade _____ Date _____

	LACK OF KNOWLEDGE	ENGLISH SKILLS	EXAM ANXIETY	EXAM SKILLS	OTHER (SPECIFY)	ANALYSIS RESULTS
	Test item missed					
	Reading/textbook					
	Inadequate notes					
	Application of knowledge					
	Poor retention					
	Vocabulary/Labs					
	Other _____					
	Reading comprehension					
	Reading speed					
	Vocabulary					
	Other _____					
	Decreased concentration					
	Mental block					
	Forgot to use exam techniques					
	Environmental Distractors					
	Other _____					
	Did not focus on what question asked					
	Failed to consider options carefully As T, F, ?, T?, or F?..)					
	Poor use of time					
	Changed answer					
	Carelessness/clerical errors					
	Did not write own answer first					
	Alternative-type question					
	Math question					
	Other _____					
	Other _____					
Items						
%						
%						
Totals						

Suggestions to Improve Exam Performance

Name: _____ Date: _____ Class: _____

Priority # _____ Lack of Knowledge

- _____ 1. Use study guide/learner outcomes/specific class guidelines to identify important content while reading textbook.
- _____ 2. Write out key points from #1 and use for later review.
- _____ 3. Take careful notes during class.
- _____ 4. As soon as possible after class and at the end of each week, review #2 and #3 from above.
- _____ 5. Participate in study group each week.
- _____ 6. Use NCLEX review books to review important content and to practice application on review questions.
- _____ 7. Predict exam questions. Use these for group review.
- _____ 8. Schedule time to review each lecture carefully before each exam.
- _____ 9. Note weak areas such as pathophysiology, medication side effects, lab values, etc. and study flash cards.
- _____ 10. Other: _____

Priority # _____ English Skills

- _____ 1. Look up vocabulary terms/new words identified in reading assignment, lecture, and study groups, etc.
- _____ 2. Write out the meanings of these words, note pronunciation, and use them in a sentence. Make flash cards or write them in a notebook.
- _____ 3. Drill on these words several times each week.
- _____ 4. If you don't understand an exam question or answer choice, ask the instructor for clarification.
- _____ 5. Other: _____

Priority # _____ Exam Anxiety

- _____ 1. Over-prepare for exams so that you feel confident about your knowledge.
- _____ 2. Use recommended exam skills on every question. This helps you think logically.
- _____ 3. Use positive self-talk, e.g., "I know these concepts." "I am going to do well on this exam."
- _____ 4. Don't spend too long on a difficult question. This lowers your confidence and increases anxiety. Read it carefully 2 times, guess, and move on to easier questions. Come back later if you have time.
- _____ 5. Remain calm, remember what you have learned, and apply knowledge and exam skills.
- _____ 6. Practice relaxation techniques (deep breathing, close your eyes, etc.) so you can use them p.r.n.
- _____ 7. Eat well, get adequate sleep, and exercise.
- _____ 8. Avoid the classroom before the exam.
- _____ 9. Arrive early.
- _____ 10. Write down key facts (labs values, formulas, etc.) first once you begin your exam.
- _____ 11. Other: _____

Priority # _____ Exam Skills

- _____ 1. Read each question carefully and note key words.
- _____ 2. Give your own answer (write down a few words BEFORE looking at choices given on exam).
- _____ 3. Evaluate each answer choice as T, F, T?, F?, ?.
- _____ 4. Choose the best answer based on what you learned in this class.
- _____ 5. Don't change an answer unless you know why the first answer is wrong. Never change an answer just because you feel uncertain.
- _____ 6. Practice application of knowledge using case studies and NCLEX review questions.
- _____ 7. Other: _____

Priority # _____ Other (Please Specify Below):

Developed: 1/09

Reviewed: 7/1/12, 10/5/15, 5/22/17

Revised: 1/12, 10/6/14, 5/22/19, 11/14/22

PART D: Student Test Assessment Remediation/Action Plan

As a result of completing the *Test Assessment*, what do you think are your main problems with study habits and test-taking skills?

MY GOAL(S) FOR IMPROVING MY COURSE GRADES AND TEST GRADES:

As a result of what you learned from your *Test Assessment*, how are you going to change your study habits in order to achieve better grades as well as a better understanding of the course materials?

As a result of what you learned from your *Test Assessment*, how are you going to change your test-taking strategies?

Instructor's Follow-up Evaluation

Student Name _____ Date _____

Faculty Name _____ Date _____

Approved: 4/8/13

Revised: 5/20/13, 11/14/22

Reviewed: 10/6/14, 10/5/15, 5/22/17, 5/22/19

Library Policies

1. All library services are facilitated by the Coordinator of Library and Student Services and implemented by the Director, Technology Coordinator, and the Federal Work Study students.
2. The Library Committee recommends purchases, services, and matters of policy. The Committee meets two times per semester. The Library Committee is made up of the Coordinator of Library and Student Services, Technology Coordinator, a student representative, a faculty member, and a hospital representative. The Committee members are responsible for bringing before the committee the concerns of the group they represent.
3. Borrowing privileges are extended to SON students, faculty, staff and alumni, plus hospital employees, volunteers, hospice association members, and other health related institutions and community members with approval of the Coordinator of Library and Student Services or Technology Coordinator.

LENDING PERIODS:

A. BOOKS

General Collection	2 weeks with one 2-week renewal
Reserve Materials	Overnight
Reference Books	In library use only

B. PERIODICALS

Current Issue	In library use only
Back Issue	One week

C. AUDIOVISUAL

Equipment:

PowerPoint Cart	In house use only or by approval
TV/VCR/DVD Cart	In house use only or by approval
Laptops	See Laptop Circulation Policy
Cassette Player/Recorder	24 hours, over the weekend, or by approval
CD Disc Player	24 hours, over the weekend, or by approval
CD Player/Recorder	24 hours, over the weekend, or by approval
Digital Camera	24 hours, over the weekend, or by approval
Video Recorder	24 hours, over the weekend, or by approval
Screens	24 hours, over the weekend, or by approval
Slide Projector	24 hours, over the weekend, or by approval
Tripod	24 hours, over the weekend, or by approval
DVDs, models, charts, kits	3 days, over the weekend, or by approval
Computer software	In library use only

4. The library staff has the right to assess fees for delinquent, damaged, and unreturned materials and equipment checked out to library patrons.

FINES AND CHARGES:

A. OVERDUE

General Books, Periodicals = \$.05 per day
Reserve Materials, AV Materials and Equipment = \$1.00 per day

B. LOST

Current replacement cost of item(s) lost/unreturned.

Overdue items are considered lost to the library 60 days from their due date.

C. DAMAGED

A damage fee of 25% of the cost of the book will be assessed for books returned in a damaged condition, but still usable. A 100% replacement cost fee will be assessed if an item is returned in unusable condition.

D. DELINQUENT FINES/CHARGES

At the end of each term, the Coordinator of Library and Student Services will contact anyone with delinquent fines or charges that must be paid prior to registration for the next course. Registration or graduation may be denied until charges are paid or materials returned.

5. The SON computer lab includes up-to-date desktop computers with secure, high speed internet access. As with all SON library services, SON students and faculty have priority for its use. SON instructors may reserve the computer lab by placing a reservation through the Outlook calendars or by contacting a library staff member. Students can access the computer lab 24/7 via the lab badge reader.

Other Graham employees are welcome to use the lab during open library hours, when not reserved by instructors.

6. The Coordinator of Library and Student Services will maintain all holdings, including reference books, professional and technical books, historical materials, periodicals, audiovisual equipment and materials, and any other items needed to support student learning and faculty development. The collection is selected and weeded in adherence with ACEN guidelines. The collection is organized according to the National Library of Medicine classification system and the Library of Congress classification system, where appropriate. All holdings are maintained in the RSA and OCLC databases for author, title, and subject access to the collection.
7. Library hours are posted on the Library door at the beginning of each academic year. Changes throughout the year are immediately posted. Open hours are also posted on the Library webpage.
8. An atmosphere conducive to study and reading will be encouraged in the library.
9. The Library or Library staff cannot be responsible for any items, including personal belongings, left in the Library or Library Computer Lab.

RULES

-Food may NOT be taken into the library

-Beverages MAY be taken into the library. Caution should be used and containers should be disposed of properly.

Reviewed and Revised: 5/94, 5/96, 5/97, 5/26/98, 5/06/99, 5/15/00, 4/401, 4/27/02, 4/13/04, 4/18/05, 4/17/06, 4/16/07, 4/21/08, 4/20/09, 4/19/10, 5/2/11, 4/16/12, 4/15/13, 4/21/2014, 4/20/15, 4/18/16, 4/10/17, 4/16/18, 4/15/19, 4/20/2020, 5/20/2021, 4/25/2022, 3/25/24

Missing Student Policy

A student will be considered missing if a classmate, faculty member, friend, or other member of the campus community has not seen the person for a reasonable amount of time. A reasonable amount of time may vary with the time of day and information available regarding the missing person's daily schedule, habits, punctuality, and reliability. Most missing person reports in the college environment are the result of a student changing his/her routine without informing family and/or friends of the change.

Individuals will be considered missing immediately if the absence has occurred under circumstances that are suspicious or cause concerns for the student's safety. If the initial report that a person is missing is made to a Graham Hospital department other than the School of Nursing, the person receiving the report shall ensure that the School of Nursing Director is contacted immediately. The Director or her designee will contact the student's emergency contact to check on the student's welfare.

Procedures

At the beginning of each academic year, all students will be asked to voluntarily provide emergency contact information. This emergency information will be maintained by the School of Nursing office, updated annually. Confidential contact information will be accessible only to authorized campus officials, and it will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. Upon notification from any entity that a student may be missing, school officials may use any of the following procedures or resources to assist in locating the student.

1. Call and text the student's cell phone and/or e-mail the student.
2. Check all possible locations mentioned by parties above.
3. Check social networking sites.
4. Ascertain student's car make and license plate. Graham Hospital Security will check parking lots.
5. Technology staff may be asked to obtain e-mail logs or access logs to the Graham Hospital computer system.

The student's emergency contacts will be notified if the student has not been located after utilizing the above resources.

Note: Students under the age of 18 are advised that a custodial parent or guardian will also be notified within twenty-four hours of determination that student is missing.

Adopted: 6/30/11

Revised: 9/17/12, 5/27/21

Reviewed: 7/1/15, 7/3/17, 6/9/20, 6/6/22

Non-Academic Grievance Policy

Non-Academic Grievance

Non-academic grievances concern those areas which are not directly related to the pursuit of knowledge or skills as defined by the school curriculum. If the student believes he or she has been treated in an unfair manner in non-academic school-related activities or disciplined for alleged misconduct not in an academic context, the student may file a non-academic grievance.

Non-Academic Grievance Policy

1. The student must contact his/her faculty advisor within five business days of the occurrence giving rise to the grievance. The faculty advisor will mediate the grievance as she/he deems appropriate.
2. If a resolution is not achieved, the student may petition the Non-Academic Grievance Committee for a formal hearing. (Official form can be obtained in the school office.)
3. The Non-Academic Grievance Committee faculty members are appointed annually by the Director of the school and shall include a faculty member (from each level).
4. The student has the option of presenting the grievance in person to the committee. The student's presence may be requested by the Non-Academic Grievance Committee.
5. The Non-Academic Grievance Committee will meet within five business days of receipt of the grievance form.
6. The student will be notified in writing of the date of the Non-Academic Grievance Committee meeting.
7. Minutes of the meeting will be filed in the office of the Director of the school.
8. A simple majority will constitute a decision. Voting will be done by secret ballot out of the presence of the student.
9. The student will be notified in writing of the decision by the Chairperson of the Non-Academic Grievance Committee within five business days.
10. **RIGHT TO APPEAL**
 - A. The student has the right to appeal the decision of the Non-Academic Grievance Committee.
 - B. Request for an appeal must be made in writing to the Director of the school within five business days following the receipt of the written decision.
 - C. If the request for appeal is not made within five business days as stated, the decision of the Non-Academic Grievance Committee is final and binding.
 - D. The grievance and decision will be reviewed by the Director who will make the final decision regarding the appeal.

Adopted: 5/92

Reviewed: 5/23/96, 4/14/99, 6/1/11, 7/1/12, 5/19/14, 2/22/16, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 5/20/21, 3/31/25

Revised: 5/28/15, 4/20/20, 5/17/21, 5/17/22

Orientation Plan for New Students

New students are given access to the School of Nursing Catalog and receive the following orientation:

- I. Introduction of faculty/staff
- II. Orientation to physical facilities
 - A. Phone system
 - B. Mailboxes
 - C. Parking
 - D. Elevator use
 - E. Smoking policy
 - F. Food Service
 - G. Optional tour of school/hospital
- III. Orientation to the library and technology
- IV. Student Senate
- V. School calendar
- VI. Assignments
 - A. Faculty Advisor
- VII. Drug Screening Policy
- VIII. Campus Security
- IX. Financial Aid policies and procedures

3/31/97

Reviewed: 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20, 5/20/21, 5/16/22, 4/24/23,
3/31/25

Revised: 5/20/08, 5/20/09, 5/25/10, 5/25/11, 5/17/21

Privacy Act/Confidentiality

The Family Educational Rights and Privacy Act of 1974, as amended, is a Federal Law that protects the privacy of eligible student education records. The law provides that the institution will maintain the confidentiality of student records.

Graham Hospital School of Nursing accords all the rights under the law to students who are 18 years of age or older. No one outside the institution shall have access to nor will the institution disclose any information from students' educational records without the written consent of students, except to personnel within the institution, to officials of other institutions in which students seek to enroll, to persons or organizations providing students' financial aid, to accrediting agencies carrying out their accreditation function, to persons in compliance with a judicial order, and to persons in an emergency in order to protect the health or safety of students or other persons. All these exceptions are permitted under the Act.

Within the Graham Hospital School of Nursing community, only those members individually or collectively acting in the students' educational interest are allowed access to student education records. These members include personnel in the school/hospital as defined by the institution, e.g., Coordinator of Student Affairs, School of Nursing Director, the Vice President of Finance, and academic and accounting personnel within the limitation of their need to know.

At its discretion, the institution may provide directory information in accordance with provisions of the Act to include: student name, address, telephone number, email address, photograph, date and place of birth, grade level, dates of attendance, honors, and awards received. Students may withhold directory information by notifying the Director of the School of Nursing in writing within two weeks after the first day of class for the fall semester.

Request for non-disclosure will be honored by the institution for only one academic year; therefore, authorization to withhold directory information must be filed annually in the office of the Director of the School of Nursing.

The law provides students with the right to inspect and review information contained in their education records, to challenge the contents of their education records, to have a hearing if the outcome of the challenge is unsatisfactory, and to submit explanatory statements for inclusion in their files if the decisions of the hearing panels are unacceptable. The Director of the School of Nursing at Graham Hospital has been designated by the institution to coordinate the inspection and review procedures for student education records, which include admissions, academic, and health records. Education records do not include records of instructional, administrative, and educational personnel that are the sole possession of the maker and not accessible or revealed to any individual except a temporary substitute; records of the law enforcement unit of the institution; or records created or received by the school after an individual is no longer a student in attendance. Students wishing to review their education or health records must make written requests to the Director of the School of Nursing listing the item or items of interest. Only records covered by the Act will be made available within a reasonable amount of time, but not more than forty-five days after it is received. Students may have copies made of their records with certain exceptions, (e.g. a copy of the academic record for which a financial "hold" exists, or a transcript of an original or source document which exists elsewhere). These copies would be made at the student's expense at prevailing rates which are listed in the Student Handbook. Health records may be reviewed by physicians of the student's choosing.

Students may not inspect and review the following as outlined by the Act: financial information of their parents; confidential letters and recommendations associated with admission, employment, or receipt of an honor to which they have waived their rights of inspection and review; or education records containing information about more than one student, in which case the institution will permit access only to that part of the record which pertains to the inquiring student. The institution is not required to permit students to inspect and review confidential letters and recommendations placed in their files prior to January 1, 1975, provided those letters were collected under established policies of confidentiality and were used only for the purposes for which they were collected.

Students who believe that their education records contain information that is inaccurate or misleading, or is otherwise in violation of their privacy or other rights, may discuss their problems informally with the Director of the School of Nursing. If the decisions are in agreement with the student's request, the appropriate records will be amended. If not, the student will be notified within a reasonable period of time that the records will not be amended, and they will be informed by the Director of the School of Nursing of their right to a formal hearing. Student requests for a formal hearing must be made in writing to the Director of the School of Nursing who, within a reasonable period of time after receiving such requests, will inform students of the date, place, and time of the hearings. Students may present evidence relevant to the issues raised. The hearing panels that will adjudicate such challenges will be the Student Grievance Committee.

Decisions of the hearing panels will be final, will be based solely on the evidence presented at the hearing, will consist of written statements summarizing the evidence and stating the reasons for the decisions, and will be delivered to all parties concerned. The education records will be corrected or amended in accordance with the decisions of the hearing panels, if the decisions are in favor of the student. If the decisions are unsatisfactory to the student, the student may place with the education records statements commenting on the information within the records, or statements setting forth any reasons for disagreeing with the decisions of the hearing panels. The statements will be placed in education records, maintained as part of the student's records, and released whenever the records in question are disclosed.

Students who believe that the adjudications of their challenges were unfair or not in keeping with the provisions of the Act may request, in writing, assistance from the Director of the School of Nursing to aid them in filing complaints with the Family Educational Rights and Privacy Act Office (FERPA), Department of Health, Education, and Welfare, Washington, D.C., 20201

Reviewed: 2/10/99, 6/1/11, 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 5/17/21, 5/17/22, 3/31/25

Revised: 5/95, 7/11/13, 4/20/20

Professional Liability Insurance

Graham Hospital maintains professional liability insurance covering students during all theory and clinical nursing courses.

Reviewed: 5/90, 5/93, 5/26/98, 6/30/11, 7/1/12, 5/19/14, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20, 5/17/21, 5/17/22, 3/31/25

Revised: 1/88, 5/22/13, 3/23/15

Professionalism Policy

Graham Hospital School of Nursing requires professional conduct in all learning environments, e.g. on-site and off-site clinical settings and all classroom situations.

Professional conduct includes adherence to a set of standards and criteria of civility within the norms of the IACCT (Innovation, Accountability, Communication, Compassion, and Team work) of Graham Hospital. These standards include responsibility to maintain an attitude of caring and compassion and ethical behaviors including confidentiality and unbiased care.

This policy is supported by the ANA in the published ANA Code of Ethics: Provision 1: “The nurse, in all professional relationships, practices with compassion and respect for the inherent dignity, worth and uniqueness of every individual...”

Commitment to Graham (As the primary educational institution)

Which includes, but is not limited to:

- Addressing all clinical and class/student concerns with the involved instructor.
- Following the chain of command for all concerns such as class grading criteria, travel expectations, and off-site clinical settings (travel location and hours). (e.g. student→ instructor → director →hospital/organizational management).

Commitment to Patients and Families

Patient care personnel are accountable for the following:

- Timely and accurate communication with patients and their families
- Unbiased treatment regardless of the patient's sex, age, culture, or financial situation
- Protection of the patient's private information unless the patient is a potential harm to self, others, or confesses to a crime.
- Establishing and maintaining healthy interpersonal relationships with patient, their family, and visitors.
- Respectful communication with the patient, their family, and visitors.
- Prompt answering of the call light (within the time parameters set in system).
- Development of an individualized plan of care on admission with daily assessment of the patient's progress
- Education of the patient and family regarding the disease process, medications, treatments, tests, and follow-up care
- Timely response to needs and requests of patients and families.
- Attend to patient's basic needs (i.e. bathing, linens, oral care, and ADL's etc.)

Commitment to Team Members

Patient care personnel are accountable for the following:

- Establishing and maintaining healthy interpersonal relationships with all team members. Team members will be accepted regardless of their sex, age, or professional status and home department.
- Promotion of a healthy work environment conducive to positive collaboration
- Discussing promptly interpersonal problems only with the affected person. All staff will refrain from discussing the situation with anyone else.
- Respectful communication with all team members
- Proactive problem-solving
- Engaging in the practice of the 3 C's - Caring, Committing, and Collaborating.
- Refrain from participating in non-professional related activities (i.e. use of cell phone for calls, texting, or social media purposes, reading non-medical related materials, reading on nook/kindle/tablets, surfing internet etc.) during paid work hours.

Commitment to Physicians

Patient care personnel are accountable for the following which includes, but is not limited to:

- Timely and accurate assessment of the patient.
- Accurate and complete documentation of the patient's response to care.
- Respectful communication with all team members.
- Positive communication focused on the patients and their families.
- Timely reporting of changes in patient condition.
- Timely administration of medications and treatments ordered.
- Promotion of a healthy work environment conducive to positive collaboration
- Discussing promptly interpersonal problems only with the affected person. All staff will refrain from discussing the situation with anyone else
- Proactive problem-solving
- Engaging in the practice of the 3 C's – Caring, Committing, and Collaborating

Infractions will be resolved with the individual instructor (with either verbal or written comments) first. If consensus is not achieved, the instructor will present the situation to the Director for further action or determination. At this time, the initiation of all actions will be recorded and placed in the student's file.

References

American Nurses Association. (2015). *Code of ethics for nurses with interpretive statements*.

Graham Hospital Association. (2020). *Professionalism*. Policy Manager/Patient Services Organizational.

Approved: 4/13/09

Reviewed: 6/1/11, 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 2/19/19, 5/17/21, 5/20/21

Revised: 8/17/09, 5/23/16, 4/20/20, 5/17/22

Program Effectiveness

Attrition Rates

- 2022-2023: 20%
- 2023-2024: 32.5%
- 2024-2025: 30%

Graduation Rates

- 2022-2023: 100% or 17 of 17 senior students graduated.
- 2023-2024: 92.3% or 12 of 13 senior students graduated.
- 2024-2025: 100% or 11 of 11 senior students graduated.

For the class of 2024, 100% of those reporting were employed as registered nurses within twelve months of graduation. Graduate satisfaction statistics are available upon request from the Director of the School.

NCLEX-RN Pass Rates

- Class of 2022: 86.67%
- Class of 2023: 76.47%
- Class of 2024: 91%
- The state average NCLEX-RN pass rate for first-time test-takers was 86.57% and the national average for NCLEX-RN was 89.71%.

BSN Completion Programs

There are several types of BSN completion programs available to Graham graduates, including online programs.

RN to BSN Pathway

We are partnered with Illinois State University to provide a seamless transition to earn your BSN degree. Dual enrollment will be offered starting in the second year of Graham Hospital School of Nursing.

Recommended Curriculum Plan

Graham Hospital School of Nursing Recommended Curriculum Plan

Year 1 Fall Semester

NUR 110 7 Credits

Introduction to Nursing Concepts

NUR 110 is no longer offered at this time, but this course was the freshmen level of the diploma program.

Anatomy & Physiology I* 4 Credits

Medical Terminology* 3 Credits

General Psychology** 3 Credits

Year 2 Fall Semester

NUR 210 9 Credits

Nursing Care of the Adult Client in Illness

Human Growth and Development*** 3 Credits

Principles of Microbiology 4 Credits

Year 3 Fall Semester

NUR 250**** 4 Credits

Nursing Care of Clients in the Community

NUR 260**** 4 Credits

Nursing Care of Clients with Psychosocial Problems

Speech Communication 3 Credits

Total CHSON Nursing Courses (8) = 50 credit hours

Total Support Courses (12) = 39 credit hours

Year 1 Spring Semester

NUR 111 8 Credits

Introduction to Nursing Care of the Adult Client

NUR 111 is no longer offered at this time, but this course was the freshmen level of the diploma program.

Anatomy & Physiology II** 4 Credits

Composition I 3 Credits

General Elective 3 Credits

Year 2 Spring Semester

NUR 230**** 4 Credits

Nursing Care of the Childbearing Family

NUR 240**** 4 Credits

Nursing Care of the Childrearing Family

Introduction to Sociology 3 Credits

Composition II 3 Credits

Year 3 Spring Semester

NUR 310 10 Credits

Advanced Concepts in Nursing Practice

Statistics

3 Credits

After successful completion of NUR 110, students can apply to the state to test for their CNA License.

*Required for promotion to NUR 111

**Required for promotion to NUR 210

***Required for promotion to NUR 230, 240, 250, 260

****Courses are interchangeable and may be taken either Spring of Year 2 or Fall of Year 3



Records Policy

All student financial aid files are kept for a period of 5 years after the student terminates from this school. Most current year of students' files are kept in locked files in the office of the Coordinator of Student Affairs while the previous 4 years are kept in locked files in the locked file room for a total of five years of records. These records are subject to audit by federal and/or state agencies and include:

- Institutional Student Information Record (if applicable)
- Monetary awards
- Billing
- Release of grade reports to scholarship sponsors
- Educational purpose/registration compliance
- Family Educational Rights & Privacy Act of 1974

Post-admission student records are kept for a period of 5 years after the student terminates from this school. Most current year of students' files are kept in the office of the Coordinator of Student Affairs while the previous 4 years are kept in the locked file room for a total of five years of records. These records include:

- Application form
- Official H.S. transcript and/or G.E.D.
- Application payment receipt
- College transcripts
- Grade reports
- Clinical and student evaluations
- Health records
- Release forms and checklists
- Profile sheet
- All correspondence
- Acceptance letter

Records pertaining to Sex Discrimination and Sexual Misconduct Policy (Title IX) investigations will be maintained for seven (7) years, in accordance with Department of Education regulations.

The following are kept on permanent file on all graduating students:

- SON transcript
- Address changes
- Transcript requests

Counseling and guidance records are destroyed upon graduation.

All destroyed records are placed in a security container supplied by Graham Hospital.

1/88

Reviewed: 5/90, 5/93, 2/10/99, 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 5/20/21

Revised: 4/28/97, 5/29/02, 5/20/08, 6/30/11, 4/22/19, 7/1/20, 5/17/21, 5/17/22

Relationship Of Level I, Level II, Level III Outcomes To End-Of-Program Student Learning Outcomes

LEVEL I	LEVEL II	LEVEL III	END-OF-PROGRAM STUDENT LEARNING OUTCOMES
Demonstrate professional behavior and relate professional values to beginning nursing practice.	Incorporate professional values in nursing practice in a variety of health care settings.	Demonstrate professional values in relationship to self, profession, and society.	Demonstrate professional values in relationship to self, profession, and society.
Identify principles and concepts from the biological, physical, and psychosocial sciences and nursing which are applicable to meeting the health care needs of the adult client.	Analyze principles and concepts from the biological, physical and psychosocial sciences and nursing to provide health care for individuals, families, and groups throughout the life cycle.	Analyze theoretical and empirical knowledge from the biological, physical, and psychosocial sciences and nursing as a basis for formulating nursing practice decisions.	Analyze theoretical and empirical knowledge from the biological, physical, and psychosocial sciences and nursing as a basis for formulating nursing practice decisions.
Utilize the nursing process while meeting the basic nursing care needs of the adult client.	Utilize the nursing process in a variety of settings to provide health care to individuals, families, and groups throughout the life cycle.	Utilize the nursing process in a variety of settings to provide health care to individuals, families, and groups throughout the life cycle.	Utilize the nursing process in a variety of settings to provide health care to individuals, families, and groups throughout the life cycle.
Implement the role of provider of care, communicator, professional team member, and teacher in beginning nursing practice.	Incorporate the roles of provider of care, communicator, professional team member, and teacher into the delivery of health care in a variety of settings.	Use the roles of direct provider of care, manager, leader, teacher, communicator, client advocate, and professional team member to coordinate, facilitate, and improve the quality of health and the delivery of health care in a variety of settings.	Use the roles of direct provider of care, manager, leader, teacher, communicator, client advocate, and professional team member to coordinate, facilitate and improve the quality of health and the delivery of health care in a variety of settings.
Implement concepts relevant to human adaptation to assist individuals experiencing change on the wellness-illness continuum.	Apply theories of human adaptation to assist individuals, families, and groups experiencing change on the wellness-illness continuum.	Analyze theoretical knowledge relevant to human adaptation to assist individuals, families, and groups, experiencing change on the wellness-illness continuum.	Analyze theoretical knowledge relevant to human adaptation to assist individuals, families, and groups experiencing change on the wellness-illness continuum.
Identify the effects of the internal/external environment on the adult client.	Analyze the effects of internal/external environmental stressors on the wellness of individuals, families, and groups.	Evaluate the internal and external environment to promote the optimum wellness of man.	Evaluate the internal and external environment to promote the optimum wellness of man.
Relate man's basic needs, inherent dignity, self-worth, holistic nature, and self-determination to beginning nursing practice.	Promote man's basic needs, inherent dignity, self-worth, holistic nature, and self-determination in the nursing plan of care.	Formulate practice decisions that recognize man's basic needs, inherent dignity and self-worth, holistic nature, and self-determination.	Formulate nursing practice decisions that recognize man's basic needs, inherent dignity, self-worth, holistic nature, and self-determination.
Apply beginning critical thinking skills.	Employ the process of critical thinking in a variety of clinical settings.	Use the process of critical thinking to enhance the acquisition of knowledge, skills, and attitudes.	Use the process of critical thinking to enhance the acquisition of knowledge, skills, and attitudes.

1/13/03

Reviewed: 5/18/15, 5/23/16, 11/11/19, 2/13/23

Revised: 5/17/04, 9/13/04, 10/3/11, 5/22/18

Review Forms

Educational Records Review Form

Student _____ Class of _____

DATE -----	BY WHOM -----	PURPOSE -----
1. _____	1. _____	1. _____
2. _____	2. _____	2. _____
3. _____	3. _____	3. _____
4. _____	4. _____	4. _____
5. _____	5. _____	5. _____
6. _____	6. _____	6. _____
7. _____	7. _____	7. _____
8. _____	8. _____	8. _____
9. _____	9. _____	9. _____
10. _____	10. _____	10. _____

Directions: This sheet is stapled on the inside cover of each student's Official Admissions Record and Grade folder. Persons who have reason to review these educational records will sign with date, signature, and purpose of the review.

Rationale: The Graham Hospital School of Nursing adheres to the Family Educational Rights & Privacy Act, 1974, as amended.

Approved: 2/18/91

Reviewed 4/28/97, 2/10/99, 5/21/03, 6/1/11, 7/1/12, 5/19/14, 5/22/15, 4/18/16, 5/23/17, 4/16/18, 1/23/20, 4/19/21, 4/25/22, 11/18/24

Revised: 4/22/19

Health Record Review Form

Student's Name _____ Class of _____

DATE

BY WHOM - PURPOSE

1. _____	1. _____
2. _____	2. _____
3. _____	3. _____
4. _____	4. _____
5. _____	5. _____
6. _____	6. _____
7. _____	7. _____
8. _____	8. _____
9. _____	9. _____
10. _____	10. _____

Directions: This sheet is stapled on the inside cover of each student's official health record folder.

Students requesting to review their records after having followed the procedure should, upon viewing their record, date, and sign and describe the purpose of viewing.

Rationale: The Graham Hospital School of Nursing adheres to the Family Educational Rights & Privacy Act, 1974 as amended.

Approved: 2/18/91

Reviewed: 6/1/11, 7/1/12, 5/19/14, 5/22/15, 4/18/16, 5/23/17, 4/16/18, 1/23/20, 4/19/21, 4/25/22, 11/18/24

Revised: 4/22/19

Right To Appeal

A student has the right to appeal decisions regarding academic and disciplinary action according to the Grievance Procedures outlined in this handbook.

Reviewed: 4/14/99, 6/1/11, 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20,
5/17/21, 5/17/22

Revised: 5/23/96

SAFETY INFORMATION

Concealed Firearms Policy

Definition:

Concealed firearm: a loaded or unloaded firearm carried on or about a person completely or mostly concealed from view of the public or on or about a person within a vehicle.

Concealed firearms are not allowed on or in any Graham Health System building, Graham vehicles (whether owned or leased), or parking area controlled by Graham Health System (unless the firearm is stored within a person's vehicle in the manner stated in the Concealed Firearms Policy located in the Policy Manager/Browse Manuals/Security/Concealed Firearms).

Employee Assistance Program

Graham Health System provides an employee assistance program (EAP) for all students and employees. The EAP is designed to help individuals manage personal problems that can impact their well-being and work performance. Treatment is confidential (unless an EAP counselor is required by law to disclose information such as child abuse) and will not become a part of an employee's or student's personnel records. For more information about the EAP, contact the Human Resources Department.

Fire Plan

"PLAN OF ACTION IN CASE OF FIRE"

FIRE DRILLS:

Fire drills will be held unannounced, on all shifts each quarter. During fire drills, all personnel will follow full fire plan procedures except that patients will not be evacuated unless simulated patients have been provided for this purpose and the evacuation has been properly ordered. As the fire drills will be unannounced before-hand, personnel should always assume a fire is actually present and proceed accordingly. Measures must be taken to ensure that patients and visitors are not unduly alarmed.

If you discover a fire, GO IMMEDIATELY TO THE NEAREST FIRE ALARM BOX AND ACTIVATE THE ALARM. If the fire alarm system isn't operating or you cannot reach an alarm box pull station, call 4444 to report the fire. The hospital operator will call 911 and then notify Plant Operations, Security, and the Administrator on call. The Director of the school of nursing should be notified of all fires that have occurred in the school of nursing.

DO NOT SHOUT "FIRE". Report the fire to those in your area in a quiet and calm manner using the verbal alarm, **Code Red**. Obtain the nearest extinguisher and attempt to put out the fire. If the fire is in a small room, ask someone to stay in the hallway while you fight the fire, to direct maintenance personnel and firemen who will be arriving with other equipment.

DO NOT start evacuation of other residents unless they are in immediate danger, until evacuation is authorized by one of the following: President, Administrator on Call, House Supervisor, Hospital Fire Marshal or Fire Department personnel. Wait for the All Clear.

GENERAL RESPONSIBILITIES OF PERSONNEL FOR CODE RED

1. Close all doors
2. Remove items from the corridors
3. Have patients return to their rooms
4. Remind patients and visitors not to use elevators
5. Terminate all unnecessary phone calls, phone will be needed for emergency use and employees will need to be aware of changing information as it comes in
6. Assign someone to the telephone to receive and relay emergency instructions
7. Reassure patients and visitors
8. Listen for overhead pages for situation status messages
9. Be prepared to receive patients from the point of origin of fire, if necessary

FACULTY/STAFF – Faculty and staff, excluding library personnel, in the school assemble in the School of Nursing office. Library personnel will remain in the library.

STUDENTS

On Clinical – Remain at your station with faculty and follow instructions given by the Head Nurse.

The RACE rule is the most efficient manner to react in a fire. It stands for:

- R** – Remove people
- A** – Activate the Alarm
- C** – Contain the fire
- E** – Extinguish the fire

Off Clinical - Assemble in library and await instructions. Head count conducted by library staff and reported to Director or designee.

BURGLARY PLAN

Confrontation by an armed robber or thief while on duty in the hospital is a dangerous event that may be minimized by adherence to the following recommended procedures.

1. React positively and calmly to any demands for money, drugs or other valuables.
2. Help minimize the time the perpetrator is in the building by obeying all demands or instructions.
3. Contact your instructor to inform him/her of the incident at the earliest, safest opportunity.

SEX OFFENDERS

To look up sex offenders' locations in proximity of Graham Hospital School of Nursing, click on website (or copy and paste into your browser):

<https://www.isp.state.il.us/sor/sor.cfm>

Far left column, type 'Canton' into city

Type '61520' into zip code

Select 'Fulton' for County

Use default 'ALL' for status

Use default 'ALL' for offender type

Click on 'Find'

The list will show you addresses and you can check their proximity to the school campus and hospital premises. Our location is 210 West Walnut Street and we are surrounded by West Maple Street (south border), South Avenue B (east border), and West Walnut Street (north border). Prospect Court is behind us (west), but not immediately adjacent to or bordering the campus.

The clinic is located at 180 South Main Street and is surrounded by West Walnut Street (south border), South Main Street (east border), and West Pine Street (north border). Martin Avenue is behind the clinic (west), but not immediately adjacent to or bordering the clinic.

Revised: 9/17/12, 6/25/14, 1/20/15, 6/25/15, 6/26/16, 6/16/17, 6/12/18, 9/13/18, 6/25/19, 7/6/20, 5/27/21, 6/6/22

[Hospital Occurrence Report](#)

Within Graham Health System an occurrence shall be defined as any happening which is not consistent with the routine care of a patient or the routine operation of the facility. This includes lost, broken or malfunctioning property and accidents involving a patient or visitor.

To report visitor incident, use the Clarity Portal icon located on hospital and School of Nursing computers. The report is to be initiated by the department in which the occurrence took place by the employee or employees involved. All pertinent information should be completed. Occurrences involving patients and visitors are reported to the Risk Manager. Instructors, staff members, or the Director will assist you in completing the required information.

[Injury Report](#)

Injuries to students and employees should be reported. A witness statement must be filled out if there is a witness to the incident. Have the hospital switchboard page Security and they will come to the accident site with a packet and a camera to take pictures of where the incident occurred and assist with transport to the Emergency Department. If the student does not choose to go to the ED, it is not necessary for the ED physician to sign. School of Nursing staff can help you fill out the report. There is a place on the form to describe the type of accident. The packet must be returned to your supervisor/instructor or Director of the School of Nursing. The Director is responsible for reviewing all reports submitted on the Clarity Portal and for returning the packet to the Nursing Administration within 24 hours.

[Plant Services Security](#)

Security services are provided twenty-four hours each day, seven days a week. Security staff will respond to all requests for assistance by the hospital staff, students, visitors, and guests where suspected violations of security to people or the facility are indicated.

A security incident is any theft, vandalism or attack on an employee, student or visitor or their personal property or on health system property. A Security Incident Report form should be used to document any security incident, workplace violence or other suspicious behaviors.

In the event of a security incident the person needing security support or observing a possible security issue should call the switchboard operator who will page security. The security officer on duty will respond as quickly as possible. The security officer may call on Environmental Services or Plant Operations for additional support.

The staff member or student involved with a security incident or who supported a visitor with a security incident should complete a Security Incident Report Form. Reports should be forwarded to the Plant Services department, to the attention of the Security Supervisor within 24 hours. The Security Supervisor will forward all incident reports to the Safety Officer. Investigations and resulting actions will be completed in a timely manner and recorded on the form.

Security Incident Report Forms will be reviewed by the Environment of Care Committee.

In the event there is a violent crime reported, the security person on duty will call the local police department. The local police will take whatever corrective or procedural action is required by law. The security person on duty will assist in any way requested by the police and will fill out a complete report for the Graham Hospital Environment of Care Committee and the security supervisor.

- Violent crimes include but are not limited to:
 - Workplace violence
 - Liquor Law Violations
 - Drug-Related Violations
 - Weapons Violations
 - Rape and attempted rape
 - Robbery and attempted robbery
 - Murder and attempted murder
 - Violence against women
 - Dating violence
 - Domestic violence
 - Stalking
 - Hate crimes

Access to Graham Hospital after hours

When the hospital lobby entrance doors are locked, staff and students must enter the hospital through the Emergency Department. All staff or students that are not wearing an employee badge must be escorted to their destination by a security officer or their designee.

Safety Policy

A. Safety Policy Statement

Safety is an essential part of the Graham Health System's service. All Graham Health System personnel have a primary responsibility for the safety, health, and well-being of all patients, visitors, staff, and students.

This responsibility can be met only if we work together continuously to promote safe work practices, observe all rules and regulations concerning safety and maintain property and equipment in a safe working condition.

This safety program at Graham Health System is overseen by the Safety Officer who is appointed by the President and approved by the Medical Staff and the Board of Trustees. The Safety Officer is a member of the Environment of Care Committee, which meets every other month. The Safety Officer receives reports of and analyzes all accidents and recommends appropriate measures for corrective action and reports these recommendations to the President.

Rules and regulations concerning safety in this School of Nursing Catalog will be enforced by the Director of the school, faculty, and staff.

B. Environment of Care

The Environment of Care Committee membership represents Administration, Clinical Services, and Support Services. The committee meets every other month to review and take appropriate action on all Environment of Care related issues. The committee receives reports that are established to cover all the plans of the Environment of Care as well as specific safety related aspects. The Environment of Care Manual contains safety guidelines that apply to all staff. Tell your instructor about unsafe conditions or procedures so that they may be reported to the committee.

C. Reporting Accidents

1. Make every effort to prevent any injury to yourself, patients, doctors, visitors, your fellow employees, and students.
2. If you are involved in an accident, however minor it may seem, you must report it immediately to your department director or supervisor.
3. If your injury requires medical attention, report to the Emergency Room. It is your responsibility to report any accident immediately and complete a Report of Employee Injury or Illness form. DON'T WAIT. If your injury requires immediate medical attention, report it to your department director/supervisor and go to the Emergency Room for treatment. You should complete the form after being released from the Emergency Room.
4. Your supervisor or department director will assist you in completing the "Report of Employee Injury or Illness".
5. Failure to report within seventy-two (72) hours may result in a refusal by the Graham Health System's insurance carrier to recognize the accident as a work-related injury.

[**Sex Discrimination and Sexual Misconduct Policy \(Title IX\)**](#)

Applicable Federal and State Law

Graham Hospital School of Nursing adheres to all federal and state civil rights laws and regulations prohibiting discrimination in institutions of higher education. These include Title IX of the *Education Amendments of 1972* ("Title IX"), the *Violence Against Women Reauthorization Act of 2013* ("VAWA"), the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* ("Clery Act"), and the *Illinois Preventing Sexual Violence in Higher Education Act*. Title VII of the *Civil Rights Act of 1964* and the *Illinois Human Rights Act* are two other laws that also prohibit sex discrimination.

Title IX is a federal law that prohibits discrimination on the basis of sex in federally funded education programs and activities. Under final Title IX regulations, effective August 14, 2020, discrimination on the basis of sex can include sexual harassment, including sexual assault, dating violence, domestic violence, and stalking.

Notice of Nondiscrimination

Graham Hospital School of Nursing does not discriminate on the basis of sex in the education program or activity that it operates. The School is required by Title IX not to discriminate in such a manner. The requirement not to discriminate in the education program or activity extends to employment and admission. Inquiries about the application of Title IX and its implementing regulations may be referred to the Title IX Coordinator, the United States Department of Education's Office for Civil Rights, or both (see below).

Title IX Coordinator

Shelby Boster
Coordinator of Student Affairs
Graham Hospital School of Nursing, Room 486
210 W. Walnut St.,
Canton IL 61520
(309) 647-5240 ext. 2347
sboster@grahamhospital.org
TitleIXCoordinator@grahamhospital.org

Any person, including third-party bystanders, may file a verbal or written report of sex discrimination or sexual harassment to the Title IX Coordinator at any time, including during non-business hours. She will respond within 12 hours of receipt of the report.

Office for Civil Rights, *Chicago Office*
U.S. Department of Education
Citigroup Center
500 W. Madison St. Ste. 1475
Chicago IL 60661-4544
(312) 730-1560
OCR.Chicago@ed.gov

Policy on Nondiscrimination

Graham Hospital School of Nursing (“School”) strives to provide an educational and working environment that is free from all forms of sex-based discrimination, harassment, and retaliation for faculty, staff, and students. Students and employees are responsible for maintaining such an educational environment and complying with all policies.

Individuals found to have engaged in prohibited misconduct on the basis of sex will be subject to disciplinary action, up to and including termination and/or expulsion from the School.

Furthermore, it is Graham Hospital School of Nursing policy not to discriminate, or tolerate discrimination on the basis of race, religion, color, sex, national origin, ancestry, disability, age, military service, marital status, sexual orientation, pregnancy or other factors as prohibited by law. We are committed to providing an environment that values diversity and emphasizes the dignity and worth of every individual, an environment in which every individual is treated with respect. Discrimination and harassment in any form are contrary to these goals and fundamentally at odds with the core values of Graham Hospital School of Nursing.

Faculty, staff, and student employees are also subject to the Graham Hospital policy on harassment in the workplace (Title VII and *Illinois Human Rights Act*).

Scope

Graham Hospital School of Nursing's Sex Discrimination and Sexual Misconduct Policy ("Policy") and these implementing Procedures ("Procedures") apply to students, staff, administrators, and faculty members, regardless of sexual orientation or gender identity, whenever the misconduct occurs:

1. On School property or
2. Off School property if:
 - a. The conduct was in connection with a School or School-recognized program or activity; or
 - b. The conduct may have the effect of creating a hostile environment for a member of the School community.

Implementing Procedures

The School will establish, maintain, and publish Procedures implementing this Policy, which set forth:

- The scope and jurisdiction of the School's prohibition on sex-based misconduct;
- Definitions of prohibited conduct;
- Responsibilities of and contact information for the School's Title IX Coordinator and Graham Hospital's Director of Human Resources;
- Options for assistance following an incident of sex-based discrimination, harassment, or other misconduct;
- Procedures for reporting and confidentially disclosing alleged sex-based misconduct;
- The School's response to reports of alleged sex-based misconduct;
- The School's grievance process for complaints alleging Title IX sexual harassment and/or alleging sexual violence, domestic violence, dating violence, or stalking;
- Prevention and education programming provided to School students; and
- Training and education provided to the Title IX Coordinator, and anyone else involved in the receipt of reports of, responding to, investigating or adjudicating alleged incidents of sexual discrimination, harassment, or other misconduct, or involved in the referral or provision of services to survivors.

Definition of Sexual Harassment

The Title IX Final Rule defines sexual harassment as conduct on the basis of sex that satisfies one of more of the following, all of which jeopardize the equal access to education that Title IX is designed to protect: (1) An employee of Graham Hospital School of Nursing conditioning the provision of an aid, benefit, or service of the School on an individual's participation in unwelcome sexual conduct ("Quid Pro Quo"); (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the School's program or activity; or (3) "sexual assault" (as defined in the Clery Act), "dating violence," "domestic violence," or "stalking" as defined in the *Violence Against Women Act* (VAWA).

Sexual assault as defined in the Clery Act means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. A sex offense is any sexual act directed against another person, without that person's consent, including acts in which the person is incapable of giving consent, or in a familial relationship of a degree that would prohibit

marriage. Examples include forcible rape, forcible sodomy, sexual assault with an object, forcible fondling, incest, and statutory rape.

Dating violence means violence committed by a person— (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship.

Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (a) fear for his or her safety or the safety of others; or (b) suffer substantial emotional distress.

Reporting Sex Discrimination or Sexual Harassment

Any person, including third-party bystanders, may in good faith report sex discrimination, sexual harassment, or retaliation (whether or not the person reporting is the alleged victim), using one of the following options:

1. **File a complaint with, or give verbal notice to, the Title IX Coordinator.** Such a report may be made at any time (including during non-business hours) in person or by telephone, email, or mail, using the contact information listed above. The Coordinator will respond to the reporter within 12 hours.
2. **Use the electronic anonymous reporting form** posted at http://www.grahamschoolofnursing.org/current_students_and_faculty/title_ix.
3. **Report to a Responsible Employee**, who must report the alleged incident of sex-based misconduct, including names of all involved individuals, to the Title IX Coordinator. The following are the School's Responsible Employees: Director and Student Senate Advisor. A report to a Responsible Employee is not confidential.
4. **Call Graham Hospital Security** at (309) 647-5240 ext. 4444.
5. **Call 911 or the Canton Police Department** at (309) 647-5131 in an emergency.

Reporting carries no obligation to initiate a formal response. Individuals who feel they have experienced sexual assault, dating violence, domestic violence, or stalking have the option to pursue a Title IX complaint with Graham Hospital School of Nursing, to pursue a criminal complaint with the appropriate law enforcement agency, or to pursue both, either concurrently or consecutively. Likewise, they also have the right not to pursue any complaint either to the School or to a law enforcement agency.

The School will keep confidential the identity of any individual who has made a report or complaint of sex discrimination or sexual harassment, any complainant, any individual reported to be the perpetrator of sexual misconduct, any respondent, and any witness, except as permitted by FERPA or as required by law, or if the School determines that the alleged perpetrator poses a serious and immediate threat to health and/or safety of the School community.

A person who knowingly makes a false report of sex-based misconduct may be subject to disciplinary action, up to and including suspension, expulsion, or termination.

Non-Retaliation

It is a violation of this Policy to retaliate in any way against any person because they have, in good faith, opposed any practices forbidden under this Policy or have filed a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation or grievance process under this Policy and Procedure. This includes intimidating, threatening, coercing, harassing, or discriminating against that person.

Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. Graham Hospital School of Nursing is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation and may pursue disciplinary action as appropriate for individuals engaged in retaliation.

Administration of Policy

Title IX Coordinator

Shelby Boster
Coordinator of Student Affairs
Graham Hospital School of Nursing, Room 486
210 W. Walnut St., Canton IL 61520
(309) 647-5240 ext. 2347
TitleIXCoordinator@grahamhospital.org

Responsibilities of the Title IX Coordinator include, but are not limited to:

- Overseeing the School's response to all Title IX reports and complaints and identifying and addressing any patterns or systemic problems revealed by such reports or complaints.
- Being informed of all reports and complaints raising Title IX issues, including those initially filed with another individual or office or if the investigation will be conducted by another individual or office.
- Conducting and/or assigning Title IX investigations, including the investigation of facts relative to a complaint.
 - With respect to Title IX complaints that relate to a School employee as the complainant or as the respondent, the Title IX Coordinator will partner with the Director of Human Resources to manage the investigation into the allegations and recommend any appropriate sanctions against an employee.
 - The Title IX Coordinator must not be the decision-maker for a determination of responsibility in response to a formal Title IX complaint of sexual harassment.
- Coordinating any appropriate supportive measures and ensuring the effective implementation of any remedies.
- Ensuring that appropriate policies and procedures are in place for working with law enforcement and coordinating services with local victim advocacy organizations and services providers, including rape crisis centers.
- Ensuring that adequate training is provided to students, faculty, and staff on Title IX issues.
- Promoting an educational and employment environment which is free of sex discrimination and gender bias.

Director of Human Resources

Melanie Ewalt
Graham Health System
210 W. Walnut St.,
Canton IL 61520
(309) 647-5240 ext. 2303
mewalt@grahamhospital.org

The Director of Human Resources will partner with the Title IX Coordinator with respect to any complaints of sex-based misconduct that involve a School employee as the complainant or as the respondent. For any such complaints that involve a School employee as the respondent and fall outside the scope of Title IX, the Director of Human Resources will manage the investigation into the allegations and issue a decision and any appropriate sanction(s).

Confidential Resources for Assistance

The following counselors and advocates can provide an immediate confidential response in a crisis situation, as well as ongoing assistance and support:

Confidential Advisor (Spoon River College students)

Andrea White
Student Success Coach and Counselor
Spoon River College
23235 N. County Hwy 22, Canton IL 61520
(309) 649-6225
Andrea.White@src.edu

National Domestic Violence Hotline: (800) 799-SAFE (7233) www.thehotline.org

National Sexual Assault Hotline RAINN: (800) 656-HOPE (4673) www.rainn.org

Illinois Coalition Against Sexual Assault: (217) 753-4117 www.icasa.org

Illinois Sexual Harassment & Discrimination Helpline: (877) 236-7703 (M-F 8:30-5:00)

Fulton Mason Crisis Service: (309) 647-8311

Fulton County Sexual Assault Services: (309) 333-1934

Western Illinois Regional Council – Community Action Agency Victim Services:
Hotline: (309) 837-5555 <http://wirpc.org/>

Graham Hospital: Examination and treatment for sexual assault survivors to provide for the victim's medical, legal, and psychosocial needs. (309) 647-5240

School Response

Notice to the Title IX Coordinator, or other official with authority to take corrective measures, charges a school with **actual knowledge** of sex-based discrimination, sexual harassment, or other sex-based misconduct, or allegations of these in its education program or activity and triggers Graham Hospital School of Nursing's obligation to respond.

Graham Hospital School of Nursing will investigate every informal or formal notice or complaint of violation of its Sex Discrimination and Sexual Misconduct Policy that is received by the Title IX Coordinator in accordance with the Procedures set forth below.

These Procedures govern sex-based misconduct in various forms, many of which may trigger legal obligations under one or more state and federal laws. In no case does the inapplicability of a particular law require the School not to address an act of misconduct falling within the scope of these Procedures.

Notice/Report

Within 12 hours of receipt of notice or a report of an alleged violation of the Policy to the Title IX Coordinator, the Coordinator will contact the alleged victim in confidence with at least one of three responses:

- a. Offer supportive measures when the victim does not wish to proceed formally,
- b. An informal resolution, and/or
- c. A Formal Grievance Process including an investigation and a hearing.

The investigation and grievance process will determine whether or not the Policy has been violated. If so, Graham Hospital School of Nursing will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

2. Report Processing

Within five (5) business days following receipt of notice or a complaint, the Title IX Coordinator will:

- Inform the alleged victim (hereinafter “complainant”) of their right to request supportive measures, whether that person decides to file a formal complaint or not;
- Inform the complainant of their right to have an advisor;
- Explain that the complainant has an option to file a formal complaint, which can be filed by the complainant or signed by the Title IX Coordinator, except when the Coordinator is a party to the complaint;
- Explain that the complainant has a right to dismiss a formal complaint unless there is a compelling and immediate threat to physical health and/or safety;
- Notify the individual reported to be the perpetrator of sexual harassment (hereinafter, “respondent”), if a formal complaint is made, and inform them of their right to request supportive measures;
- Offer informal resolution of the complaint, such as mediation or restorative justice, so long as both parties give voluntary, informed, written consent, except when an employee is alleged to have sexually harassed a student;
- Initiate a formal investigation and grievance process, and provide a report to the Title IX Hearing Committee (Graham Hospital School of Nursing Non-Academic Grievance Committee); and
- Dismiss the allegations in a formal complaint if they do not meet the definition of sexual harassment or did not occur in the School’s education program or activity.

3. Supportive Measures

Supportive measures (also referred to as “interim protective measures”) are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a complainant or respondent, irrespective of whether a formal complaint has been filed.

Examples of supportive measures that the School may offer include, but are not limited to:

- Counseling and mental health support;
- Extensions of deadlines or other course-related adjustments;
- Leaves of absence;
- Changes to academic, living, and/or working schedules or situations;
- Increased security and monitoring of certain areas of campus;
- Issuance and enforcement of mutual campus No Contact Orders; and
- Enforcement of an order of protection or No Contact Order entered by a state civil or criminal court.

A report of alleged sex-based misconduct may also prompt the School to consider broader remedial action, such as increased education and prevention efforts or revisions to the School’s policies and practices. The Title IX Coordinator is responsible for coordinating the School’s implementation of supportive measures.

4. Emergency Removals and/or Administrative Leave

The Title IX Coordinator may determine that emergency removal of a respondent from its education program or activity is necessary if that person poses an immediate threat to physical health and/or safety of any student or other individual. In addition, the School may place an employee on administrative pending the Grievance Process in response to a formal complaint.

5. Timely Warnings

Pursuant to the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (“Clery Act”), 20 U.S.C. § 1092(f), the School will issue timely warnings to the campus community about crimes that have already occurred but may continue to pose a serious or ongoing threat to students and employees. The Clery Act also requires the School to maintain a public crime log and publish an Annual Security Report (“ASR”) available to all current students and employees. The ASR documents three calendar years of select campus crime statistics (including statistics regarding incidents of dating violence, domestic violence, and stalking), security policies and procedures, and information on the basic rights guaranteed to victims of sexual assault.

Formal Grievance Process Procedures

For purposes of this Grievance Process, a formal complaint is a document filed by a complainant or signed by the Title IX Coordinator alleging qualifying allegations of Title IX sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined above) that occur in an education program or activity controlled by Graham Hospital School of Nursing, involving a complainant and respondent participating or attempting to participate in the School’s education programs or activities, either as a student or an employee.

Absent a willing and able complainant, the Title IX Coordinator may determine that a formal complaint should be pursued due to a compelling threat to health and/or safety.

The Title IX Coordinator may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing, the complainant notifies the Coordinator in writing that the complainant wishes to withdraw the formal complaint or allegations therein.

If the Title IX Coordinator determines that the complaint is outside the scope of Title IX, the complaint may be dismissed; however, the allegations may instead be addressed under Graham Hospital School of Nursing's Code of Conduct or other appropriate policies elaborated in the student, faculty, and employee handbooks. The Coordinator will refer the matter for resolution to the Graham Hospital School of Nursing Director and/or the appropriate School committee.

1. Notice of Allegations

Within ten (10) business days after signing a formal complaint or receiving a formal complaint filed by a complainant, the Title IX Coordinator will provide written notice to the known parties of the following:

- a. This Grievance Process, including the informal resolution process, where applicable.
- b. The allegations potentially constituting sexual harassment under Title IX and/or sexual violence, domestic violence, dating violence, or stalking including sufficient details known at the time and with sufficient time to prepare a response before any initial interview.
- c. That the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- d. That the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
- e. That the parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including evidence upon which the School does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence, whether obtained from a party or other source.
- f. The provision in this Policy that prohibit knowingly making false statements or knowingly submitting false information during the grievance process.

2. Informal Resolution

At any time after receiving the initial notice of allegations, and prior to a determination regarding responsibility being reached, the complainant and respondent may request to participate in an informal resolution process such as mediation, restorative justice, etc. Informal resolution will only occur with both parties' voluntary, written consent. At any time prior to agreeing to a resolution, any party will have the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint.

The Title IX Coordinator or designee (i.e., Graham Hospital School of Nursing Director, Director of Human Resources), with the consent of the parties, may negotiate and implement an agreement to resolve the allegations that satisfies all parties and the School. Negotiated resolutions are not appealable.

The School does not permit informal resolution in cases involving alleged sexual harassment by a School employee toward a student.

3. Investigation of Formal Complaint

The Title IX Coordinator will undertake an investigation into a formal complaint, which may take 60 business days. Throughout the investigation, the parties will be afforded an equal opportunity to present witnesses including fact and expert witnesses, and other inculpatory and exculpatory evidence. The Coordinator will not restrict the ability of either party to discuss the allegations under

investigation or to gather and present relevant evidence. Any proceeding, meeting, or hearing held to resolve formal complaints pursuant to this Grievance Process will protect the privacy of the participating parties and witnesses.

Both parties will be afforded an opportunity to be accompanied to any meeting or proceeding by an advisor of their choice, who may be, but is not required to be, an attorney. The advisor's role is limited to providing support, guidance, and/or advice, and to conducting cross-examination during the live hearing. A party's advisor may not speak on behalf of the party during any meeting, interview, or hearing and must comply with all behavioral rules and expectations set forth in these Procedures. If a party's advisor violates these Procedures or engages in behavior that harasses, abuses, or intimidates a party, witness, or individual resolving a complaint, that advisor may be prohibited from further participation.

When a party's participation is invited or expected at an investigative interview or other meeting, the Title IX Coordinator will provide that party with written notice of the date, time, location, participants, and purpose of said interview or meeting at least five (5) business days prior to the interview or meeting.

At the conclusion of the investigation, and prior to the completion of her investigative report, the Title IX Coordinator will send to each party (and the party's advisor, if any) the evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, in hard copy. The parties will have ten (10) business days to submit a written response to the evidence, which the Coordinator will consider prior to completion of her investigative report. Upon completion of the report, the Coordinator will schedule a hearing. At least ten (10) business days prior to the hearing, the Coordinator will:

- a. Provide both parties with written notice of the hearing date, time, location participants, and purpose of the hearing; and
- b. Send to each party (and the party's advisor, if any) the investigative report in hard copy for their review and written response.

4. Live Hearings

A hearing will be conducted by a hearing officer/decision-maker (the Graham Hospital School of Nursing Director), except when the Director is a party to the complaint, and the Title IX Hearing Committee (the Graham Hospital School of Nursing Non-Academic Grievance Committee).

At the request of either party, the School will arrange for the live hearing to occur with the parties located in separate rooms, with technology enabling the hearing officer and parties to simultaneously see and hear the party or witness answering questions. A party wishing to request such an arrangement must contact the Title IX Coordinator to request such an arrangement at least five (5) business days in advance of the hearing. The School may conduct any live hearing virtually, with the participants in one or more separate geographical locations, and with technology enabling participants simultaneously to see and hear each other.

At the live hearing, each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination will be conducted directly, orally, and in real time by the party's advisor of choice and may never be conducted by a party personally.

If a party does not have an advisor who is available to conduct cross-examination on behalf of that party at the live hearing, then Graham Hospital School of Nursing will provide the party with an

advisor of the School's choice, free of charge, to conduct cross-examination on behalf of that party. To invoke this right, the party must notify the Title IX Coordinator at least three (3) business days in advance of the hearing or will waive the right to request that an advisor be appointed.

Only relevant questions, as determined by the hearing officer, may be asked of a party or witness. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant and will not be permitted, except where:

- a. The questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant; or
- b. The questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

If a party or witness does not submit to cross-examination at the live hearing, either due to absence from the hearing or due to the party's or witness's refusal to answer cross-examination or other questions, the hearing officer will not rely on any statement of that party or witness in reaching a determination regarding responsibility; however, the hearing officer will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

The School will make all evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint available for the parties' inspection and review during the hearing. In addition, the School will create an audio or audiovisual recording or transcript of the live hearing, which the Title IX Coordinator will make available to the parties for inspection and review upon request.

5. Determination of Responsibility

Within ten (10) business days of the conclusion of the live hearing, the hearing officer will make a decision regarding responsibility. The hearing officer will apply a preponderance of the evidence standard when determining responsibility. The hearing officer will issue a written determination to both parties simultaneously. The written determination will include:

- a. Identification of the allegations potentially constituting sexual harassment and/or sexual violence, domestic violence, dating violence, or stalking as defined above;
- b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- c. Findings of fact supporting the determination;
- d. Conclusions regarding the application of the Graham Hospital School of Nursing Code of Conduct or other conduct standards to the facts;
- e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the School imposes on the respondent, and whether remedies designed to restore or preserve equal access to the School's education program or activity will be provided by the School to the complainant; and
- f. The procedures and permissible bases for the complainant and respondent to appeal.

6. Appeals

Both parties will have the right to appeal any determination regarding responsibility, and any dismissal of a formal complaint or allegations therein, to the Graham Hospital Vice President of Quality or designee. An appeal must be based on one or more of the following grounds:

- a. A procedural irregularity occurred;
- b. New evidence or information exists that could affect the outcome of the matter;
- c. The Title IX Coordinator or hearing officer had a conflict of interest or bias for or against complainants or respondents generally, or the individual complainant or respondent, that affected the outcome of the matter; and/or
- d. The sanction is disproportionate with the violation.

A party who wishes to appeal a determination regarding responsibility or a dismissal of a formal complaint or allegations therein must submit a written appeal request to the Title IX Coordinator within five (5) business days of the party's receipt of the written determination or written dismissal notice. The written appeal request must identify the ground(s) on which the party seeks to appeal the determination or dismissal.

Within five (5) business days of the Title IX Coordinator's receipt of an appeal request, the Title IX Coordinator will forward the appeal request to the Graham Hospital Vice President of Quality or designee and will notify the other party in writing that an appeal has been filed. Before reaching a determination regarding the appeal, the Vice President or designee will afford both parties an equal opportunity to submit a statement in support of, or challenging, the determination or responsibility or dismissal that is the subject of the appeal. Within ten (10) business days after the Vice President or designee has concluded his/her review of the appeal, the Vice President or designee will issue a written decision simultaneously to both parties, describing the outcome of the appeal and the rationale for the outcome. The Vice President or designee's decision is final.

7. Sanctions

If a determination of responsibility is found, the decision-maker will implement one or more sanction or responsive action as soon as is feasible, either upon the outcome of any appear or the expiration of the window to submit an appeal.

Factors in the decision may include the seriousness of the offense, the respondent's disciplinary history, or previous allegations or allegations involving similar conduct.

Sanctions/responsive actions may include but are not limited to: verbal warning, written warning, required training or education, required counseling or therapy, performance improvement/management process, probation, removal from leadership position, campus access restrictions, disciplinary dismissal (suspension or expulsion/termination), and revocation of offer of admission or employment.

Prevention and Education for Students

Graham Hospital School of Nursing will review at least annually its sexual discrimination, harassment, and misconduct prevention and education programming to ensure students and employees are provided substantive opportunities to learn about sexual discrimination, harassment, and misconduct, including primary prevention, bystander intervention, risk reduction, consent, reporting methods, relevant College

policies and procedures, retaliation, survivor-centered and trauma-informed response, relevant definitions, and other pertinent topics.

Training

The Title IX Coordinator and anyone else involved in the receipt of reports of, responding to, investigating, or adjudicating alleged incidents of sexual discrimination, harassment, or other misconduct, or involved in the referral or provision of services to survivors receive annual education and training on primary prevention, bystander intervention, risk reduction, consent, reporting obligations, investigation procedures, confidentiality requirements, relevant Graham Hospital School of Nursing policies and procedures, retaliation, survivor-centered and trauma-informed response, relevant definitions, and other pertinent topics.

In addition to the above training, individuals who investigate or resolve complaints, including through informal resolutions, receive at least 8-10 hours of annual training on issues related to Preventing Sexual Violence in Higher Education Act offenses including sexual violence, domestic violence, dating violence, and stalking; the scope of the School's education program or activity; the Title IX definition of sexual harassment; how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias; and how to conduct the School's Formal Grievance Process outlined above. Decision-makers in particular receive training on any technology to be used at live hearings and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators in particular receive training on issues of relevance so as to enable them to create an investigative report that fairly summarizes relevant evidence.

Any materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, will not rely on sex stereotypes and will promote impartial investigations and adjudications of formal complaints of sexual harassment. Training materials will be posted to the Title IX section of the Graham Hospital School of Nursing web site, grahamschoolofnursing.org.

Recordkeeping

Graham Hospital School of Nursing will create and maintain for a period of seven years records of each sex discrimination or sexual misconduct investigation, including any recordings or transcripts; any disciplinary sanctions imposed on the respondent or remedies provided to the complainant; any appeal and the results of the appeal; informal resolution, if any, and the results of the informal resolution; and the materials used to train the Title IX Coordinator, investigator, decision-makers, and facilitators of informal resolutions.

Created: 8/14/20

Approved: 11/30/20

Reviewed: 6/6/24

Revised: 8/8/22

Substance Abuse and Mental Acuity

Commitment to a Drug and Alcohol-Free Workplace Graham Health System is committed to providing a safe, healthy, and productive work environment. Consistent with this commitment, this policy establishes Graham Health System's intent to maintain a drug and alcohol-free workplace. Being under the influence

of alcohol or illegal drugs (as classified under federal, state, or local laws), including marijuana, while on the job poses serious health and safety risks to employees and patients, which is not tolerated.

Practice Rules

Graham Health System expressly prohibits the following activities at any time that students are either (1) on duty or conducting Graham Health System business (either on or away from Graham Health System's premises), or (2) on Graham Health System's premises (whether or not the employee is working):

- The use, abuse, or being under the influence of alcohol, illegal drugs, or other impairing substances.
- The possession, sale, purchase, transfer, or transit of any illegal or unauthorized drug, including prescription medication that is not prescribed to the employee or drug-related paraphernalia.
- The illegal use or abuse of prescription drugs.

While the use of marijuana has been legalized under state law for medicinal and recreational uses, it remains an illegal drug under federal law and its use as it impacts the workplace is prohibited by Graham Health System's policy. Graham Health System does not discriminate against students solely on the basis of their off-duty use of medical marijuana in compliance with Illinois' medical marijuana law. However, students may not consume or be under the influence of marijuana while on duty or at work, even if the student has a valid prescription for medical marijuana. Nothing in this policy is meant to prohibit the appropriate use of over-the-counter medication or other medication that can legally be prescribed under both federal and state law, to the extent that it does not impair a student's job performance or safety or the safety of others. Students who take over-the-counter medication or other medication that can legally be prescribed under both federal and state law to treat a disability should inform Human Resources they believe the medication will impair their job performance, safety, or the safety of others or if they believe they need a reasonable accommodation **before** reporting to school while under the influence of that medication. For more information on how to request a reasonable accommodation, please refer to Graham Health System's Disability Accommodations Policy.

A violation of any of the above is subject to disciplinary action, up to and including immediate dismissal from the school.

[**Unsafe Act, Condition, Or Security Incident**](#)

An unsafe act or condition is: where the acts of the staff, students, visitors or the conditions of the equipment or facility could result in a personal injury or damage to the organization's property or both.

A security incident is: any theft or vandalism or attack on an employee's, visitor's or student's personal property or to health system property. The Clarity Portal can be used to document workplace violence. Security should be called.

An Unsafe Act/Condition Report or Security Incident Report should be filled out. The report should be filled out by the person(s) most directly involved or who observed the situation. School or hospital personnel can help you complete the report. The occurrence investigation should be initiated during the same shift and completed within 24 hours. The reports should be reviewed by the Director of the school.

Reports should be forwarded to the Safety Officer within 24 hours and acted upon in a timely manner.

Unsafe acts or conditions will be reviewed by the Environment of Care Committee.

Simulation Confidentiality Guidelines

As a student using simulation, I understand the significance of confidentiality with respect to information concerning simulated patients and fellow students. I will uphold the requirements of the Health Insurance Portability and Accountability Act (HIPAA) and any other federal or state laws regarding confidentiality.

I agree to adhere to the following guidelines:

- All CLIENT/PATIENT information is confidential and any inappropriate viewing, discussion, or disclosure of this information is a violation.
- This information is privileged and confidential regardless of format: electronic, written, overheard or observed.
- Simulation is a learning environment. All scenarios, regardless of their outcome, should be treated in a professional manner. The students involved in the scenario should have everyone's respect and attention. Situations simulated in the lab are to be used as a learning tool and no discussion of the action(s) of fellow students should take place outside the lab. A debriefing session is provided for experiences that occur in the Simulation Lab.
- I may view, use, disclose, or copy information only as it relates to the performance of my educational duties. Any inappropriate viewing, discussion, or disclosure of this information is a violation of policy and may be a violation of HIPAA and other state and federal laws.
- I may be video-recorded during participation in learning activities, and I understand this will be used for educational purposes only by the faculty as deemed appropriate. Faculty will assure the confidentiality of the assigned recordings.
- **The simulation mannequins are to be used with respect and be treated as if they were live patients.**
 - No Betadine, no ink pens (near the mannequins), 22g IV or smaller for IV starts.
 - ***Please wash hands and wear gloves when working with all mannequins.***
- **Minimum Expectations** for all simulations include and are not limited to:
 - Follow pre-procedure guidelines.
 - ***Active*** participation in case scenarios/simulation debriefing.
 - Communicate with the patient, faculty, family, and other team members.

9/23/10

Reviewed: 7/1/12, 7/14, 7/15, 10/5/15, 6/16/17, 6/7/22

Revised: 11/09, 5/25/17, 4/26/21

Smart Device Policy

No smart devices (cell phones, smart watches, personal computers, tablets, etc.) are allowed in the classroom or on clinical without instructor approval.

No devices are to be used for recording or picture-taking without specific permission.

School computers are available for student use during class and clinical time.

Dev. 5/18/15

Reviewed: 5/22/17, 5/22/19, 9/13/21

Revised: 5/17/22, 11/11/24

Social Networking Policy

Students in the School of Nursing increasingly use personal websites, online blogs, online journals, and online communities such as Facebook.com to communicate and network within and outside of the school of nursing community. Students should remember that these sites are accessible to the public. The following policy deals with social networking while a student in the school of nursing:

1. Be careful about how much and what kind of personally identifiable information you post to these sites. Don't post anything you wouldn't want the world to know, including personal information that could lead to identity theft, harassment, stalking, or other safety concerns.
2. Be aware that your entries may be seen by unintended viewers. Faculty, administrators, potential current and future employers can often access information you place on these sites. Assume that any information you post may at some point be the basis for the impression others have of you.
3. The School of Nursing does not tolerate online harassment. If you feel that you are the subject of online harassment or threatening behavior, please contact your instructor, your advisor, or the Director. There could be legal consequences.
4. A conflict of personal boundaries and professional boundaries should be considered a conflict of interest. You are accountable for what you post on networking sites.
5. Profanity is prohibited.
6. Follow the Code of Ethics. The American Nurses Association Code of Ethics (available in the Library) provides ethical responsibilities of the nurse.
7. Legal concerns, such as HIPAA laws must always be considered. **NEVER** post any information about patients or their families on networking sites. Never take pictures of patients and/or their family members. It is grounds for dismissal from the program.
8. Defamatory remarks directed toward the school, other students, faculty, staff, the Graham Health System, or clinical agencies are considered as bullying, defamation of character, or harassment and will subject the student to disciplinary action.
9. Do not take for granted that your personal social networking site is private. The remarks are public for the world to see and may be interpreted very differently than the original author intended even if you delete them.
10. If you acknowledge that you are a student at Graham Hospital School of Nursing, be aware that many people will assume you are speaking on behalf of the school. Use good judgment and accuracy in posts. Maintain clear personal and professional boundaries to prevent a conflict of interest.
11. Communications should be honest, ethical and accurate, considerate, respectful of other students, faculty and staff and of copyright laws.
12. Follow the Code of Conduct and the Civility Policy as identified in the Student Handbook.

NOTE: If you are an employee or work study student, you are expected to adhere to Graham's Employee Electronic Social Networking Policy.

References:

American Nurses Association Code of Ethics for Nurses with Interpretive Statements (2015).

Dev. 1/19/11

Reviewed: 7/1/12, 6/25/14, 6/25/15, 6/16/17, 7/6/20

Revised: 6/7/22

Standards For Written Work

STANDARDS FOR WRITTEN WORK define form and organization of written work including daily class assignments, term or research papers, nursing care plans, and other written assignments.

The faculty will utilize the following criteria for evaluation:

1. All assignments must show appropriate depth of understanding.
2. All written work must be neat and legible.
3. All work must be turned in by the assignment due date.
4. Clear concise ideas must be expressed in complete sentences with appropriate grammar, spelling, and punctuation.
5. Standard white paper, 8 1/2 x 11 inches, must be used for formal written work unless otherwise specified by instructor. Informal assignments will be done on paper or forms according to instructor's directions.
6. Any ideas or thoughts must be accurate and properly documented if not the student's original idea or thought. Plagiarism will not be tolerated and may result in disciplinary action.
7. Assignments will be referenced and formatted according to the current APA format.
8. Written assignments with assigned points will be evaluated using a distributed (written/electronic) rubric/grading criteria.

Reviewed: 5/90, 5/92, 5/23/96, 6/1/11, 7/1/12, 7/1/15, 4/8/19, 10/17/22

Revised: 5/24/99, 5/30/13, 11/14/16, 5/27/20

Student Dress Code

The students of Graham Hospital School of Nursing contribute to the public image of the school through appropriate dress and appearance. The public's impression of GHSON is largely formed from interaction with the students. The following dress code guidelines will assist the student in appearing professional in clinical and community agencies.

Clinical Attire

1. GHSON clinical uniform consists of a navy scrub top with navy scrub pants, white socks and white shoes or navy skirt/dress with white hose and white shoes. White shoes must be made of impervious (incapable of being penetrated by moisture) material and in good condition. Shoestrings must be white and clean. If a student desires to wear a shirt under their scrub top, it must be a navy-colored shirt.
2. Students must be in full clinical attire during all clinical experiences, including skills labs and simulation labs.
3. Lab coats are required to be worn when obtaining client information. Lab coats are to be white, clean, mid-length, and well-pressed at all times.
4. Uniforms must be kept clean, neat, well-pressed, and in good condition at all times. Uniforms must fit properly. The hem of uniform pants should not touch the floor.
5. The uniform is not to be worn in public places unrelated to school activities unless granted special permission by the faculty. Students may wear the uniform to and from clinical and home.
6. Name badges are to be worn on the front upper left chest of the uniform. GHSON patches are to be sewn on the left upper sleeve, two inches below the shoulder on the uniform and lab coat.
7. Gum chewing is not allowed while in uniform.
8. False eyelashes shall not be worn during any clinical experiences, including skills and simulation labs.
9. Hair is to be neat and well-groomed at all times. Students' hair should be styled so that it does not extend below the top of the shoulder and is off the face. Hair style should be symmetrical. Hair must not interfere with the performance of duties or come in contact with patients or equipment. Hair color should be of a natural tone (blue, red, orange, pink, purple, etc. are not appropriate). Students may have well-trimmed mustaches, beards, and sideburns.
10. Fingernails are to be well manicured and no longer than 1/4 of an inch long or 0.6 cm. Artificial nails and nail polish shall not be worn because of the infection risk. Students are not allowed to wear scented products. Ask if you are in doubt.
11. Conservative makeup may be worn while in uniform.
12. The only jewelry that may be worn with the uniform is a wedding set and/or earrings. Clinical site specifics in regards to jewelry will be given by the instructor. Watches with a second hand are required to be worn during all clinical experiences.
13. The only visible piercings permitted are small earrings in the ears and/or nose piercings, in the style of small posts (1/8 of an inch). Up to two earrings are permitted per lobe/ear. Students will be asked to remove other visible piercings. Plastic pieces worn in place of jewelry and Band-Aids worn to cover facial piercings will not be acceptable. Tongue piercings must also be removed before reporting to clinical.
14. Tattoos are permitted to be visible with the exception of face and neck tattoos (need covered). Tattoos that are deemed to be potentially offensive to patients or peers must be covered. The Director will determine appropriateness if it is called into question. The Health System retains the right to request that a tattoo be covered while on clinical. The Health System is not responsible for supplying materials to cover student tattoos that are designated to be covered. All tattoos designated to be covered must be covered with skin tone bandages only.

School Functions

1. The following may not be worn to a school function: midriff tops, low-cut tops or blouses, and dresses more than 3" above the knee. Leggings may be worn as long as the top covers the skin with all movement.

Graduation Attire

The graduation attire will consist of a navy cap and gown purchased by the school.

Final discretion as to appropriate attire in all settings rests with the individual faculty member.

Revised: 8/89, 5/91, 5/94, 4/15/96, 3/2/98, 4/24/00, 4/25/05, 1/29/07, 2/23/11, 5/23/11, 7/1/12, 5/19/14, 5/22/15, 5/28/15, 6/25/15, 2/21/17, 4/16/18, 4/22/19, 5/28/19, 4/27/20; 3/22/21, 4/18/22, 5/22/23, 9/25/23

Reviewed: 10/5/15, 5/23/17, 1/23/20, 3/29/21, 2/26/24, 9/16/24

Student Health Screening Program

The Health Screening Program is required for all new students to ensure that persons providing direct patient care do not pose undue risk of infections or disease to the patients or others.

- I. Each new student must complete required health screening procedures and immunizations as a condition of admission.
- II. Each student must demonstrate correction of any disorder/disease that would prohibit functioning as a direct provider of care to his/her assigned patients before entry into or continuation in the nursing program.

Required Procedures Before Entry

1. Health History (Family and Personal)
2. Physical Examination
3. Eye Examination
4. Urine Dipstick and Complete Blood Count
5. Required Immunizations:
 - MMR (Measles, Mumps, Rubella) - you must provide 2 vaccine dates or have a titer done to document that you are immune.
 - History of Varicella/Chicken Pox - varicella titer results or two varivax vaccine dates.
 - Tdap - Tdap is needed every 10 years.
 - Hepatitis B Series - dates of initial series of vaccine (three vaccines).
 - TB 2-step - TB testing will be completed prior to first day of class.

HEALTH STATUS - Current Students

1. T.B. skin test required annually and on exposure.
2. All students will be required to follow Infection Control policies of Graham Hospital regarding: (See Appendix A)
 - A. Illness on duty.
 - B. Exposure to communicable disease.
 - C. Work restrictions.
 - D. Protocol for Occupational Exposure Incident.
3. If an exposure incident occurs while assigned to another hospital, the student is to follow the protocol of that hospital, and a copy of the care given is to be returned to Graham Infection Control.

Developed: 11/91

Reviewed: 2/02, 2/03, 2/05, 7/12, 5/28/15, 5/23/17, 4/16/18, 5/17/21

Revised: 2/01, 5/22/00, 5/27/04, 6/28/10, 7/1/13, 5/19/14, 4/18/16, 4/22/19, 8/19/19, 4/20/20, 5/17/22

Student Nurse Health Policy

The student is expected to assume the cost and the responsibility for a preadmission physical examination. The student is responsible for all health care costs and is encouraged to have health insurance. The student is responsible for reporting any health-related problems affecting his/her progress in this school to the Coordinator of Student Affairs, the Director of the School of Nursing, and any faculty members or staff on a need-to-know basis. Disclosure to faculty is necessary so that the faculty member can be aware if any problems arise, as well as for safety in course and clinical planning. Disclosure of the health-related problem to fellow students or other individuals is at the student's own discretion.

Students may purchase prescription and non-prescription drugs for themselves at a cost from the Graham Hospital Pharmacy. Students will place pharmacy order in person and must show pharmacy personnel their I.D. cards. They may call later that day to inquire if their order is ready and what the charge is. The student must pay the cashier first then return to the pharmacy with the receipt in order to obtain the prescription/non-prescription order. Students can pay with cash for the exact amount only, debit/credit card, or check at the pharmacy.

Students using the Graham Hospital Emergency Room will have the emergency room bill sent initially to the student's own health insurance company. Students who do not have insurance will need to complete the Financial Assistance Application with the Business Office to apply for financial help on their bill. All health costs incurred are the student's responsibility including injury-related incidences in clinical and class.

6/92

Reviewed: 2/10/99, 6/1/11, 7/1/12, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20, 5/17/21

Revised: 4/28/97, 5/22/00, 6/30/03, 6/12/08, 6/28/10, 7/11/13, 5/17/22, 5/27/25

Student Pregnancy Disclosure

Complete Student Pregnancy Disclosure Form on next page.

Reviewed: 7/1/12, 5/19/14, 5/23/17, 4/16/18, 4/22/19, 2/20/20, 4/19/21, 4/25/22
Revised: 4/14/04, 4/19/06, 9/17/07, 11/17/14, 3/21/16, 4/18/16

Student Pregnancy Disclosure Form

Graham Hospital School of Nursing ensures compliance with the Department of Education (DOE) regulations whereby a college “shall not discriminate against any student, or exclude any student from its education program or activity, including any class, or extracurricular activity, on the basis of such student’s pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom.”

In order for Graham Hospital School of Nursing to be compliant with this directive, and in order to be cognizant of special needs that may arise for a pregnant person, it is important that the student disclose the pregnancy to the Coordinator of Student Affairs, the Director of the School of Nursing, and any faculty members or staff on a need-to-know basis. Disclosure to faculty is necessary so that the faculty member can be aware of the pregnancy if any problems arise, as well as for safety in course and clinical planning. Disclosure of the pregnancy to fellow students or other individuals is at the student’s own discretion.

I am disclosing to Graham Hospital School of Nursing my pregnancy. My anticipated due date is _____.

In the event that there may be modifications required at GHSON due to my pregnancy, I request to participate in any discussions regarding these modifications.

Student comments:

Student signature: _____ Date: _____

GHSON Representative: _____ Date: _____

Approved:

Reviewed: 5/23/17, 4/16/18, 4/22/19, 2/20/20, 4/26/21, 4/25/22

Revised: 4/19/21

Student Senate

Bylaws

ARTICLE I. – NAME

The name of this organization shall be the Student Senate of Graham Hospital School of Nursing.

ARTICLE II. – MISSION

Student Senate is the voice of the student body which provides an avenue of self-government that comes together with differences, yet is united and working toward common goals.

ARTICLE III. – PURPOSE

The purpose of this organization shall be to provide opportunities for self-government and the personal and professional growth of students.

ARTICLE IV. – FUNCTIONS

1. Plan, implement, and evaluate the program of self-government by the student body in accordance with the philosophy, goals, and objectives of the school.
2. Plan, promote, and evaluate opportunities for the professional growth of students.
3. Plan, promote, and evaluate opportunities for student involvement in community health service activities.
4. Provide information to students regarding area nursing education programs, job market, legislation, and other health-care related matters.
5. Give recognition to deserving students.
6. Plan, promote, and evaluate recreational activities for students.

ARTICLE V. – GENERAL RULES AND REGULATIONS

1. The Student Senate shall meet once a month.
2. Executive Committee will hold meetings twice a year or on an as-needed basis.
3. A special meeting of the Senate may be called by the Director of the school, the advisor, the President of the Senate, or on a written request of a majority of members.
4. The term of office shall be one year. The incoming juniors and seniors shall hold elections for Student Senate Officers annually in March from class nominations, with offices being taken in April.
5. An elected member may hold only one office.
6. A quorum of the Senate shall consist of students present at any scheduled Student Senate meeting.
7. The Student Senate Bylaws may be amended at any Student Senate meeting by two-thirds vote of the students provided the proposed amendment is accepted by faculty organization.

8. Deliberation of all meetings of this organization shall be governed by Robert's Rules of Order, revised.

ARTICLE VI. – MEMBERSHIP/OFFICERS

Section 1: The Student Senate shall consist of the entire student body.

Section 2: Officers elected by the student body:

- A. President -----Senior
- B. Vice-President ---Senior
- C. Secretary -----Junior
- D. Treasurer -----Junior

Section 3: Committee members selected by individual class:

- A. Executive Committee

Section 4: Student Senate selects:

- A. Library Committee Representatives - One student and one alternate selected by Student Senate (in May)
- B. Technology Committee Representatives – One student and one alternate selected by Student Senate (in May)
- C. Quality and Safety Representatives – One student and one alternate selected by Student Senate.

Section 5: The Senate Faculty Advisor, appointed by the director, acts as a non-voting member.

ARTICLE VII. – DUTIES

Section 1 : Officers

- A. The President shall:
 - 1. preside at all regular and special meetings of the Student Senate.
 - 2. act as the chairperson and voting member of the Executive Committee.
 - 3. act as ex-officio member of the committees of the Senate.
 - 4. email tentative agenda of all Senate meetings 2-3 days prior to meeting.
 - 5. vote only in the occasion of a tie.
- B. The Vice-President shall:
 - 1. perform the duties of the president during his/her absence.
 - 2. act as representative to National Student Nurse Association
- C. The Secretary shall:
 - 1. keep minutes of each Student Senate and Executive Committee meeting.
 - 2. submit a draft of the minutes to the Senate advisor for approval before distribution.
 - 3. submit a copy of the minutes to the Senate President and advisor after each meeting, at least one week prior to the next meeting.
 - 4. submit the original minutes to the nursing school office for permanent filing.
 - 5. post minutes of each Senate meeting on bulletin board for student body.
 - 6. attend to all correspondence of the Student Senate.
 - 7. perform the treasurer's duties in the absence of the treasurer.

8. keep an accurate record of attendance at all meetings and file with the original minutes in the school office.
- D. The Treasurer shall:
 1. report to the Senate the financial status at each Student Senate meeting.
 2. update the Student Senate Communication Board monthly.

Section 2: Standing Committee Representatives

- A. School Standing Committee Representatives shall:
 1. attend meetings of respective committee
 2. report discussion of standing committee meeting at Senate meetings.
- B. Hospital Standing Committee Representatives shall:
 1. attend meetings of respective committee
 2. report discussion of standing committee meeting at Senate meetings.

ARTICLE VIII. – STANDING COMMITTEES

Section 1: The Standing Committees shall be:

- A. Executive

Section 2: Executive Committee

- A. Purpose – direct the self-governing activities of the Student Senate.
- B. Membership
 1. Co-chair Student Senate Advisor
 2. Co-chair Student Senate President
 3. Vice President
 4. Treasurer
 5. Secretary
 6. Curriculum Committee Representative
 7. Faculty Organization (FO) Committee Representative
 8. Library Committee Representative
 9. Technology Committee Representative
 10. Quality and Safety Committee Representative
- C. Functions
 1. Develop an annual budget for Senate approval
 2. Promote participation in Senate activities
 3. Survey the students annually to assess interests/needs and to evaluate Senate activities.
 4. Review Student Senate Bylaws annually and submit recommendations for revisions to the Student Senate and Faculty Organization for approval.
 5. Hold meetings twice a year and as necessary to complete the functions of the committee.

Section 3: Curriculum Committee Representative

A. Purpose

The purpose of the Curriculum Committee is to “develop, implement, and evaluate the total curriculum in accordance with the philosophy, mission, and end-of-program student learning outcomes of the school.” Discussion dates and/or approval dates are noted with all entries.

B. Membership

1. One student and one alternate selected by the Student Senate.

C. Function

1. Attend Curriculum Committee
2. Report back at Student Senate Meetings

Section 4: Faculty Organization Committee Representative

A. Purpose

The purpose of the Faculty Organization is to plan, promote, implement, and evaluate the total program of GHSON.

B. Membership

1. One student and one alternate

C. Function

1. Attend Faculty Organization Committee meetings
2. Report back at Student Senate meetings

Section 5: Library Committee Representative

A. Purpose – The purpose of the Library Committee is to provide for the effective operation of the library that meets the needs of the students and faculty.

B. Membership

1. One student and one alternate selected by the Student Senate

C. Function

1. Attend Library Committee Meetings
2. Take Student/School concerns to the committee
3. Report back at Student Senate meetings

Section 6: Technology Committee Representative

A. Purpose – The purpose of the SON Technology Committee is to promote the appropriate integration of technology into areas of instruction, support services, and school administration.

B. Membership

1. One student and one alternate selected by the Student Senate

C. Function

1. Attend Technology Committee Meetings
2. Take Student/School concerns to the committee
3. Report back at Student Senate meetings

Section 7: Quality and Safety Committee Representative

- A. Purpose: Keep the School of Nursing student body and faculty updated on Quality and Safety issues.
- B. Membership
 - 1. One student
 - 2. One alternate
- C. Function
 - 1. Attend the monthly Quality and Safety meetings
 - 2. Report back at Student Senate meetings

Revised: 8/91, 5/92, 5/95, 4/29/96, 4/16/99, 3/16/00, 4/24/00, 4/4/01, 4/29/02, 5/22/03, 1/26/04, 5/27/04, 8/30/04, 1/31/05, 9/25/06, 3/08, 5/27/10, 5/24/12, 9/29/14, 5/26/15, 3/28/16, 5/24/16, 7/1/16, 9/26/16, 5/29/18, 8/27/18, 5/28/19, 9/30/19, 5/27/21, 5/25/22, 5/22/23, 5/22/24, 5/22/25

Reviewed: 5/25/17

NSNA/SNAI Convention Guidelines

1. All nursing students will be eligible to attend the convention.
2. There will be no limit as to the number of students who may attend the convention.
3. Students must be in good academic standing ("C" or better) at GHSON (at the time of application) in order to be eligible to attend the convention.
4. If a student would like to attend the convention, the student must apply for permission by completing the NSNA/SNAI Convention Permission form.
 - A. The student will read and complete the form.
 - B. The student will give the form to the GHSON instructor to be completed and signed.
 - C. The student will give the completed form to the Student Senate President within the designated time-frame for convention application.
5. Monies allocated by the Student Senate budget for the convention will be shared between all attendees and can be applied to the convention tuition, hotel, convention meals, and gas. Submit bills for payment to the Senate Treasurer, obtain checks in advance from the Senate Treasurer for convention tuition and hotel deposit/accommodations.
6. Expenses that are not covered by Student Senate funds are the student's responsibility.
7. A convention reservation is a commitment by the student. If a student is unable to attend the convention due to an emergency, the student should make every effort to find another student to go in his/her place so that tuition and hotel expenses will not be forfeited.
8. Reservations for hotel accommodations:
 - a. A credit card is needed for reservations.
 - b. Make early reservations for closer and better hotels.
 - c. 2-3 female students per room (2 doubles).
9. As representatives of GHSON, students attending either convention shall follow the NSNA Code of Conduct.
10. Students attending the convention are required to attend all sessions possible. (Sessions start early in the morning).
11. Students attending the convention will be required to give a brief oral report to the Student Senate about the convention upon their return.
12. The Senate Vice-President (or designee) will coordinate and oversee the convention trip with the students who will be attending:
 - a. Make reservations for convention and hotel
 - b. Send tuition and hotel checks early
 - c. Act as a resource for the students
13. In the case of an emergency, accident, injury, or unusual happening, contact the Director of the school for further instructions.

NSNA/SNAI Convention Permission Form

To be completed by the student.

I, _____, would like to attend the NSNA/SNAI Convention. I agree to read
(Student's name)

and abide by all of the NSNA/SNAI Convention Guidelines.

_____ (Date)

_____ (Student Signature)

To be completed by the Instructor

As of _____, this student is/is not currently in good academic standing ("C" or better) in
(Date) (Circle one)

NUR _____ at Graham Hospital School of Nursing.

_____ (Date)

_____ (Faculty Signature)

Request for Convention/Workshop Educational Promotion Funds

To be completed by the student:

I, _____, would like to request funds in the amount of
\$ _____ so I may attend _____.

Whereas, I will behave in a professional manner at all times while representing my school.

(Date)

(Student Signature)

*Attach a short paragraph stating the reasons for which you desire to go to this conference/workshop including what you hope to gain from this educational opportunity and support for the Student Senate guidelines located in the Student Handbook.

To be completed by the Instructor:

As of _____, this student is / is not currently in good academic standing of a “C” or
(Date) (Circle One)

better in NUR _____ at Graham Hospital School of Nursing.

(Date)

(Faculty Signature)

1/26/04

Reviewed: 6/1/11, 7/1/12, 7/20, 5/27/21

Revised: 5/22/24

Student Of The Month/Year Guidelines

STUDENT OF THE MONTH PARKING VOUCHER

1. One student from each level will be selected for a parking voucher.
2. Students will be selected randomly through a drawing at Student Senate meetings.
3. Announcement and presentation of the parking voucher will be done at Student Senate meetings.
4. Each student will receive a month's use of a designated parking place in the south lot.
5. Student must be present to win.

STUDENT-OF-THE-YEAR AWARD

1. The following will be taken into consideration:

Honesty

Loyalty to the school

Professionalism

Respect and Consideration of others

School involvement – officer, committee member, volunteers, participates in events and community parade

Community involvement- participates in community projects, organization, fund-raising

Theory absences are not excessive

Clinical absences are within guidelines

Adheres to GHSON Civility Policy

Follows the ANA Code for Nurses

Good academic standing

2. Student of the Year, one from each level, who is selected by the Faculty Organization, will receive a framed certificate with the student's name, S.O.Y., and the year on it. Each S.O.Y. will also receive a \$200 award.

Reviewed: 6/91, 7/20, 5/25/22

Revised: 1/88, 5/92, 3/08, 4/27/98, 4/16/99, 9/26/05, 1/23/06, 5/20/08, 7/1/13, 2/28/14, 5/24/16, 5/27/21, 5/22/23, 2/5/24, 5/22/24

This form must be filled out for any expenses that will be billed to Student Senate or for any expenses that need to be reimbursed from the Senate budget.

A receipt is necessary for every purchase that is made. (If you used the Student Senate debit/credit card, return a receipt with the card)

Student, staff, or faculty fills out this portion:

Name of purchaser/person to be reimbursed: _____

Date of purchase: _____ Amount: _____

Committee or Budget line _____

Purpose of Purchase _____

Place of Purchase _____

Method of Payment (please check one):

Student Senate Debit/Credit card _____

Student Senate Check _____ Check # _____

Personal cash/Check/Debit/Charge _____

Other (explain) _____

Please attach the receipt to this form and return to Student Senate.

Student Senate Representative fills out this portion:

Treasurer/Advisor (SS payee to reimburse) _____

Amount _____ Check # _____

Date _____

Revised: 5/25/17, 5/22/24

Reviewed: 5/27/21

Student Social Activities Alcohol Policy

Graham Hospital School of Nursing prohibits the consumption of alcohol at exclusive school functions.

Guidelines for hosting student social functions:

1. No alcoholic beverages may be served at any school or Student Senate-sponsored activities.
2. Social events may be held at restaurants or dining establishments that have a public bar, but the bar cannot be opened by student request or voluntarily by the establishment to serve alcoholic beverages to students.
3. This policy does not prohibit the use or consumption of alcohol. However, if students choose to consume alcohol, they must do so responsibly and maintain their obligation to conduct themselves properly and professionally at all times.

1/27/06

Revised: 5/28/08, 5/27/10, 7/11/13, 5/22/24, 8/15/25

Reviewed: 5/25/17, 5/27/21

SUBSTANCE ABUSE

Before Requesting Drug And/Or Alcohol Testing

When a student's behavior in classroom or clinical performance suggests substance abuse:

- a. The supervising instructor must identify specific behaviors that indicate there is reasonable cause to require questioning and/or testing.
- b. The instructor should inform the Director of the school as soon as possible.
- c. The instructor shall have the Director of the school or another instructor present during questioning to learn of the student's explanation of his/her condition and in so doing determine the need for testing. If the Director or another instructor is unavailable, the Hospital Administrator should be present.
- d. If the student has a reasonable explanation for his/her condition and the instructor or Director determined, in their sole discretion, the explanation is reasonable and supported by facts, and further, the student is then fit for class or clinical, then in that event, the student should return to his/her previous setting.

Drug And/Or Alcohol Testing And Suspension

1. If the student refuses to respond to questioning, the instructor shall request that the student meet privately with the Director of the school to provide an explanation of the refusal to respond. If the student refuses to respond to questioning AND refuses to meet with the Director of the school, the student will be informed that he/she is immediately dismissed from the program by the Director of the school.
2. If the student responds to questioning but refuses to comply with drug and/or alcohol testing as requested, the Director of the school will inform the student that he/she is immediately dismissed from the program.
3. If the student responds to questioning and agrees to drug and/or alcohol testing as requested, the Director of the school or instructor shall have the student sign the Consent Form for Alcohol and/or Drug Testing. The Director of the school or the instructor shall personally escort the student to the laboratory.
 - a. The specimen(s) shall be treated with caution to preserve the "chain of evidence" as much as possible, according to the hospital procedure.
 - b. The specimen(s) shall be processed by the lab in the same manner as random drug screens.
 - c. Results will be reported to the Medical Review Officer. He/she will then communicate the significance of the results to the Director of the school.
 - d. Pending determination of test results, the Director of the school will inform the student that he/she will be suspended from class and clinical and that, in the event of positive test results, he/she will be placed on probation.
4. Information concerning possible violations of the School of Nursing regulations concerning drug and/or alcohol use is to be restricted to those persons who are participating in reporting, questioning, observation, assessment, investigation, prosecution, or implementation of disciplinary action. Counsel for the hospital shall also be privy to the test results and any information relevant to or necessary for the investigation and prosecution of the incident.

5. Instructors and the Director of the school are not to attempt to use force in seeking compliance of the student with questioning or with testing. Security personnel should be called if the instructor or Director of the school determines that the student should not remain in the clinical or classroom setting, but the student refuses to leave.
6. Once the student has been suspended or determined to be unfit for school, arrangements for disposition must be made. The student will not be allowed to drive or go home alone. An adult family member or friend may be permitted to escort the student from the hospital or school premises.
7. A severely impaired student should be taken to the Emergency Department for appropriate evaluation and treatment.
8. The School of Nursing will refer illegal drug activities to law enforcement, licensing, financial aid, and/or credentialing agencies when appropriate.

5/26/93

Reviewed: 4/15/98, 6/1/11, 7/1/12, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20, 5/17/21

Revised: 5/19/14, 5/17/22

[Procedure For Implementation Of The Substance Abuse Policy](#)

Graham Hospital School of Nursing will require a blood and/or urine test to be obtained (1) for analysis on the student suspected of being under the influence of using drugs and/or alcohol or (2) for a student placed on probation. The school must have reasonable cause based on specific, objective facts to suspect substance abuse. These behaviors may include, but are not limited to, chronic absenteeism, tardiness, sleeping in class, erratic behavior, inattention to direction, alteration in usual behavior, appearing intoxicated, having the smell of alcohol on the breath, or other behavior that would suggest substance abuse. If the student has no reasonable, verifiable explanation for his/her behavior, the following procedure will be implemented.

Section I Observation Checklist For Student Suspected Of Substance Abuse

Directions: Check all appropriate boxes in each category.

1. Walking/Standing:	<input type="checkbox"/> normal	<input type="checkbox"/> Stumbling	<input type="checkbox"/> Swaying	<input type="checkbox"/> Unable	<input type="checkbox"/> Staggering	<input type="checkbox"/> Holding on	<input type="checkbox"/> Other	<input type="checkbox"/> Falling	<input type="checkbox"/> Unsteady
2. Speech:	<input type="checkbox"/> normal	<input type="checkbox"/> Shouting	<input type="checkbox"/> Slow	<input type="checkbox"/> Rambling/incoherent	<input type="checkbox"/> Whispering	<input type="checkbox"/> Slobbering	<input type="checkbox"/> Other	<input type="checkbox"/> Silent	<input type="checkbox"/> Slurred
3. Demeanor:	<input type="checkbox"/> normal	<input type="checkbox"/> Sleepy	<input type="checkbox"/> Talkative		<input type="checkbox"/> Crying	<input type="checkbox"/> Excited		<input type="checkbox"/> Silent	<input type="checkbox"/> Fighting <input type="checkbox"/> Other
4. Actions:	<input type="checkbox"/> normal	<input type="checkbox"/> Sluggish	<input type="checkbox"/> Threatening	<input type="checkbox"/> Hyperactive	<input type="checkbox"/> Resisting communication	<input type="checkbox"/> Hostile	<input type="checkbox"/> Profanity	<input type="checkbox"/> Drowsy	<input type="checkbox"/> Fighting
								<input type="checkbox"/> Erratic	<input type="checkbox"/> Bizarre
5. Eyes:	<input type="checkbox"/> normal	<input type="checkbox"/> Bloodshot	<input type="checkbox"/> Watery		<input type="checkbox"/> Droopy lids	<input type="checkbox"/> Dilated pinpoint pupils		<input type="checkbox"/> Glassy	<input type="checkbox"/> Closed <input type="checkbox"/> Other
6. Face:	<input type="checkbox"/> normal	<input type="checkbox"/> Flushed			<input type="checkbox"/> Pale			<input type="checkbox"/> Sweaty	<input type="checkbox"/> Other
7. Clothing:	<input type="checkbox"/> normal	<input type="checkbox"/> Bizarre	<input type="checkbox"/> Body excrements		<input type="checkbox"/> Dirty	<input type="checkbox"/> Partially dressed		<input type="checkbox"/> Stained	<input type="checkbox"/> Other
8. Breath:	<input type="checkbox"/> normal	<input type="checkbox"/> Alcohol odor			<input type="checkbox"/> Faint alcohol odor			<input type="checkbox"/> Other	
9. Movements:	<input type="checkbox"/> normal	<input type="checkbox"/> Fumbling	<input type="checkbox"/> Slow		<input type="checkbox"/> Nervous	<input type="checkbox"/> Hyperactive		<input type="checkbox"/> Jerky	<input type="checkbox"/> Other
10. Eating/chewing:	<input type="checkbox"/> normal	<input type="checkbox"/> Gum	<input type="checkbox"/> Tobacco		<input type="checkbox"/> Candy	<input type="checkbox"/> Other:		<input type="checkbox"/> Mints	

Record any other specific observations: _____

Instructor/Staff Member's Signature

Witness' Signature

5/26/93

Reviewed: 4/15/98, 6/1/11, 7/1/12, 7/11/13, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20,
5/17/21

Revised: 5/17/22

Section II Questionnaire For Student Suspected Of Substance Abuse

Directions: Conduct interview with student in the presence of another faculty or staff member. Allow student to choose a peer to be present during the interview if desired. Use a private office or meeting room whenever possible. The staff member shall ask each question in order and will record student's answer.

If the student refuses to answer every question, he/she will be immediately suspended from the School of Nursing.

Student's Name: _____ Date: _____

Peer name (if present): _____

1. Are you feeling ill? { } yes { } no

If "yes", what are your symptoms? _____

2. Are you under a doctor's care? { } yes { } no

If "yes", what are you being treated for? _____

If "yes", when did you last visit the doctor? _____

What is your doctor's name? _____

May we contact your doctor to verify this information? { } yes { } no

3. Are you taking any medication (scheduled and PRN)? { } yes { } no

If "yes", what medications? _____

If "yes", when did you take your last dosage(s)? _____

Amount/dose(s) taken? _____

4. Do you have any medication in your possession? { } yes { } no

May we examine the medication(s)? { } yes { } no

Record any identifying information and take sample if permitted by student.

5. Do you have any medical problems? { } yes { } no

If "yes", please explain: _____

Are you diabetic? { } yes { } no

Are you taking insulin? { } yes { } no

Do you have a seizure disorder or epilepsy? { } yes { } no

Record any comments: _____

6. Do you have a cold or flu? { } yes { } no

Are you taking any cold pills? { } yes { } no

Are you taking any cough medicine? { } yes { } no

Are you taking any antihistamines? { } yes { } no

Record any comments: _____

7. Did you use any type of drug? { } yes { } no
If "yes", what kind, when, where, with whom, and how much? _____

8. Did you drink alcohol or an alcoholic beverage today? { } yes { } no
If "yes", what kind, when, where, with whom, and how much? _____

9. Do you have any explanation for your present condition? { } yes { } no
Record any comments: _____

Instructor/Staff Member's Printed Name

Signature/Date

Witness' Printed Name

Signature/Date

5/26/93

Reviewed: 4/15/98, 6/1/11, 7/1/12, 7/11/13, 5/19/14, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19,
4/20/20, 5/17/21

Revised: 5/17/22

Section III Assessment And Disposition Of Student Suspected Of Substance Abuse

Directions: Check the appropriate boxes in each item and write comments below.

Student Name: _____

1. Student appears to be under the influence of drugs and/or alcohol. yes no uncertain
2. Student is fit for class or clinical. yes no uncertain
3. Discussed Section I, II, and III with Director of the school. yes no
4. Testing ordered by Director of the school. yes no
5. Student suspended. yes no
6. Student disposition:
 returned to class or clinical taken to ED for treatment
 sent home:
 with family member
 with friend
 refused assistance and left premises
7. Police notified by Director of the school with the approval of President/CEO of Graham Hospital.
 yes no not applicable

Record any additional comments or student's response: _____

Instructor's Signature

Witness' Signature

- A. Submit original copies of I, II, and III to Director of the school.
- B. After review by Director of the school, original copies will be placed in the student's file.

5/26/93

Reviewed: 4/15/98, 6/1/11, 7/1/12, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 4/20/20, 5/17/21, 5/17/22

Revised: 7/11/13, 5/19/14, 7/3/14

Substance Abuse Policy

Students have a responsibility to their clients to deliver care in a safe and conscientious manner. In order to ensure that this responsibility is met, students must be able to work free from the effects of alcohol and other performance-impairing substances. The School of Nursing has instituted this policy to address the hospital's need to assure our employees, students, and patients can coexist in an environment free of substance abuse in the classroom and clinical setting.

1. Any student who:

- A. unlawfully manufactures, distributes, dispenses, possesses, or uses alcohol or a controlled substance (which has not been prescribed for use by the student) on Graham Hospital owned and controlled property and/or any site where students participate in clinical experiences and/or;
- B. reports for class, clinical, skills lab practice, graduation, or conferences sponsored by Graham Hospital or the School of Nursing under the influence of alcohol or a controlled substance and/or;
- C. becomes under the influence of a controlled substance while acting in the scope of student responsibilities as a result of the use of alcohol and/or drugs which have not been properly prescribed and used in accordance with the doctor's instructions and/or;
- D. is confirmed by faculty member or nursing supervisor to have alcohol on the breath while acting in the scope of student responsibilities while on Graham Hospital controlled property and/or any site where students participate in clinical experiences.

will be subject to the following discipline:

- A. **SUSPENSION:** Immediate temporary removal from the program while possible substance abuse violations are being investigated through an alcohol or drug test to be administered by Graham Hospital and until drug and/or alcohol test results are available. If test results are positive, suspension will be for a total of one week of class and clinical, recorded as school absences. Further disciplinary action will be instituted as below:
- B. **PROBATION:** For a first offense, the student whose drug and/or alcohol tests results are positive will, after the suspension period of one week, be placed on probation for the remainder of the student's nursing program. Probation requires the student not use or be under the influence of drugs or alcohol while on Graham Hospital owned and controlled property and/or any site where the student participates in clinical experiences. The student will also be subject to random testing for the remainder of their school curriculum. If the random testing shows the use of any alcohol or controlled substance which has not been properly prescribed and used, the student will be subject to discipline up to and including termination. Random testing will be done while the student is at school at times and dates determined by the instructor or school Director at their sole discretion. The student will also be required to obtain substance abuse counseling, at their own cost, and follow the recommendations of the counselor after evaluation and treatment. The student, as a condition of continued enrollment, agrees to authorize the release of the evaluation results and any recommendations of the counselor to Graham Hospital so that they can monitor the recommendations imposed upon the student by the counselor. Referral information for substance abuse counseling will be provided.

C. DISMISSAL: If a student on probation is confirmed to have violated the terms of Probation, the student will be immediately dismissed from the program.

Should the school later decide to readmit the student to the program, the student would be placed on probation for the remainder of the school program and be subject to random drug and/or alcohol testing which could be requested by the instructor or school Director at any time.

2. Whenever the instructor or staff has reason to suspect that a student is using illegal drugs, using legal drugs illegally, or using alcohol while on the Graham Hospital owned and controlled property and/or any site where the student participates in clinical experiences, the school reserves the right to require the student to submit to a breath, blood, and/or urine test. See "Procedure for Implementation of the Substance Abuse Policy" for guidelines.
3. The student undergoing medically prescribed treatment with a controlled substance which may limit the student's ability to perform on the job or in school must report that treatment and possible side effects to the instructor and school Director at the beginning of each course. The student may have their responsibilities changed to maintain a safe environment for the student and/or the patients the student is working with. Failure to report this information to the instructor shall be cause for appropriate disciplinary action. It is the student's responsibility to determine from his/her physician whether a prescribed drug may impair clinical or class performance. This information will be treated confidentially.
4. It shall be the responsibility of each student who observes or who has knowledge of another student in a condition which impairs his/her ability to perform in the clinical setting, who poses a hazard to the safety and welfare of others, or who is otherwise in violation of this policy to promptly report that fact to the clinical/course instructor or staff.
5. Students are required to notify the Director of the School of Nursing of any criminal drug conviction resulting from a violation occurring at the hospital no later than five days after conviction.
6. Graham Hospital School of Nursing will notify the appropriate federal agency from which the student receives federal funds within ten days after receiving notice of such a conviction from a student.
7. Within 3 days of receiving notice of a conviction, the school will institute appropriate disciplinary action as listed in #1 on the previous page.
8. For the purposes of this policy, the following definitions apply:
 - a. A CONTROLLED SUBSTANCE or ILLEGAL DRUG is one which either:
 - 1) is not legally obtainable.
 - 2) is being used in a manner different from that prescribed.
 - 3) is legally obtainable but has not been legally obtained.
 - b. A CONVICTION is defined as finding of guilt (including a plea or no contest) or imposition of a sentence, or both, by any judicial body charged with responsibility of determining violations of the federal or state criminal drug statutes.

Adopted: 5/26/93

Reviewed: 4/15/98, 6/1/11, 7/1/12, 5/28/15, 4/18/16, 5/23/17, 4/16/18, 4/20/20, 5/17/21, 5/17/22, 3/31/25

Revised: 7/11/13, 5/19/14

Testing Policy

The purpose of the *Testing Policy* is to facilitate the provision of an environment conducive to fair and equitable testing in the school of nursing.

Academic Integrity:

- All students must adhere to the *Testing Policy* and all other applicable school of nursing policies including but not limited to all other terms of applicable software licensing agreements or copyright laws.
- Students must adhere to the instructions provided by the instructor or exam proctor.
- Failure to comply with these policies and instructions may be considered a violation of academic integrity and may result in disciplinary actions up to and including receiving no credit for the examination, dismissal from the exam, and/or other sanctions as designated by the instructor and/or the director.

Student Conduct:

- Students will not participate in any cheating incident, breach of security, misconduct, or any other behavior that could be considered a compromise of the integrity or confidentiality of any school of nursing exam.

Misconduct behaviors will include, but are not limited to:

- a. Disseminating actual exam content by any means, including, but not limited to, web postings, formal or informal test preparation or discussion groups, reconstruction through memorization, study guides, or any other method.
- b. Copying, publishing, selling, offering to sell, distributing in any way, or otherwise transferring, modifying, making derivative works of, reverse engineering, decompiling, disassembling, or translating any exam or any part thereof.
- c. Seeking and/or obtaining unauthorized access to examination materials and/or any unauthorized publication of exam questions with or without answers.
 - Students will not talk or cause a disturbance of any kind during an exam, including, but not limited to, pencil clicking, foot tapping, gum-chewing, or other bothersome noise-making behaviors.
 - Students will not remove or attempt to remove any exam materials (in any format) from the testing area.
 - Students will not tamper with the operation of the computer or attempt to use it for any function other than taking the assigned examination.
 - Students may not insert any devices that can read and write data during an exam, e.g. compact disks, flash memory drives.
 - Students may not unplug or disconnect school of nursing equipment to provide personal computers with power or network connectivity.

- Students should NOT attempt to access the internet or use common keystrokes, e.g. CTRL+C, CTRL+V, CTRL+ALT+DEL, CTRL+X, or Print Screen.
- Students will not give, receive, obtain, attempt, or ask for any unauthorized assistance during the exam.
- Students will not make notes of any kind while in the classroom, except on writing materials provided by the instructor/proctor to be handed in at the end of the exam.
- The instructor/proctor is authorized to dismiss a student from an exam session for violation of any school policy, misconduct, or cheating.

Arrival and Check-in at the Exam:

- Students must be in their seats and ready to start the test at least ten (10) minutes before the scheduled start time of the examination.
- Computers will be turned on and ready for testing at least five (5) minutes before the scheduled start time of the examination.
- Late Arrivals: If a student is not in the examination room and seated before the examination starts, he/she will be considered absent from the exam.
- The instructor/proctor will provide white boards or scratch paper and calculators prior to the exam. Some electronic testing formats may include a built-in calculator.

Absence:

- If a student is going to be absent for an exam, he/she must notify the instructor per course syllabus directions before the start of class.
- If a student is absent from an exam without prior instructor notification before class, at the instructor's discretion, there may be a pre-determined deduction of points before the test is taken.
- At the instructor's discretion, a make-up examination may consist of, but is not limited to, a paper and pencil exam, essay exam, alternative type of exam, or another version of the exam.

Restroom Breaks:

- Students should use the restroom before entering the testing room.
- Students may not leave an exam in progress except for emergencies.

Personal Belongings:

- During an exam, students are not permitted to have access to unauthorized items, which include, but are not limited to, cell phones, Bluetooth devices, pagers, earphones, wallets, pencil cases, eyeglass cases, calculators, smart watches, fitness bands, books, notes, hats, food, drinks, purses, backpacks, briefcases, purses, media players, recorders, language translators, picture-taking devices, written materials, dictionary, scratch paper of any kind, highlighters, and rulers.

- No hats, sunglasses, earmuffs, hoodies, jackets, coats, scarves, gloves, or other shirts/sweaters etc. with front/side pockets can be worn in the testing room, such as cardigans or lab coats. The student will be asked to remove any garment that is not allowed.
- Prior to the test, personal belongings will be stored in lockers.
- Cell phones and all other electronic devices will be turned off and stored in lockers.
- If an electronic device is found in the possession of the student, the school of nursing has a strict no tolerance policy regarding students in possession of electronic devices during any exam, regardless if it is turned on or not. In this case, the student may be dismissed from the exam.

Food and Drink:

- There is no food or drink allowed in the testing area.
- Any exceptions to this rule will require documentation of need from a medical provider.

Testing Setup:

- All computer tests are secured.
- The instructor sets up all exams with a time limit.
- Instructor's discretion will be used when setting up the exam, e.g. question look-back, test retake, feedback of exam and key, scores, rationales, and review of unanswered questions at the end of the test
- Any student requesting extra time or accommodation for exams, must provide appropriate documentation to the Coordinator of Student Affairs.
- No extra credit is allowed on any nursing exams.
- Students may not have any unauthorized textbooks or notebooks at any time during an exam.
- No backward navigation or highlighting will be allowed on computerized testing.
- Upon completion of the exam, all materials provided to the student must be returned to the instructor/proctor before leaving the testing area.

Communication:

- All communication between students during the exam is strictly prohibited.
- The instructor/proctor will not answer any questions regarding exam content.
- All comprehensive final exams will be an individual assessment of the student's knowledge, therefore group testing is not allowed.

Technology Issues:

- In the event a student experiences a computer issue, the student should immediately raise his/her hand to inform the instructor/proctor.
- A substitute computer may be available to replace the failed computer. If a substitute computer is not available, the student will complete the exam via paper/pencil exam.

Test Review and Remediation

- Students who disagree with an exam item may submit the rationale for their chosen answer, including documentation from their assigned reading(s), to the faculty for review.
- During a group review of an exam that has been scored, students cannot record or take notes.
- If a student scores less than 77% on an exam before midterm, refer to the Guidelines for Administration of Test Assessments policy.
- Students will remediate for every exam failure (scoring less than 77%) per faculty directions.

Developed 5/20/25

Revised: 8/18/25

Transfer of Credit Policy

At Graham Hospital School of Nursing, transfer credits will be reviewed and accepted at the discretion of the Coordinator of Student Affairs/Director. Grades of C or better are required for all accepted transfer credits.

Adopted: 6/30/11

Reviewed: 5/19/14, 5/22/15, 4/18/16, 5/23/17, 4/16/18, 4/22/19, 1/21/21, 4/18/22

Revised: 2/20/20, 11/28/22

Tutor General Standards and Expectations

Tutoring Standards

- Nursing tutoring is meant to provide the following:
 - Engaging and adaptive learning support
 - Safe and welcoming learning environments
 - Options to accommodate a wide range of education needs and learning styles
 - Strategies to foster independent learning and growth

Expectations

- Students must have already covered the material at least once, if not several times, with their instructor prior to scheduling any tutoring session.
- The nursing tutor will not teach or re-teach any theory material. It is important as a student to engage in class. If a student misses any class day, it is his/her responsibility to follow the class syllabus or guidelines to obtain any missed material.
- Students should bring all relevant class materials to each tutoring session (notes, books, handouts, assignments, etc.).
- Students are expected to submit topics, questions, or learning requests prior to the tutoring session. Students must come prepared to each tutoring session.
- The tutoring session may be ended by the nursing tutor at any time if the student is not prepared, focused, or ready to engage in his/her own learning process.
- The nursing tutor will not provide exam reviews. The nursing tutor will not have access to the test questions or materials prior to the exams. If the student would like specific help regarding a topic on the upcoming exam, this is acceptable, but again, the student must come prepared to the tutoring session.

Scheduling

- All tutoring will be scheduled through Canvas.
- All students will be invited to the Canvas Tutoring Classroom where they can sign up for tutoring time slots.
- Time slots can be scheduled for individuals or groups, but they are not time for group hangouts.
- Each time slot will be roughly one hour unless specified prior to the tutoring session.

Cancellations and Rescheduling

- Cancellations or rescheduling will be completed through Canvas or with the tutor directly. Please be courteous by emailing or calling ahead as opposed to just not showing up. This would be considered poor professionalism.
- If a student arrives more than 5 minutes late to a tutoring session, this will be classified as a “no-show” and documented accordingly.
- If a student needs to cancel a tutoring session, this will need to be done at least 12 hours prior to the session, 24 hours if possible. Any cancellation completed less than 12 hours prior to the scheduled session will be classified as a “no-show” and documented accordingly. This could result in loss of tutoring for the rest of the course and will be discussed on a case-by-case basis.

Nursing Tutor Notes for Students

- The tutor is here to help:
 - Guide
 - Counsel
 - Build independent learners
 - Provide assistance
- The tutor will not:
 - Complete assignments for the student(s)
 - Give test/quiz answers or even know what is on the test
 - Know everything (the tutor may direct the student back to the instructor for clarification)
- At the conclusion of each tutoring session, the nursing tutor will send the appropriate theory instructor(s) a session summary regarding the content covered along with any additional comments.

Print: _____

Date: _____

Signature: _____

Approved: 04/25/22

Reviewed: 04/08/24

Tutoring Policy

Tutoring assistance is available to students from a variety of sources. Please contact your instructor/advisor first if you feel that you need additional help.

Approved: 4/18/16
Reviewed: 5/23/17, 1/23/20, 4/19/21
Revised: 4/16/18, 4/22/19, 4/25/22, 5/28/24

Tutoring Session and Feedback Form

Student	
Course	
Date/Time of Tutoring	
Session Summary	
Tutor Comments	

Name of Tutor: _____ Date: _____

Approved: 04/25/22

Reviewed: 04/08/24

COURSE DESCRIPTIONS

This course is no longer offered at this time, but this was the course description for the freshman level of the diploma program.

NUR 110 Introduction To Nursing Concepts (7)

NUR 110 is designed to give the student a basic foundation of the concepts of man, nursing, wellness-illness, and environment. The student is assisted in applying principles from the biological and psychosocial sciences to promote the adaptation of the individual. Basic human needs, adaptation theory, and the nursing process are introduced as the student assumes the roles of professional team member and provider of basic nursing care. Skills lab allows the student to practice and refine basic nursing skills. Supervised clinical experiences take place in hospital acute and rehabilitative care units. Observational clinical experiences that correlate with theory are offered based on availability.

This course is no longer offered at this time, but this was the course description for the freshman level of the diploma program.

NUR 111 Introduction To Nursing Care Of The Adult Client (8)

NUR 111 is designed to give the student an opportunity to promote the adaptation of the individual experiencing alterations in health status. The student is assisted in applying concepts and roles introduced in the preceding course. The nursing roles of professional team member, provider of care, communicator, and teacher are studied and utilized. Assessment skills are expanded to include the total body in a systematic plan to facilitate priority planning, documentation and evaluating of the nursing process. Clinical lab allows the student to facilitate development of expanding nursing skills. Supervised clinical experience takes place in selected hospital units. To enhance the student's knowledge base, there are observational experiences in various hospital departments and community clinics.

Prerequisites: NUR 110 and Anatomy & Physiology I and Medical Terminology with a grade of "C" or better.

NUR 210 Nursing Care Of The Adult Client In Illness (9)

NUR 210 is a course designed to facilitate the student's utilization of the nursing process for individuals, families, and groups experiencing maladaptations in wellness-illness within the body's homeostasis and regulatory processes throughout the adult years. Clinical lab completes the fluid and gas transport skills such as IV insertion and monitoring, chest tube care, and tracheostomy care. Students are introduced to ECG monitoring and evaluation during their clinical experience. These skills facilitate evaluation of the internal and external environmental effects on man. Pertinent assessments of and evaluation of the interventions for clients experiencing maladaptations are offered in all levels of care. Students are encouraged to use critical thinking while planning and executing care for their clients experiencing illness. Students communicate directly with other hospital departments to coordinate and improve the quality of health care provided. Students are guided in the teacher, care giver and communicator roles to enhance positive change on the wellness/illness continuum for their clients. Legal and ethical issues are explored in terms of client's right to know, right to refuse treatment/procedures, while maintaining confidentiality to facilitate man's inherent dignity, self-worth, and self-determination. Clinical experience settings include various Graham Hospital departments and selected community clinics.

PREREQUISITES: NUR 111, Anatomy & Physiology II, and General Psychology with a grade of "C" or better.

NUR 230 Nursing Care Of The Childbearing Family (4)

NUR 230 is the study of the nursing care of the child-bearing family. Students are assisted in the application of concepts from the biological, physical and psychosocial sciences to the nursing care of these families across the wellness-illness continuum. Principles of normal growth and development of the female and the neonate from conception to the newborn period are emphasized as a basis for nursing care of clients with adaptive/maladaptive responses. Students are guided in the adaptation of the nursing process, therapeutic communication, teaching, and critical thinking skills to the care of women, infants and their families. Current trends, legal, ethical and cultural issues of maternal and neonatal health are evaluated. Clinical experiences are obtained on acute care maternity inpatient units. Clinical lab enhances the clinical experience by facilitating the development of nursing skills needed to care for mothers and newborn infants. Alternative clinical facilities include tours of facilities that offer varied services for women and infants are also experienced.

Prerequisites: NUR 210 and Human Growth & Development with a grade of “C” or better.

NUR 240 Nursing Care Of The Childrearing Family (4)

NUR 240 is a study of the nursing care of children from infancy to late adolescence. Students are assisted in the application of concepts from the biological, physical, and psychosocial sciences and nursing to the pediatric population. Principles of normal growth and development are emphasized as a basis for the identification and care of children with maladaptive patterns. Students are assisted in the adaptation of the nursing process and skills in communication, teaching, and critical thinking to the care of children and their families along the wellness-illness continuum. Evaluation of the role of the professional nurse in current trends, legal, ethical, and cultural issues of pediatric health care is stressed. Clinical experiences are varied including: health promotion and screening activities at a well-child clinic, day care center, pediatric physician offices, schools, inpatient pediatric unit, Child Life Specialist, and specialty clinics for children with chronic illness. A pediatric skills simulator lab is available for instruction and practice of pediatric nursing procedures and clinical decision-making. Web-based programs and digital clinical experiences are used to learn various pediatric nursing skills, processes, and procedures.

PREREQUISITES: NUR 210 and Human Growth & Development with a grade of “C” or better.

NUR 250 Nursing Care Of Clients In The Community (4)

NUR 250 is designed to study the concepts and theories of community health. Students are assisted in the application of concepts from the biological, physical, and psychosocial sciences using a population approach to wellness and illness in the community setting that incorporates gerontology aspects. Health needs, problems, and cultural issues impacting on the community, and available community resources are discussed and evaluated. Students are assisted in the adaptation of the nursing process to the care for individuals, families, and groups including the geriatric population in the community. Communication, teaching, and critical thinking skills are explored and practiced. Various roles of the professional nurse in community health are examined. Current trends, legal and ethical issues and how health care is delivered will be facilitated. Clinical experience is provided in a variety of community settings including: home health, hospice, school nurse, correctional and public health nursing. Students will engage in health promotion and health evaluation activities through live assessments and observations, case studies, simulation, and digital clinical experiences.

PREREQUISITES: NUR 210 and Human Growth & Development with a grade of “C” or better.

NUR 260 Nursing Care Of Clients With Psychosocial Problems (4)

NUR 260 assists students in the study of the mental health-illness continuum throughout the life cycle. The nursing process, critical thinking, and nursing research are used in selecting nursing diagnoses which direct specific nursing actions to assist the client in adapting productively to internal and external environmental stressors. Therapeutic interactions and communication skills continue to be explored and refined. Medication, professional standards and legal issues specific to mental health nursing are also evaluated. Clinical experiences demonstrating the application of individual, family, milieu, and group treatment are provided in a variety of community settings. Simulations and/or digital clinical experiences are used to replicate common patient diagnoses that students encounter during their psychiatric mental health clinical rotation.

Prerequisites: NUR 210 and Human Growth & Development with a grade of "C" or better.

NUR 310 Advanced Concepts In Nursing Practice (10)

NUR 310 is designed to facilitate the utilization of advanced concepts of the nursing process for individuals, families, and groups experiencing illness. One focus of the course is evaluation of internal and external environmental stressors that affect the state of wellness. A second focus of the course is exploration of leadership/managerial roles of nursing. Students evaluate interdisciplinary interventions that are implemented to assist the client toward homeostasis. Leadership and management roles are applied to clinical, classroom, and simulation experiences throughout the semester. Advanced nursing skills such as hemodynamic monitoring, care of the ventilated client, patient advocacy, and delegation are explored during the varied clinical, classroom, and simulation experiences. Settings for clinical experiences include various Graham Health Systems departments and alternate clinical settings in different healthcare environments.

PREREQUISITES: NUR 230, 240, 250, 260, Composition I, Composition II, Principles of Microbiology, Introduction to Sociology, Speech Communications, and a General Elective with a grade of "C" or better. Previous or concurrent enrollment in Statistics.

Reviewed: 5/22/17, 5/22/19, 5/11/20, 5/18/22, 5/14/24, 5/20/25

Revised: 4/24/95, 5/20/96, 3/31/97, 5/26/98, 11/30/98, 5/24/99, 5/17/04, 2/28/11, 10/3/11, 7/1/14, 5/26/15, 12/14/15, 5/22/18, 1/13/20, 5/17/21, 5/16/23