

# HEALTH CAREER INSTITUTE



## NURSING STUDENT HANDBOOK

2017 – 2018

Health Career Institute  
1764 North Congress Avenue  
West Palm Beach, Florida 33409  
(561) 586-0121 Office  
(561) 471-4010 Fax

[www.hci.edu](http://www.hci.edu)

## Table of Contents

Forward .....	5
History and Philosophy .....	6
Mission Statement .....	6
Goals .....	6
Nursing Program Overview .....	7
Role of the Professional Nurse .....	7
Licensure to Practice as a Professional Nurse .....	8
Potential Denial of License and/or Acceptance into Nursing Program .....	8
Conceptual Framework.....	9
Nursing Education .....	11
Organizational Framework.....	11
Associate of Science Nursing Curriculum .....	14
Nursing Curriculum .....	14
Nursing Program Curriculum Changes .....	15
Student Participation in Program Governance .....	15
Curriculum Meetings.....	15
Student Advisory Meetings .....	15
Programmatic Requirements .....	16
Dosage Calculation Tests .....	16
Standardized Testing: Conclusion of Nursing Core Courses.....	16
Program Demands.....	16
Nursing Core Course Repeat Policy .....	17
Pre-Clinical Nursing Core Requirements.....	17
Criminal Background Check and Drug Screening Policy.....	18
Criminal Background Check .....	18
Drug Screening.....	19
Exposure to Blood Borne Pathogens & Communicable Diseases.....	19
Exposure Incident Policy.....	20
Reporting.....	20
Medical Care .....	20
Hepatitis B Immunization Policy.....	20
Medical Record Confidentiality Policy .....	21
Pregnancy Policy .....	21

Nursing Program Costs.....	22
Other Nursing Program Expenses .....	22
Standards of Appearance .....	23
Communication.....	25
Program Schedule Outline .....	25
Nursing Classroom and Skills Laboratory Experiences .....	26
Scheduling of Clinical Assignments .....	26
Clinical Shifts .....	26
Pre-Clinical Preparation .....	26
Clinical Nursing Education .....	27
Philosophy of Nursing Program Clinical Site Selection.....	27
Clinical Experience Selection as Related to Primary, Secondary, Tertiary Care Settings .....	27
Faculty Supervision of Nursing Students During Clinical Experiences .....	27
Clinical Experience Variability by Site, Faculty, Assigned Student Group.....	28
Clinical Experience Variability by Nursing Faculty .....	28
Clinical Experience Variability by Peer/Student Group .....	28
Selection of Clinical Sites.....	28
Student Assignment to Clinical Groups.....	29
Clinical/Skills Laboratory Performance.....	29
Academic Progression/Promotion .....	29
Academic Performance Nursing Core Courses.....	30
Grading System .....	30
HCI Grading System.....	30
Out-of-Class Work .....	30
Grading Policy .....	31
Grade Appeal Procedures .....	31
Satisfactory Academic Progress .....	31
Missed/Late Assignments .....	31
Missed/Make-up Exam .....	31
Academic Advisement .....	32
Graduation Ceremony.....	32
NCLEX-RN: Registered Nursing Licensure Examination .....	32
Academic Policies.....	32
Sanctions for Violating the Academic Honesty Policy .....	35

Professional Behavior Policy.....	36
Behavior Probation Statement .....	<b>Error! Bookmark not defined.</b>
Academic and Administrative Dismissal.....	37
Conflict Resolution and Chain of Command.....	38
Student Disciplinary Procedures .....	38
Confidentiality Agreement.....	39
Clinical Experiences .....	39
Clinical Education Requirements .....	40
HCI/Course Withdrawal .....	41
Standards of Attendance .....	41
Attendance .....	41
Program Attendance Policy .....	43
Proper Notification for Lateness/Absence .....	43
Administrative Actions.....	44
Completion of Missed Work Due to Absence .....	44
Educational Advancement .....	<b>Error! Bookmark not defined.</b>
Course and Program Evaluation .....	44
Student Grievances .....	45
Student Services.....	45
Orientation .....	45
American Nurses Association Code of Ethics .....	45
Classroom/Lab/Simulation Etiquette .....	46
Nursing Student Policies.....	46
Appendix A Criminal Background .....	50
Appendix B .....	51

## Forward

Welcome to the School of Nursing!

We would like to take this opportunity to congratulate you as you embark upon your journey into the profession of Nursing. This is a very exciting time for you, where you will undergo educational experiences that have been designed to provide the knowledge and skills necessary to become not only an entry-level nurse but also an essential asset and member to the healthcare team. The HCI (Health Career Institute) team is committed to assisting you in achieving your educational goals of successfully completing the program and passing the National Council Licensing Examination for Registered Nurses (NCLEX-RN).

The HCI Catalog and the Nursing Student Handbook and Clinical Manual contain the policies and procedures of Health Career Institute and the Nursing Program. Due to the nature of the curriculum and the clinical expectations of the Program's graduates, program policies and procedures may be more stringent than those of the Institute.

Students are responsible for becoming familiar with all the information contained in the HCI Catalog and the Nursing Program's Student Handbook, Clinical and Laboratory Manual. The student, throughout the duration of the program, should retain these materials and will receive copies of revised policies, procedures and/or revised editions.

All faculty and students have the responsibility of preserving the privacy, dignity, and safety of all individuals who are part of the program and must maintain confidentiality in all academic and clinical situations.

If you have any questions about any policy or other materials in the handbook or catalog, please talk with the faculty, Director of Nursing or Vice President of Academic Affairs.

Best wishes,

Sherry Raber, MMHC, MSN, RN  
*Director of Nursing*

## History and Philosophy

Health Career Institute is a private postsecondary educational college accredited by the Accrediting Commission of Career Schools and Colleges (ACCSC). HCI's mission is to provide educational training that prepares students to enter the workforce. The school offers general education and professional programs at the diploma and the Associate in Science Degree (A.S.) levels in the fields of Nursing, Emergency Medical Services (EMS) and Fire Science. These programs are designed to instill the knowledge and skills under the current standards of professional practice, as well as foster the values of higher education and social responsibility. HCI employs a faculty and staff who are comprised of working paramedics, firefighters, and nurses in the pre-hospital and hospital settings.

Health Career Institute (HCI) began as a modest provider of American Heart Association (AHA) programs in 1993. Initially, courses were conducted on a custom basis for physicians, nurses, and EMS providers. HCI first offered its emergency medical technician (EMT) program in 2002, followed by a Paramedic program in 2005. In 2010 HCI moved into its current facility, which is both larger and better equipped, thereby allowing for the continued growth of the Institute's EMS and fire programs. In 2013, HCI introduced an exciting Associate in Science in Nursing degree program. With a practical approach to health-related and community service programs and industry seasoned staff, HCI offers students the opportunity to move through the completion of an applied training program and forward into the workforce with confidence in their skills and preparation. In 2018, HCI also started enrolling students in another exciting Nursing program, the Bachelor of Science in Nursing (BSN). The BSN program is 100% online, and can be completed in as little time as 56 weeks or longer if needed.

On December 31, 2013, HCI was acquired by Florian Education Investors LLC (FEI), a company with proven leadership and extensive experience in management and growth of quality schools. FEI is controlled by Co-CEOs Steve Hart and Larry Brown.

## Mission Statement

Health Career Institute is dedicated to providing education to students preparing them for a career in Allied Health. HCI provides a student-centered environment consistent with its core values preparing graduates to apply their knowledge, critical thinking skills and ability to succeed in employment, advancement in careers and service to the community.

## Goals

At Health Career Institute, our aim is to provide our students with an education whereupon graduation they are equipped to confidently enter the work force, and to

successfully engage and compete with their peers and colleagues. Our dedicated staff and faculty continually seek to improve our environment, our skills, and our professionalism to ensure that our mission is accomplished. By proactively pursuing our vision, we will be able to accomplish our goals.

## Nursing Program Overview

**Accredited by:**

***The Accrediting Commission of Career Schools and Colleges***

*2101 Wilson Boulevard, Suite 302  
Arlington, VA 22201  
(703) 247-4212  
#MO72133*

**Licensed by:**

***Commission for Independent Education***

***Florida Department of Education***

*325 West Gaines Street  
Suite 1414  
Tallahassee, Florida 32399-0400  
(850) 245-3200 (888) 224-6684  
#2077*

**Approved by:**

***Florida Board of Nursing***

*4052 Bald Cypress Way Bin C-02  
Tallahassee, Florida 32399-3252  
(850) 488-0595  
# NPRN 70755*

*Program Approval: Nursing (Associate in Science)*

***ACEN Status for Nursing (Associate Degree in Nursing)***

*This associate nursing program has been deemed eligible to participate in the Candidacy process. This process is the prerequisite step toward formal review for ACEN initial accreditation and is neither a status of accreditation nor a guarantee that accreditation will be granted.*

## Role of the Professional Nurse

The Florida Nurse Practice Act and Nursing's professional organization (American Nurses' Association) define the practice of the Registered Nurse. The Registered Nurse is trained to provide basic Nursing care in a variety of inpatient and outpatient areas such as medical/surgical, obstetrics, pediatrics, and psychiatry. The Registered Nurse is qualified to provide first-line supervision of the Nursing care provided in designated areas such as a unit in a hospital, outpatient medical/surgical settings, doctor's offices, etc. The

professional Nurse with an Associate Degree is considered to be a “generalist” (vs. “specialist”) in that s/he has been prepared to provide basic Nursing care that does not require additional education beyond that included in their original curriculum. Registered Nurses are required to complete continuing education courses which vary depending in which state you reside.

The Health Career Institute’s Nursing Program is designed to prepare the student to fulfill the requirements of an entry-level professional Nurse. Applicants interested in obtaining a Nursing licensure preparation degree beyond the Associate Degree level (e.g. the BSN) are advised to consult with individual institutions regarding their specific degree requirements. Those who would like to pursue their Baccalaureate in Nursing Degree incrementally may obtain an Associate Degree in Nursing first, obtain licensure as a Registered Nurse after graduation, and then obtain their BSN in a degree-completion program.

## Licensure to Practice as a Professional Nurse

The Health Career Institute’s Nursing Program is designed to prepare students to practice as professional licensed Nurses in a variety of clinical settings. Upon successful completion of the Nursing Program, the graduate is qualified by the Florida Board of Nursing to sit for the Registered Nursing licensure examination, the NCLEX-RN (National Council Licensure Examination for Registered Nurses), as required by the Florida Nurse Practice Act. If the graduate passes this examination, s/he is then licensed as a Registered Nurse (RN) who may practice in the State of Florida. Because the examination is a national examination, the Nurse licensed in Florida may also, upon application, acquire licensure by endorsement in all of the other 49 states. **It is important to point out that national Nursing accreditation is not required for state Board of Nursing approved Nursing Programs to graduate students who may take the licensure examination;** students who graduate from Health Career Institute’s Nursing Program are eligible to sit for this examination by the Florida Board of Nursing.

The State of Florida professional Nursing license (RN/Registered Nurse) is granted through the Board of Nursing at the following location:

Florida Department of Health  
Division of Medical Quality Assurance  
Florida Board of Nursing  
4052 Bald Cypress Way, Bin #C02  
Tallahassee, Florida 32399-3257  
(850) 488-0595

## Potential Denial of License and/or Acceptance into Nursing Program

State or National laws through designated agencies regulate health professions. Each agency sets the specific requirements for granting licensure or certification to practice as

a health care provider. Most agencies have restrictions on granting licensure or certification to an individual with a criminal record. **Individuals who have been finally adjudicated and found guilty, or entered a plea of guilty or nolo contendere, in a criminal prosecution under the laws of any state or of the United States, for any offense involving moral turpitude, whether or not sentence is imposed, may be denied licensure or certification.** Generally, agencies granting licensure or certification will not rule on individual cases until the individual is qualified by education and training to be licensed or certified. The Florida Nurse Practice Act (Chapter 464.018 [FS]) specifies acts that may constitute grounds for denial of a license. Because Nursing students are engaged in providing direct patient care over the course of their tenure in the Nursing Program, they are also accountable in this area. Accordingly, background screening by such agencies as law enforcement and the abuse registry will be required prior to entry into the Nursing courses; results consistent with the above requirements is necessary for students to participate in clinical experiences (see Appendix A for a list for acts which constitute grounds for denial of a license or disciplinary action).

## Conceptual Framework

### Program Mission Statement

The Health Career Institute's Nursing Program educates students into the practice of Nursing in a way that reflects the best traditions and evidenced-based practice of the art and science of the Nursing profession. This is accomplished through the provision of a quality, broad-based education that emphasizes the worth of individual students, and the clients and community they serve. Achievement of this mission results in a sincere demonstration of caring that acknowledges and supports the unique diversity of each, while attending to and meeting the clients' most basic needs.

Embracing the concept and practice of professionalism is central to the practice of Nursing. The program strives to instill the desire and ability to think critically, work collaboratively with other health care professionals to advance the clients' interest and pursue a quest for life-long learning. Practical employment skills that emphasize the importance of a strong work ethic are emphasized throughout the curriculum.

### Program Philosophy

The program provides an individualized educational experience for students and is respectful of previously-acquired knowledge and skills in the context of a structured program that adheres to state and accreditation requirements. The program addresses the needs of students, who represent a diverse ethnic, cultural, religious, and educational background. Students bring to the classroom different learning styles, personal goals, age representation, and life experience which create a dynamic learning environment. This philosophy is achieved through a focus on the following four meta-paradigms of Nursing:

#### \* The Person

Central to students' Nursing education is the person who is both the participant in and the recipient of care. These individuals are unique and possess biological, physical, psychological and social histories and are in a continuous process of evolving and changing. Integral to this process is the degree to which the individual is able to meet basic human needs and to successfully transfer the various stages of human growth and development. The individual's goal is to establish and maintain equilibrium or homeostasis through the use of learned coping mechanisms that may be internal or external. The person may be viewed as a system in constant interaction with other systems external to one's self. Inherent within each system are stressors that impact the individual; the response to these stressors is a significant indicator of overall health.

### **\* The Person's Environment**

The individual's environment consists of dynamic biophysical, psychosocial, cultural, and spiritual elements that interact in various ways to impact health. Changing environments may alter or affect that person's health by changing or removing unhealthy stressors and enhancing or providing health-promoting resources. The Program views the individual as inextricably linked to the larger systems of family, community, culture, and society. It is within this context that the program works to more fully understand the unique qualities, wants, and needs of the various individuals and populations served.

### **\* Health**

Health is a dynamic state which may be conceptualized on a wellness-illness continuum; within this ever-changing framework, health can be positively or negatively impacted by a variety of internal or external factors. It is the role of the nurse to meet the needs of the client by facilitating a return to an optimal degree of wellness.

Healing is the process through which illness is overcome and wellness reestablished as a result of goal-directed action through the effective use of personal, interpersonal, and environmental resources. The power of the mind-body continuum is integral to achievement of health for each individual.

### **\* Nursing**

Nursing is a caring profession that addresses the needs of the client to promote, restore, and maintain an optimal level of wellness. Nursing is based on a holistic framework that respects the biological, psychological, emotional, cultural, social and spiritual needs of the individual and family unit.

**The Program adopts the American Nurses Association definition of Professional Nursing:**

***“Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through***

***the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities, and populations”.***

***(Nursing's Social Policy Statement, Fourth Edition, 2015, p. 6 & Nursing: Scope and Standards of Practice, 2015, p. 7)***

## Nursing Education

Nursing education is a lifelong path and requires Nurses to employ cognitive, psychomotor, and affective skills within the Nursing Process. Nursing education involves the facilitation of Nursing theory, skills and attitudes which promotes student responsibility and accountability with regard to academic development and the role of Registered Nurses.

Nursing education incorporates knowledge from the biological, physical, and social sciences as well as liberal arts and humanities.

Optimal learning for a diverse student body requires an environment that is non-threatening and supportive, utilizing a variety of instructional modalities and including frequent feedback. Learning evolves from basic to advanced concepts and requires the active participation of both student and instructor. Faculty members are viewed as mentors, facilitators, catalysts, resource persons, and role models.

The clinical context for Nursing education occurs in a variety of settings, thereby expanding the depth of the student's knowledge and ability to function in multiple entry-level roles. The program prepares students for licensure and practice as Registered Nurses and provides an opportunity for students to continue their education in Nursing to the baccalaureate or higher level. Program effectiveness is evaluated on a continual basis by members of the academic community and local communities of interest.

## Organizational Framework

As is evidenced in the program's philosophy, the program curriculum emphasizes understanding and respect for the individuality of each person. The organizational framework strategy employs and incorporates the Nursing Process.

Theoretical concepts that are critical to this organizational framework include:

- \* Basic Human Needs
- \* Core Human Values
- \* Holism
- \* Lifespan Development
- \* Mind-Body Continuum
- \* Stress and Adaptation
- \* Systems
- \* Wellness-Illness Continuum

Additionally, the program has identified specific organizing concepts or “threads” throughout the curriculum. These include, but are not limited to, the following:

- \* Care across the Life Span
- \* Comfort
- \* Communication, Nurse-Client Relationship
- \* Critical Thinking
- \* Culture, Ethnicity, Religion
- \* Environment: Care Settings
- \* Information Management
- \* Legal and Ethical Aspects
- \* Levels of Prevention: Primary; Secondary; Tertiary
- \* Nursing Roles
- \* Nutrition
- \* Pharmacology
- \* Roles and Relationships: Patient/Family
- \* Safety
- \* Teaching/Learning

Finally, the program is organized according to learning domains. Students will obtain the knowledge and develop intellectual skills (cognitive); students will develop the capacity to care for the whole individual (affective); and students will perform the skills required as a registered nurse (psychomotor).

The following table illustrates the correlation between the theoretical concepts, the learning domains described above and the curriculum threads, according to achievement of program goals.

## Organizational Framework

<b>Nursing Program Student Learning Outcomes</b>						
Cognitive		Psychomotor			Affective	
<b>Knowledge</b>	<b>Critical Thinking</b>	<b>Skills</b>	<b>Collaboration</b>	<b>Communication</b>	<b>Caring</b>	<b>Professionalism</b>
<p>Demonstrates the mastery of the science of basic nursing practice</p> <p>Applies key theoretical concepts</p> <p>Recognizes the full scope of functional and dysfunctional health patterns</p>	<p>Applies of the nursing process to include assessment, diagnosis, outcome identification, planning, implementation, evaluation</p> <p>Utilizes the nursing process steps in a variety of situations</p>	<p>Demonstrates competent, safe, ethical and efficient nursing care</p> <p>Prioritizes care utilizing time management and organizational skills</p>	<p>Partners with clients, families, peers and other health care providers as colleagues</p> <p>Participates as an effective member of the team in inter-disciplinary &amp; care planning</p>	<p>Models the use of therapeutic communication</p> <p>Demonstrates clear and effective written and verbal communication skills</p> <p>Recognizes non-verbal communication cues Adapts appropriate communication skills across the life span</p>	<p>Demonstrates compassion</p> <p>Recognition of diversity across the life span</p> <p>Promotes client self-determination and autonomy</p>	<p>Commits to:</p> <p>ANA Code of Ethics &amp; Standards of Clinical Nursing Practice</p> <p>Florida Nurse Practice Act</p> <p>And all applicable regulatory agency requirements</p> <p>Commits to personal and professional growth</p>

## Associate of Science Nursing Curriculum

### Description

Health Career Institute's Associate of Science degree in Nursing prepares students to practice professional Nursing. Professional Nursing involves the performance of those acts requiring substantial specialized knowledge, judgment and Nursing skill based upon applied principles of biological, physical, psychological and social sciences. The Nursing practice of a professional nurse includes but is not limited to:

- \* Observation, assessment, Nursing diagnosis, planning, intervention and evaluation of care
- \* Health teaching and counseling of individuals who may be ill, injured or ailing;
- \* Promotion of wellness, maintenance of health, and prevention of illness in others;
- \* Administration of treatments and medications as prescribed in accordance with standards of Nursing practice.

### Program Goals Statement

The Nursing program's mission is further defined by the following goals:

- \* Students will acquire the knowledge and skill development to be competent care providers;
- \* Students will effectively communicate, using the written and spoken word accurately;
- \* Students will successfully collaborate with healthcare teams and clients to provide a comprehensive plan of care
- \* Students will utilize critical thinking skills to problem-solve situations
- \* Students will possess the necessary skills for obtaining entry-level employment as nurses.

**Admissions Enrollment Process** (refer to page 10-11 of the Health Career Institute Student Catalog.

## Nursing Curriculum

### Nursing Course Enrollment

The Nursing core curriculum is designed in a sequential manner in that each Nursing Program course is either a co-requisite or prerequisite for the subsequent program course offered; therefore, successful completion of each course is a requirement for progression throughout the Nursing Program. To advance to successive Nursing courses, students must achieve a grade of "B" with a minimum 80% in each didactic course, a pass in the lab and clinical setting. If the student receives less than the minimum of 80 in didactics the student will be required to complete the entire course again which includes lab and clinical. The student must earn a minimum score of 90%

on the dosage calculation test required in each core course (two attempts only), “pass” each critical skill performance (two attempts only), and successfully “pass” each clinical component.

Students who do not meet these requirements will not be allowed to progress in the core curriculum. If the student wishes to repeat the course to continue his/her program of study, s/he must contact the Nursing Program Director or Assistant Nursing Program Director, who will determine the student’s status of eligibility for continuance in the Program.

## Nursing Program Curriculum Changes

As the Nursing curriculum must reflect the changing nature of the Nursing profession, some restructuring of the Nursing curriculum will occur periodically. Due to this potential restructuring, students who withdraw or are dismissed from one class due to academic or clinical failure and who return to complete the program with another class are required to meet the graduation requirements of the current curriculum and abide by current programmatic policies and procedures.

## Student Participation in Program Governance

The Nursing Program values input from students in developing and evaluating an effective Nursing education program that is responsive to its students, clinical agencies, prospective employers, the community, and professional standards and expectations. Students can provide input through completion of confidential surveys distributed at the end of each course and through participating as a representative to the student government organization and to program committees.

## Curriculum Meetings

The purpose is to periodically review, monitor, and evaluate curriculum for achievement of program goals, objectives, assessments, and to make recommendations for improvement. Faculty membership shall be representative of the academic programs based on the policies of the Nursing Program. The functions are to systematically evaluate the curriculum in relation to professional accountability, standards of Nursing practice, accreditation criteria, and achievement of outcomes, review and/or recommend curricular revisions and present recommendations for action during faculty meetings and to report discussions/findings to the faculty.

## Student Advisory Meetings

The HCI Nursing Program believes in the value of student input regarding planning policies and program operations in order to develop informed decisions that best serve students and program outcomes. Faculty and administrators of the school utilize student

input from a variety of sources. The function of the Student Advisory Meetings is to provide input regarding student orientation, resources, policies, procedures, including proposed changes, discuss the “student experience” and offer suggestions to maximize program effectiveness and student satisfaction, provide input and promote involvement in special events such as student activities and graduation. Meetings will be held each semester and periodically as needed.

## Programmatic Requirements

Throughout the Nursing curriculum, there are programmatic requirements that must be fulfilled by the student to pass the course and continue in the Nursing Program.

## Dosage Calculation Tests

Successful completion of basic mathematics and metric conversions are required to accurately calculate medication dosages, IV flow rates, IV medication titrations, and routes for drug administration. Each Nursing course requires students to pass a dosage calculation test with a minimum score of 90% after two attempts. If the student does not pass the dosage calculation test with a minimum score of 90% after two attempts she/he may not pass the course, and therefore cannot continue in the program. The student may seek the approval of the Nursing Program Director to repeat the course.

## Standardized Testing: Conclusion of Nursing Core Courses

Students are assessed in specialty content areas with ATI Proctored Exams. A student is expected to achieve a minimum of Level 2 in order to demonstrate competency in these particular areas. Failure to achieve a Level 2 mandates remediation based upon these examinations. Refer to the ATI Nursing Program Policy.

Students are required to achieve a minimum score of 95% on the Predicted Probability of Passing NCLEX-RN category on the Comprehensive Predictor test. Students who score below a 95% on the Predicted Probability of Passing NCLEX-RN category on the Nursing Practicum course Comprehensive Predictor test will be permitted one re-take upon completing the one week remediation program. Failure to achieve a score of 95% for the second time will result in repeating the Capstone component of the Preceptorship course and will delay graduation.

## Program Demands

**At this point, it is appropriate to emphasize the significance of effort required to succeed in the Nursing Program. One cannot overestimate the amount of time and energy that is required of the Nursing student. Each Nursing course requires considerable effort outside of the classroom, skills laboratory, and clinical schedules. Substantial technical reading assignments, weekly writing, research**

**assignments of a lengthy and complex nature, and Nursing skills practice easily double and even triple the time commitment required during scheduled classes. Individuals must carefully evaluate their motivation and ability to commit to this schedule for a period of almost two years, particularly after the Nursing courses begin.** Due to predictable and occasionally unpredictable shifts in class and clinical scheduling (including some early morning and late evening hours), consistent, reliable arrangements for meeting home and outside employment obligations must be established and maintained throughout the period of enrollment to support the students' success in the Nursing Program. Health Career Institute and the Nursing Program are likewise committed to supporting each individual Nursing student's success by offering a quality education and an array of practical tools that can assist students in acquiring the values, knowledge, and skills that are necessary for practice as a professional nurse.

## Nursing Core Course Repeat Policy

If a student fails a core course or receives an unsatisfactory grade of "B" with less than an 80%, or is unable to meet the requirements for advancement in the Nursing core component of the program the student will not be permitted to continue in the Nursing Program. Should the student wish to repeat the course in which they received an unsatisfactory grade, a meeting with the Nursing Program Director or Assistant Nursing Program Director must first occur to determine the student's eligibility status.

\* Depending on the length of time a student is out of the program, there could be a recommendation made by the Nursing Program Director, to have the student audit previous course(s) in an attempt to re-establish lost skills or successfully complete a skills competency examination.

\* A student may only **repeat the same core course once**. If the student fails the same course a second time, the student will be dismissed from the program.

\* A student can repeat two different core courses; however if a third failure occurs within the major courses, the student will be dismissed from the program and will no longer be eligible for the Nursing Program.

\* Repeat of courses may not be covered by Financial Aid.

## Pre-Clinical Nursing Core Requirements

**At the beginning** of the Fundamentals course and **prior to entering the clinical setting**, students will be **required** to provide evidence of the following:

1. A physical examination, completed 4-6 weeks prior to the start of Fundamentals: the practitioner who completes this examination must attest to the individual's ability and readiness for work in a professional capacity as a nurse (physically, mentally, emotionally; "Essential Functions for Coursework")

2. A negative TB test and/or chest x-ray when indicated (chest x-ray required every other year with positive TB test)
3. Current immunizations, affirming currency of immunizations by titers
4. CPR (healthcare provider) certification
5. Background screening (Level I or Level II), results must conform to the requirements set forth by the Florida Board of Nursing; results must be sent directly to the Institute
6. Drug screening, results must be sent directly to the school.
7. Evidence of annual renewal of TB tests is required at the designated interval after the individual has started in the Nursing Program.

A packet of forms will be provided by the Nursing Program Director or designee and must **ALL** be completed prior to entering NUR1023 Nursing I.

Prior to starting clinical instruction in Nursing courses, students will be required to attend/participate in healthcare institution orientation sessions, which may include computer instruction. These sessions are scheduled at the discretion of the institution.

## Criminal Background Check and Drug Screening Policy

Students will be subject to criminal background checks and drug screenings prior to enrollment in the clinical sites and/or at any time throughout the duration of the program as per the request from the program's clinical affiliates. The Nursing Program requires students to perform clinical rotations for hands-on training. It is at the discretion of each acute care setting or medical facility with which the program has a clinical affiliation agreement to implement a standard protocol regarding student admittance for educational purposes. Students should be prepared to abide by set protocols and incur any associated fees that may arise in the safety screening process to which the program's clinical affiliates adhere.

## Criminal Background Check

An initial criminal background check will be required prior to enrollment in the Nursing Program. Once the student has been accepted into the program, should the student become involved in criminal activity in which the initial criminal background clearance status becomes compromised, the student may be withdrawn from the program.

The Institute reserves the right to deny an application to or continuance in the Nursing Program based on the following criteria:

An applicant who has pled guilty, or has pled nolo contendere (no contest) to an offense which is classified as a misdemeanor or felony which is directly or indirectly related to patient care or public health. Crimes which may directly or indirectly relate to patient care or public health include, but are not limited to: murder, attempted murder, manslaughter, rape, sexual assault, violence or threat of violence, driving while intoxicated or impaired, controlled substance abuse, and fraudulently altering medical documentation, insurance claims, and medical prescriptions (see Appendix B for a list of background screening;

prohibited offenses under the Florida Board of Nursing 435.04 Level 2 screening standards)

## Drug Screening

Students will be subject to drug screening prior to and during their clinical education experience. The first drug screen will be completed no sooner than one week prior to beginning NUR1023, Nursing I, unless otherwise required by clinical affiliates. Subsequent unannounced drug screenings will be required for all students later in the program. Additionally, drug screening will be required on reentry to the core following a schedule gap. Individual clinical affiliates reserve the right to ask for additional screening before permitting students to begin clinical assignments. The Institute will provide a list of acceptable facilities that provide this service. All associated fees are the responsibility of the student. Failure to comply with required screenings in a timely fashion or a positive drug screen report will result in termination from the program, unless otherwise determined for good cause by the Nursing Program Director.

## Exposure to Blood Borne Pathogens & Communicable Diseases

The Nursing Program has developed a policy to limit the student's occupational exposure to blood and other potentially infectious materials since any exposure could result in the risk of transmission of these materials.

- Training: Basic information regarding blood borne pathogens and standard precautions will be provided to all students in the program.
- Exposure associated tasks for Nursing students during the clinical practicum:
  - Patient hygiene/elimination
  - Vascular access
  - Environmental/equipment cleaning
  - Specimen collection
  - Specimen transport
  - Waste/linens management
- Standard precautions to prevent the acquisition of infection by the student:
  - Hands must be washed between every direct patient contact
  - Non sterile gloves must be used if contact with blood, body fluid, secretion or excretion is anticipated.
  - Gown and facial protection must be worn when doing procedures which may cause splatter & aerosolization of body fluids.
  - Disposable needles & syringes should be placed in rigid puncture resistant containers. To prevent needle stick injuries, needles should not be recapped, bent or broken before disposal.
- Incident reporting: Should an exposure incident occur during a student's clinical rotation, the student should immediately inform the supervisor at the site and the Clinical Coordinator within 24 hours of occurrence. Appropriate action and follow

up will be initiated immediately by the Program Director upon receipt of a written incident report.

## Exposure Incident Policy

Occupational Exposure is defined as a skin, eye, mucous membrane, or parenteral contact (i.e., needle stick) with blood or other potentially infectious materials that may result from the performance of an employee's/student duties.

### Reporting

- \* Students with an exposure incident are to report immediately to their Instructor or Site Supervisor at the clinical site.
- \* Students on clinical assignments will also be required to report the incident to the Clinical Coordinator.

### Medical Care

- \* The student will be advised to seek medical attention within 24 hours of the incident.
- \* The student should see a primary physician and have the necessary testing, evaluation and follow-up performed. If the student does not have a primary physician available, the Clinical Coordinator will direct the student to a medical facility where testing, evaluation and follow-up can be done.
- \* During the student's visit with the physician, a baseline blood sample may be collected immediately following the incident with subsequent periodic samples taken at a later date. The results of the student's blood test are confidential and will be known only to the contacting physician and the exposed student.
- \* Counseling and other features of post exposure evaluation may be offered whether or not the student elects to have baseline HIV/HBV/HCV serological testing.

## Hepatitis B Immunization Policy

### Hepatitis B Information

Hepatitis B is a serious disease caused by a virus that attacks the liver. The hepatitis B virus may cause lifelong infection, cirrhosis (scarring) of the liver, liver cancer, liver failure, and death. Workers who have direct contact with human or primate blood and blood products are at risk for exposure to hepatitis B virus.

### Hepatitis B Vaccine

Hepatitis B vaccine provides immunization against all hepatitis B, but not against hepatitis A or C. The vaccine utilizes the non-infectious portion of the B virus and is produced in yeast cells. It is produced without the use of human blood or blood products.

A full course of immunization requires three doses of the vaccine to be given at specific intervals over a 6-month period. Most healthy people who receive the full course will develop a protective antibody against hepatitis B virus. The duration of protection of hepatitis B vaccine is unknown at this time. However post-vaccination antibody testing can detect this and one additional series of hepatitis B vaccination can sometimes generate immunity.

Due to the potential occupational exposure to blood or other potentially infectious materials, students may be at risk of acquiring a hepatitis B virus (HBV) infection. The Nursing team highly recommends that all students undergo hepatitis B vaccination; however this is not a requirement for the program.

By law, employers are required to offer at-risk employees the hepatitis B vaccines free of charge.

## Medical Record Confidentiality Policy

Students must maintain the confidentiality of all patient medical records and information they come in contact with at a clinical education site or at the HCI as part of their educational process.

- \* The student must follow all state and federal statutes and regulations regarding patient medical record and medical information.
- \* The student must follow the clinical education site's policies and procedures regarding patient medical records and medical information.
- \* When a student must use a patient's medical information the student must use it properly and in the correct setting.
- \* The student must not disclose any of a patient's medical record information to a non-health care provider. The health care provider must be medically involved with the patient for the student to provide the patient's medical record information.
- \* Failure of the student to follow state and federal statutes and regulations and improperly using confidential patient medical record information may cause the student to be withdrawn from the Nursing Program.

## Pregnancy Policy

The student may voluntarily notify the Program Director of her pregnancy. This notification should be in writing and include the following information:

\* Student's name

\* Expected date of birth

Should the student choose to voluntarily declare her pregnancy and remain in the program, the student will continue to complete all programmatic requirements **without** modification.

The student has the option to continue in the program without modification or request a leave of absence per the Institute's policy. The request will be granted with proper documentation. Upon completion of the leave, the student may choose to be reinstated in the program as outlined in the policy. The student may be reinstated by making an appointment with the Director of Nursing or designee.

## Nursing Program Costs

### Financial Aid

Information regarding scholarships, grants, and loans are available through the U.S Department of Education. The following web sites are also excellent resources for researching financial aid availability: [www.discovernursing.com](http://www.discovernursing.com); [www.nln.org](http://www.nln.org) (National League for Nursing); [www.nsna.org](http://www.nsna.org) (National Student Nurses' Association); [www.ana.org](http://www.ana.org) (American Nurses Association); [www.aacn.nche.edu](http://www.aacn.nche.edu) (American Association of Colleges of Nursing). <https://www.hci.edu/admissions/payment-options-and-financial-aid>

### Uniforms, Texts, Supplies and Special Fees

Students are required to purchase Health Career Institute uniforms

Textbooks are the responsibility of the student and the current booklist is available with the registrar and with each course syllabus. Students are required to furnish their own personal school supplies as well as equipment required for clinical practice including a stethoscope, a watch with a second hand with clearly-visible numbers, bandage scissors, and a scratch pad. Students are advised to label their stethoscopes and scissors and any other personal supplies that they might use in the clinical setting.

## Other Nursing Program Expenses

Students accepted into the Nursing Program are responsible for any and all incurred clinical education expenses such as travel, food, etc. Other expenses include, but may not be limited to, the cost of a physical examination, any required immunizations, CPR certification, FDLE/background checks, and standardized examinations. Pinning includes the cost of the Nursing cap and cap holder (optional), white uniform, individual

photographs (optional), and invitations (extra optional). The NCLEX-RN examination is approximately \$310, which includes Florida Board of Nursing and PearsonVue fees.

## Standards of Appearance

Proper professional dress and appearance are required. Students are required to wear their HCI Nursing Program scrubs and badges for ALL Nursing classroom, skills laboratory, and clinical experiences.

### Uniforms

The following rules pertain to scrub uniforms:

- Clean, well-maintained and pressed
- Appropriately-fitted (not too-tight or too-loose); fit must be conservative so as not to be revealing in nature
- Cannot be altered in appearance other than approved HCI embroidered logo
- Cannot be worn outside of HCI Nursing experiences
- An optional white scrub jacket may be worn over the scrub uniform
- An optional white, long or short-sleeved t-shirt may be worn underneath the scrub top. No sportswear or jackets with hoodies are allowed.
- Uniforms that appear worn, dingy, stained or torn must be replaced at the student's expense.
- Undergarments must be worn and not be readily visible/extending beyond the scrub top with the exception of a small area at the neck of the garment
- If scrub pants are too long, they must be altered so that the hem falls at shoe level but does not touch the floor (no folding or cuffs are permitted).

\*\* Must wear HCI Nursing Program badge and/or facility-specific badge at all times; badge is worn over the chest pocket.

### Laboratory Coats

The following rules pertain to laboratory coats:

1. Clean, well-maintained, and pressed
2. Appropriately-fitted
3. Cannot be altered in appearance
4. Must be worn whenever entering the clinical setting for clinical preparation
5. Cannot be worn outside of HCI Nursing experiences
6. Must be removed prior to administering patient care
7. HCI name badge must be worn over the left breast pocket

### Shoes

The following rules pertain to shoes worn with uniforms:

1. Black or White leather/vinyl
2. Free of visible lettering
3. Comfortable but snugly-fitted (preferably with ties)
4. Full-coverage (no sling-backs, no clogs), closed-toe
5. Clean (including ties); well-maintained/in good repair
6. Socks must be clean and cover the entire foot and ankle area

### **Overall Appearance**

1. Good hygiene and grooming; free of body odor and perfumes/colognes; overall body appearance must be commensurate with a professional presentation
2. Trimmed hair, beard, moustache, sideburns (some clinical affiliates may not allow facial hair)
3. No visible tattoos; tattoos that may be visible must be covered
4. Body piercing: One small stud permitted per ear lobe (no larger than ¼"); no other visible piercings are allowed (no hoops or dangling earrings). This includes all facial piercings including but not limited to but is not limited to tongue, nose, eyebrow, ear cartilage or other visible piercings.
5. Jewelry: wedding/commitment bands only; dangling earrings are not permitted; single, simple necklace is permissible as long as it does not extend over uniform (certain jewelry may not be permitted in certain clinical sites such as mental health)
6. **Nails: short (not beyond tip of finger); clear, unchipped, uncolored nail polish; no nail décor/jewelry, artificial or acrylic nails**
7. Hair: Must be clean, neat, trimmed, off the collar, away from the face and secured (must not fall forward when bending over); securing devices must be simple/non-ornamental, preferably matching the hair color or white. No caps, headbands, bows, scarves or bandanas. Due to the professional nature of the Nursing profession, hair color that occurs in nature and a conservative cut and style is required.
8. Make-up: Mascara, eyeliner, lipstick, foundation, and eye shadow are acceptable if applied **conservatively**. **No artificial eyelashes are permitted.**
9. Gum chewing is inappropriate, unprofessional and is not permitted at any time while in uniform.
10. *Smoking or vapor is not permitted at any time while in uniform.* Students who are smokers will be required to practice meticulous hand hygiene prior to client contact.

11. Some agencies may require their own identification badges in addition to the one issued by the school. ID badge must be visible at all times.
12. Lanyard (necklace) badge holders are not permitted in order to ensure the safety of the student.
13. Students who must wear a head covering and/or long sleeves due to religious preference are to do the following:
14. Tuck the head covering into the neck of their scrub top.

**Note:** Faculty reserves the right to determine that an individual student's appearance may be inappropriate; accordingly, inappropriate attire may result in that student being dismissed from the clinical or academic setting.

## Communication

### Nursing Program Bulletin Board

Please check the Nursing Program bulletin board located in the hallway across the Library (Suite 101) on a regular basis for official announcements, updates, and job opportunities.

### Announcements

Evolve, Connect, ATI and Engrade will be utilized by faculty for submitting grades, resources and communicating with students. It is the responsibility of the student to review daily.

### Student/Faculty Communication

Students are encouraged to take all curriculum related questions and concerns to the appropriate faculty member. However, before and after class, instructors are often engaged in activities related to the learning activities of the day and may not be able to provide sufficient attention to address individual academic concerns. Faculty e-mail address and office hours are indicated on course syllabi and posted on the Nursing Program bulletin board across the Library. It is recommended that students make appointments with faculty for individual academic issues in order to ensure appropriate attention can be provided to the student.

Please keep basic etiquette rules in mind when sending e-mail. Follow the specific instructor's directions regarding subject lines and attachments. Do not use "texting" abbreviations. Do not use all CAPITAL LETTERS. This can be interpreted as yelling. Check your spelling. Be courteous, and avoid offensive language.

## Program Schedule Outline

Semester 1	NUR2000 & NUR2140
Semester 2	NUR1023
Semester 3	NUR1213
Semester 4	NUR2261

## Nursing Classroom and Skills Laboratory Experiences

### Class and Skills Laboratory Schedule

Students entering the Nursing Core curriculum can expect classroom and skills laboratory schedules to occur throughout the week. The specific days that are utilized are determined in part by the days the clinical sites are available and by the coordination of campus resources and scheduled learning activities. Additional class time or laboratory time may be scheduled during the week for practice skills sessions, tutoring, and retention and critical thinking exercises.

The focus of skills laboratory sessions varies with didactic/classroom content; for example, a review of “urinary elimination” is the context for skills laboratory learning experiences relating to Nursing skills such as urinary catheterization. To maximize the potential for student learning in the classroom and skills laboratory sessions, maintaining flexibility in the sequencing of teaching/learning activities in these two areas increases the likelihood that the student will be able to more readily apply newly-acquired knowledge. In any given day that students are in class, they may shift between didactic/discussion and Nursing skills practice several times.

### Scheduling of Clinical Assignments

The scheduling of students’ clinical experiences is a complex process involving the needs/requirements of the clinical sites, utilization by competing academic programs and coordination of classroom and skills laboratory assignments amongst all Nursing classes at the Institute. The Nursing Program will continually strive to provide students with advance notice of a clinical schedule change. However, due to external factors students should be prepared to accommodate changes in their clinical affiliation assignments, including days of the week, and times of day.

### Clinical Shifts

The time that the student spends in the clinical setting varies with the course. Because of the importance of clinical education, students are expected to be present for **all** scheduled experiences. Clinical absences must be excused and may only occur twice a semester. More than two clinical absences will result in course failure. Excused missed clinical hours are the responsibility of the student and must be made up as the scheduling allows. Tardiness to the clinical sites will not be tolerated and attendance is the same standard as the classroom.

### Pre-Clinical Preparation

In most clinical courses, students are required to complete pre-clinical preparation prior to the scheduled clinical experience. Students who are not prepared for their clinical

experience will not be permitted to provide patient care and will forfeit the time allotted of clinical experience for the day.

## Clinical Nursing Education

Clinical education is an essential component of the curriculum of the Nursing Program. The Program affiliates with a variety of clinical sites in locations that are generally within a radius of approximately 60 miles of the campus, however, some affiliates may be located outside this area.

## Philosophy of Nursing Program Clinical Site Selection

Clinical Experience Selection as Related to Continuum of Nursing Care Requirements:

The Nursing curriculum is designed to support students' clinical learning through the application of a continuum concept of Nursing care. Initially, students begin in a care setting where patients' Nursing care needs are somewhat basic in nature. With each subsequent course, the intensity and complexity of patients' care needs gradually increase culminating in the provision of care for individuals whose Nursing care requirements are more acute and complex.

## Clinical Experience Selection as Related to Primary, Secondary, Tertiary Care Settings

Beginning assignments may be in long term care settings where patients with chronic, stable conditions require assistance with activities of daily living. Students' next experience may be in settings where patients have conditions of an acute nature that require somewhat routine medical or surgical intervention; a small, community hospital may be utilized at this time. Finally, students' clinical experiences will involve the care of individuals whose Nursing care requirements are more complex; typically, this setting will be a large hospital and/or a step-down (from intensive care) unit in a smaller hospital. Ultimately, the determination of specific sites for clinical assignments is subject to availability of clinical resources in the community.

## Faculty Supervision of Nursing Students During Clinical Experiences

Nursing students must be supervised at all times in the clinical area by a license nurse with a minimum of a Bachelor's Degree of Science in Nursing. The only exception to this rule is when students are taking their last clinical Nursing course, Preceptorship, where they are assigned to a qualified registered nurse preceptor who meets the requirements of the Florida Nurse Practice Act.

## Clinical Experience Variability by Site, Faculty, Assigned Student Group

Students are exposed to many of the area's major healthcare organizations during clinical experiences throughout their tenure in the Nursing Program. This practice is advantageous to the individual student, the healthcare agencies in the community, and the Nursing Program. By learning how to provide Nursing care in a variety of healthcare settings that possess different cultures, models of Nursing practice, and patient populations, the depth and breadth of students' knowledge and ability to adapt are enhanced. Community healthcare organizations benefit directly by the Nursing care contributions of students and faculty; indirectly, recruitment of new graduates may be supported. Through maintaining and utilizing a broad spectrum of clinical affiliations, knowledge of prevailing Nursing practice in the context of the healthcare community is expanded and relationships with Nursing leaders are strengthened.

## Clinical Experience Variability by Nursing Faculty

Students' learning is enriched when guided by various Nursing faculty within the faculty organization. While a small faculty team is responsible for maintaining consistency and continuity between classroom and clinical instruction, Nursing instructors model and demonstrate Nursing practice from a perspective that is uniquely their own, based in years of knowledge and experience as professional Nurses. By increasing students' exposure to the many facets of professional Nursing practice and mentors, they are supported in their acquisition/development of Nursing skills and in visualizing professional possibilities for future career direction.

## Clinical Experience Variability by Peer/Student Group

Finally, the value of learning that can result from positive interactions with fellow students cannot be overstated. Over the course of students' tenure in the Nursing Program, bonds between individuals and/or groups of students are inevitable. These relationships can be especially powerful in supporting students' adaptation to the many stresses associated with being a Nursing student, particularly when they have other important roles in life to fulfill. If at some point, students find themselves similarly limiting their engagements with fellow students during learning experiences on a consistent basis, however, they are encouraged to take the initiative in seeking out opportunities for collaboration with other students.

## Selection of Clinical Sites

Clinical sites are carefully selected by the Nursing Program in accordance with curriculum requirements, quality of the care environment (and appropriate licensure/accreditation of the agency), appropriateness of the professional Nursing care delivery model, and adequacy of available openings for Nursing students.

## Student Assignment to Clinical Groups

In most clinical Nursing classes, there are at least two clinical groups to which students are assigned. In general, each clinical group is supervised by one Nursing instructor. In the first two clinical Nursing courses, Nursing I and Nursing II, students generally remain with a single instructor throughout the period of the course. Other clinical Nursing courses may require students to rotate through experiences such as pediatrics with one instructor and obstetrics with another instructor.

Because of the small number of clinical groups in each class and the need to equalize and limit the size of clinical groups required by the affiliates and/or necessitated by unit/patient characteristics, students are usually assigned to a group by faculty. Over the length of the Nursing Program, students' geographic proximity to clinical sites cannot be a significant consideration due to the small number of clinical groups and the reality that most students will have to travel to clinical sites that are not always close to home due to specialty site requirements, available sites, etc. Acknowledging the gains that can be realized by exposing students to variable clinical experiences, how individual students are assigned to clinical sites thus becomes a reflection of this belief. When possible, assignment to healthcare facilities and/or patient care units that the student had not been assigned to previously is preferred.

## Clinical/Skills Laboratory Performance

Students must pass all critical skills performed in the skills laboratory in order to advance to the next Nursing core course. They will be provided an additional opportunity to pass the skill if they are not successful on the first try.

In the clinical setting, students must perform all Nursing skills competently in accordance with the facility and HCI Nursing Program policy. If a student does not perform a skill satisfactorily, s/he may be required to successfully complete the skill in the skills laboratory thereafter. **Students who exhibit any actual or potentially unsafe behavior in the clinical setting may receive consequences** such as: removal from the clinical setting; placement on probation; completion of skills laboratory practice and testing; course failure; and/or dismissal from the Nursing Program. Unsafe practices resulting in clinical incidents will also require that the student complete institutional and the HCI Nursing Program documentation related to the event and other activities required by the institution and the Program. Students who are deemed unprepared for clinical experiences may be prohibited from patient contact and will forfeit the clinical day.

## Academic Progression/Promotion

Students must satisfy the requirements of each course, including didactic, laboratory, and clinical achievement, to progress in the Nursing Program.

## Academic Performance Nursing Core Courses

To advance in the Nursing core component of the program students are required to:

1. Earn a minimum grade of “B” with an 80% in each didactic course
2. Earn a minimum score of 90% on the dosage calculation test required in each core course (2 attempts only)
3. Pass each critical skills performance for each core course (2 attempts only)
4. Pass each clinical component of the program

## Grading System

### HCI Grading System

Student performance is recorded in grades as follows:

A =	90-100
B =	80-89
F =	0-79
I =	Incomplete
T =	Transfer
AU=	Audit
P =	Pass *(For designated courses only. See Course Descriptions below))
NC=	No Credit
R =	Re-Take
Z =	CLEP
W =	Withdrawn
WA =	Withdrawn For Unsatisfactory Student Progress Meeting Programmatic Criteria
WX =	Withdrawn For Excessive Absences

### Nursing Program Grading System for Laboratory, Simulation, or Clinical Component

S (Pass) =	Satisfactory
U (Fail) =	Unsatisfactory

***A minimum of 80% is a passing grade (No rounding policy. Example: 79.9% on an exam is not passing).***

## Out-of-Class Work

Out-of-class work is an essential part of every program of study. Out-of-class work enables students to master course learning objectives and leads to the achievement of overall program objectives. Out-of-class work refers to self-directed learning activities such as reading assignments, research activities and projects, Online Practice tests, remediation, case studies, quizzes, assignments (papers and essays), knowledge checks, and self-assessments, etc.

## Grading Policy

Each student's work is to be evaluated individually. Evaluation of student achievement and all Nursing and science prerequisite courses are calculated using only measurable academic assignments identified in the syllabus and directly related to course objectives.

No points are assigned for non-academic or unplanned activities such as attendance, participation, bonus points, or extra credit. All grades, including the final grade will be calculated to the tenth place value. Student achievement of all course objectives is measured by assessments as presented in the grading rubric or conversion score (i.e., exams, specialty exams, laboratory/simulation/clinical evaluations, and other assignments. etc.). Pass or Fail will be assigned to three domains (laboratory, simulation, and clinical).

All Nursing courses with a combination of theory, laboratory, simulation, and clinicals will each require a passing grade (minimum of 80%) and "P" (Pass) as satisfactory evaluation to pass the course, which means earning 80% of the set of criteria and/or standards being assessed and evaluated. If a student fails any component of the combined class, they will be required to repeat the entire course (i.e., lecture, lab, and clinical).

## Grade Appeal Procedures

Please refer to the HCI Catalog Grade Appeal Procedures

## Satisfactory Academic Progress

Please refer to the HCI Catalog Satisfactory Academic Progress Policy

## Missed/Late Assignments

Students are expected to submit required homework/assignment on specified due dates. Any coursework not submitted on the due date is late and receive a **10% reduction per late day up to day 5 at which time a zero is recorded.**

## Missed/Make-up Exam

There are no missed or make-up examinations in general. However, for extenuating circumstance an alternate format make-up exam may be given at the discretion of the Nursing Program Director/Assistant Program Director with verifiable documents to support an excused absence.

Arrangements will be made to take an alternate exam. Make-up exam will test the same content area but **MUST** include different questions, or a different format of questions (e.g., fill-in-the-blank, short-answer, case studies, Nursing care plans, etc.). Make-up exam grade may have 10% deduction.

## Academic Advisement

The Nursing faculty believes in multiple methods of teaching and learning styles to maximize the learning of our students. Classroom instruction, simulation, blended content delivery and clinical placements are some of the methods used.

Students with a grade below 80% must meet with their instructor to discuss an academic success plan. A student who receives a test score of less than 80% is required to make an appointment with the faculty or clinical instructor to review the student's status, study habits, and to plan improvements. It is imperative to communicate with faculty at various stages throughout the semester. Frequent monitoring of grades is the responsibility of the student and should not be neglected until the end of the semester. **It is the student's responsibility to notify faculty if they would like to make tutoring arrangements.**

## Graduation Ceremony

### Graduation

HCI graduation ceremonies are held at the end of every semester. This event is attended by all faculty and staff and graduates from all academic programs; Nursing students are strongly encouraged to participate in this event sharing their accomplishment with fellow graduates, Nursing and general education faculty and staff who have been a part of the graduates' lives during their academic experience, and their families and friends who have supported them throughout their student careers.

### Pinning

The Nursing Pinning Ceremony marks the student's completion of the Nursing Program and entry into the profession of Nursing. Pinning is a tradition steeped in Nursing history of the past over 150 years, including the lighting of the Florence Nightingale Lamp and recitation of the Florence Nightingale Pledge. The official HCI Nursing pin is awarded to each graduate.

## NCLEX-RN: Registered Nursing Licensure Examination

Upon graduation from the Nursing Program, Nursing graduates become eligible to sit for the NCLEX-RN after the Florida Board of Nursing receives the official list of graduates from the Nursing Program Director; applications are not processed until this list is received by the Board of Nursing. Instructions regarding "Application for Licensure by Examination" are reviewed with students prior to graduation; the application is also available at the Florida Board of Nursing web site.

## Academic Policies

### Student Conduct Policies: Academic Honesty and Professional Behavior

The Institute can best function and accomplish its mission in an atmosphere of **high ethical standards**. As such, the Institute expects students to observe **all** accepted principles of academic honesty. Academic honesty in the advancement of knowledge requires that students respect the integrity of one another's work and recognize the importance of acknowledging and safeguarding the validity of intellectual property. Students are expected to maintain complete honesty and integrity in all academic work attempted while enrolled at the Institute. **Academic dishonesty is a serious violation of the trust upon which an academic community depends.** There are different forms of academic dishonesty including, but not limited to, the following:

### **Acquiring or Providing Information Dishonestly**

Using unauthorized notes or other study aids during an examination; using unauthorized technology during an examination; improper storage of prohibited notes, course materials and study aids during an exam such that they are accessible or possible to view including, but not limited to, cell phones, laptops, tablets, etc.; looking at other students' work during an exam or in an assignment where collaboration is not allowed; attempting to communicate with other students in order to get help during an exam or in an assignment where collaboration is not allowed; obtaining an examination prior to its administration; altering graded work and submitting it for re-grading; allowing another person to do one's work and submitting it as one's own; or undertaking any activity intended to obtain an unfair advantage over other students.

### **Plagiarism**

The deliberate or unintentional use of another's words or ideas without proper citation for which the student claims authorship. It is a policy of HCI that students assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by an instructor of a course. Students may not submit the same work completed for one course in any other course, earning credit for the same work each time. Plagiarism, because it is a form of theft and dishonesty that interferes with the goals of education, must carry severe penalties. The penalties are as follows:

#### **Partially plagiarized assignments**

- The first occurrence of a student turning in an assignment containing plagiarized material results in an automatic "F" for that assignment.
- The second occurrence of a student turning in an assignment containing plagiarized material results in an automatic "F" for the course.
- The third occurrence of a student turning in an assignment containing plagiarized material results in an automatic dismissal from the Institute.

#### **Entirely plagiarized assignments**

- The first occurrence of a student turning in an entire plagiarized assignment results in an automatic "F" for the course.

- The second occurrence of a student turning in an entire plagiarized assignment results in an automatic dismissal from the Institute.

On written papers for which the student employs information gathered from books, articles, electronic, or oral sources, each direct quotation, as well as ideas and facts that are not generally known to the public at large, or the form, structure, or style of a secondary source must be attributed to its author by means of the appropriate citation procedure. Only widely known facts and first-hand thoughts and observations original to the student do not require citations. Citations may be made in footnotes or within the body of the text. Plagiarism also consists of passing off as one's own, segments or the total of another's work.

At HCI, references are cited in accordance with the American Psychological Association (APA) approved format. Guidelines for the appropriate use of this format for citing references are included in the appendices of this Handbook and assignments may be used by the HCI to assist in future education by students.

### **Conspiracy**

Agreeing with one or more persons to commit any act of academic dishonesty.

### **Fabrication of Information**

Falsifying or inventing any information, citation, or data; using improper methods of collecting or generating data and presenting them as legitimate; misrepresenting oneself or one's status in the Institute; perpetrating hoaxes unbecoming to students in good standing or potentially damaging to the Institute's reputation or that of the members of its academic community of students and scholars.

### **Multiple Submissions**

Submitting the same work for credit in two different courses without the instructor's permission.

### **Facilitating Academic Dishonesty**

Aiding another person in an act that violates the standards of academic honesty; allowing other students to look at one's own work during an exam or in an assignment where collaboration is not allowed; providing information, material, or assistance to another person knowing that it may be used in violation of course, departmental, or HCI academic honesty policies; providing false information in connection with any academic honesty inquiry.

### **Abuse or Denying Others Access to Information or Resource Materials**

Any act that maliciously hinders the use of or access to library or course materials; the removing of pages from books or journals or reserve materials; the removal of books from libraries without formally checking out the items; the intentional hiding of library materials; the refusal to return reserve readings to the library; or obstructing or interfering with another student's academic work. All of these acts are dishonest and harmful to the community.

### **Falsifying Records and Official Documents**

Forging signatures or falsifying information on official academic documents such as drop/add forms, incomplete forms, petitions, letters of permission, or any other official HCI document.

### **Clinical Misconduct**

Dishonesty in the clinical setting includes, but is not limited to: misrepresenting completion of clinical hours or assignments; falsification of patient records; fabrication of patient experiences; failure to report omission of, or error in, assessments, treatments or medications; and appropriation/stealing of facility, client, staff, visitor and/or student property.

### **Disclosure of Confidential Information**

A high, responsible standard of conduct and professionalism is expected from each student. Students are personally accountable for the way in which patient information and other confidential information in clinical facilities is utilized. **Confidential** information is never to be discussed with anyone other than those directly involved in the care of the patient or in the legitimate use of other confidential agency information. Those having access to patient, salary, or associate information should never browse such information out of "curiosity." It is to be used and accessed only for legitimate, clinical/learning purposes.

A breach in confidentiality which involves discussing and/or releasing confidential patient or facility information, or obtaining unauthorized system access, will lead to disciplinary action from HCI.

Each student must seriously evaluate his/her daily use of confidential patient or facility information to assure its proper use. When in doubt, students should seek clarification or direction from their immediate supervisor.

### **Sanctions for Violating the Academic Honesty Policy**

After determining that the student has violated the Academic Honesty Policy, the instructor may impose one of the following sanctions (please note: separate sanctions apply to Plagiarism as described above):

1. The first occurrence of academic dishonesty will result in a grade of “F” for the assignment or examination.
2. The second occurrence of academic dishonesty will result in a grade of “F” for the course.
3. The third occurrence of academic dishonesty will result in dismissal from the HCI.

All progressive disciplinary measures described above are cumulative throughout the program and not limited to occurrences within a specific course or term. Students who have been dismissed will not be allowed to return.

Health Career Institute believes strongly that each student against whom the Institute is forced to take action, has a right to procedural due process where the student has notice and an opportunity to be heard. If the administration has to take disciplinary measures against a student or other action related to the student, the student may appeal the decision to HCI Academic Administration. The procedures for the grievance are found in the HCI catalog.

## Professional Behavior Policy

HCI has established a set of professional behaviors which will help students develop their knowledge and skills for entry-level positions in their fields.

- \* Adhere to HCI policies and procedures as outlined in the HCI catalog.
- \* Adhere to program policies and procedures as outlined in the program student handbook.
- \* Adhere to policies and procedures of the clinical education site where assigned.
- \* Arrive to class and clinical sites on time; punctuality is a demonstration of professional behavior.
- \* Demonstrate responsibility and accountability in all aspects of the educational process.
- \* Demonstrate appropriate communication, interaction and behavior toward other students, faculty and clinical staff.
- \* Respect the learning environment regarding visitors. Visitors may not attend class or the clinical education site. This includes children, spouses, parents, friends, animals or any other visitor.

If a student demonstrates inappropriate professional behavior, the student may receive a written behavior warning or be placed on probation depending on the severity of the action (see Behavior Probation Statement). The program reserves the right to withdraw the student at any time if the inappropriate behavior is judged extreme as determined by the program director and dean of academic affairs.

Students who do not maintain satisfactory behavior, both academically and clinically, may be placed on probation. The term of probation will become effective in the semester the student is currently enrolled in, and remain in place for the remainder of the following semester. At the completion of the following semester, the program director or dean will

assess the student's progress and determine whether to remove the student from probation or to extend the term of probation. Failure to meet the terms of probation as outlined in a student action plan will result in dismissal from the program. If additional unsatisfactory behavior should occur during the remainder of the program, the student will be dismissed from the program and the HCI, and will be ineligible for re-entry to the HCI.

#### Clinical Experience – Request for Removal of Student

Should a clinical site request removal of a scheduled student due to the student's inability or unwillingness to abide by the program's and/or clinical site's policies and procedures, the student will receive a clinical evaluation grade of "zero" and be placed on behavior probation which may result in a failing grade and/or dismissal from the program.

Upon removal from the clinical site, the program will attempt to re-assign the student to a different clinical site. However, should a second incident occur during the same clinical rotation/course in which a clinical site requests the removal of the student, the program will immediately remove the student from the site and provide no further clinical re-assignments. This action will result in the student receiving a failing grade for the clinical rotation/course and subsequently not permitted to advance to the next core course.

The student may wish to apply for re-entry to the program when the course re-sequences. However, re-entry to the program is contingent upon: a) the program not exceeding maximum program capacity; and b) a review of events leading up to the dismissal with a student action plan designed by the program director addressing professional behavior expectations.

If a student has been re-assigned to a clinical education site due to a request for removal from a previously assigned clinical site based on inappropriate behavior, and similar inappropriate behavior occurs in a subsequent clinical rotation/course, the student will not be re-assigned for clinical placement and will be permanently dismissed from the program.

It should be noted that if the cause for removing a student from a clinical site is deemed by the program director and dean of academic affairs as extreme unprofessional behavior, the student may be immediately dismissed from the program and/or the Institute.

### Academic and Administrative Dismissal

A student may be dismissed from HCI for disregarding administrative policies. Causes for dismissal include, but are not limited to, the following:

- failure to meet minimum educational standards established by the program in which the student is enrolled.
- failure to meet student responsibilities including, but not limited to:

- meet deadlines for academic work and tuition payments;
- provision of documentation, corrections and/or new information as requested;
- notification of any information that has changed since the student's initial application;
- purchase or otherwise furnish required supplies;
- maintenance of HCI property in a manner that does not destroy or harm it;
- return of library books in a timely manner and payment of any fines that may be imposed;
- obtaining required education and financial clearance prior to graduation and to comply with all parking regulations;
- continued inappropriate personal appearance;
- continued unsatisfactory attendance;
- non-payment for services provided by the Institute;
- failure to comply with policies and procedures listed in the current Institute catalog and student handbook; or
- conduct prejudicial to the class, program or HCI.
- Specific behaviors that may be cause for dismissal include, but are not limited to:
  - willful destruction or defacement of HCI or student property;
  - theft of student or HCI property;
  - improper or illegal conduct, including hazing, sexual harassment, etc.;
  - use, possession, and/or distribution of alcoholic beverages, illegal drugs, and/or paraphernalia on campus;
  - being under the influence of alcoholic beverages or illegal drugs while on campus;
  - cheating, plagiarism, and/or infractions of the HCI's Student Conduct Policies;
  - any behavior which distracts other students and disrupts routine classroom activities;
  - use of abusive language, including verbalization or gestures of an obscene nature; or
  - **threatening** or causing physical harm to students, faculty, staff or others on campus or while students are engaged in off-site learning experiences.

## Conflict Resolution and Chain of Command

Students are encouraged to **first** discuss any concerns with their **instructor**. If the concern is not resolved, they should speak to their Assistant Program Director or Program Director. Subsequent levels are the VP of Academic Affairs and the Campus President. Chain of command should always be utilized for prompt resolution.

## Student Disciplinary Procedures

If a student violates HCI's Standards of Conduct in a classroom, the first level of discipline lies with the faculty member. If a situation demands further action, the Assistant Director of Nursing or Director of Nursing is responsible. If a student has a serious objection to the disciplinary action imposed, the student has the right to use the grievance process as outlined in the HCI catalog.

When a student violates HCI's Standards of Conduct outside the classroom but on campus, Assistant Director of Nursing or Director of Nursing is the first level of discipline. The next level is the VP of Academic Affairs. If a student is dissatisfied with the disciplinary action imposed, the student has the right to use the grievance process as outlined in the HCI catalog.

## Confidentiality Agreement

A high, responsible standard of conduct and professionalism is expected from each student. Students are **personally accountable** for the way in which patient information and other confidential information in clinical facilities is utilized. Confidential information is never to be discussed with anyone other than those directly involved in the care of the patient or in the legitimate use of other confidential agency information. Those having access to patient, salary, or associate information should never browse such information out of "curiosity." It is to be used and accessed only for legitimate, clinical/learning purposes.

A breach in confidentiality which involves discussing and/or releasing confidential patient or facility information, or obtaining unauthorized system access, will lead to disciplinary action from HCI.

Each student must seriously evaluate his/her daily use of confidential patient or facility information to assure its proper use. When in doubt, always discuss the matter with your immediate supervisor for clarification or direction.

## Clinical Experiences

One important component of the Nursing Program is the practice of skills necessary to develop into an entry-level registered nurse. Successful completion of the Nursing Program requires that the student have a variety of clinical experiences in diverse practice settings. In order to provide these experiences, the HCI secures contracts with facilities that will host students for supervised practice experiences. Due to the nature of managed care, the practice requirements of other area allied health schools and demands on the healthcare agencies and facilities, the location of students' clinical experiences may be in the local community as well as outside our local county, but within commuting distance of HCI. Students cannot be guaranteed that their clinical experiences will be local and should be prepared to have some or all of their practice experiences out of town. An assignment of a student to a particular clinical site is determined by the progression of knowledge and technical skills as outlined in the program's curriculum. However, no student will be assigned to a floor or care unit at a facility to which s/he is employed.

Students have full responsibility for arranging and paying for transportation, and when necessary, room and board to complete their practice experiences. The student is responsible for providing a reliable means of transportation.

The time of day, and possibly the days of the week (including weekends) of the practice experiences will differ from the normal school schedule. The practice experiences may involve as few as 4 hours or as many as 12 hours on any given day; with total clinical hours being the same for all students. Clinical experiences may involve as many as five days per week, although this assignment is usually toward the end of the Nursing Program. The scheduling of students' clinical experiences is a complex process involving the needs/requirements of the clinical sites, utilization by competing academic programs and coordination of classroom and skills laboratory assignments amongst all Nursing classes at the HCI. The Nursing Program will continually strive to provide students with advance notice of a clinical schedule change. However, due to external factors students should be prepared to accommodate changes in their clinical affiliation assignments, including days of the week, and times of day.

Students enrolled in the Program are required to have evidence of a physical examination (within 90 days), a health/immunization record and titers, and evidence of current TB testing (or chest x-ray) to participate in the clinical experience portion of the curriculum. The TB test must be updated annually while the student is in the Program.

## Clinical Education Requirements

Nursing students who will be assigned to a clinical education site for their clinical rotation must have completed the following requirements before they are assigned to a clinical education site. This includes a health check-up by a physician, required tests (to include, but not limited to, RPR and PPD – chest x-ray for positive PPD results), immunization record of MMR, Rubella, Varicella, CPR/BLS certification, a 4 hour basic HIV/AIDS course, OSHA information and a criminal background check and drug screening.

- The health check-up and required tests must not be any older than one year from the clinical assignment date; with a current PPD within six months.
- Criminal background check and drug screening test will be required of all students prior to clinical placement; the student will be responsible for any fees incurred.
- The student must schedule their own health check-up and required tests with a physician of their choice; the student will be responsible for any fees incurred.
- It is the responsibility of the student to be in attendance for scheduled facility orientation. The student will receive an orientation information packet by the Clinical Coordinator prior to the start of each clinical rotation which will include the date, time and place of the mandatory orientation. Should the student neglect to attend the mandatory scheduled orientation the student will not be allowed admittance to the medical facility in which they were assigned a clinical rotation. The program will reschedule an orientation time for the student. However, due to the facility's timeframe between scheduled orientations, several days or weeks could pass. These program attendance requirements are more restrictive than the institutional attendance policy published in the HCI Catalog.

## HCI/Course Withdrawal

When a student withdraws from HCI, written notice must be submitted to the Director of Nursing or the Campus President by the student, or a parent or guardian. Such notice should contain the reason for the withdrawal.

Health Career Institute maintains an add-drop period during which students may add a class or withdraw from a class without financial and/or academic penalty. Students withdrawing from a class but not replacing it with another must still be aware of how that may affect full-time status, financial aid eligibility, tuition charges, and satisfactory academic progress.

Refer to the HCI Catalog for more information on the withdrawal process and necessary documentation.

## Standards of Attendance

### Attendance

Regular and punctual attendance at classes, labs and clinical/simulation learning experiences is expected of all students and are important aspect of meeting the objectives of the Nursing courses.

Faculty is required to take attendance and students are expected to arrive on time. Students are required to sign into each scheduled didactic, lab, simulation, and clinicals on the record provided, as they arrive to verify their attendance.

Students must submit their timesheets to their clinical instructors before leaving the clinical site. Students who are attending community clinicals are required to submit their timesheets to the Assistant Director of Nursing within 48 hours.

### Attendance: Didactic

Students are expected to arrive on time to every class.

Tardy is considered after 10 minutes. Three tardies equals one absence.

No more than two absences are permitted per semester for the didactic component of the course. Students are responsible for material missed. There are no make-ups for practice exams, quizzes, assignments. Exceptions for extenuating circumstances may be made at the discretion of the Program Director.

Excused absences due to extenuating circumstances with verifiable documents, i.e. death in the immediate family, medical emergency of student or immediate family member, or illness/injury to student that is accompanied by a healthcare provider note. Extenuating circumstances do **NOT** include illness/injury without a healthcare provider

note, childcare issues, or absences due to work related duties. Upon the **third** unexcused course absence, student will be **withdrawn** from that course.

### **Attendance: Laboratory & Simulation**

Human simulation experiences are an integrated part of Nursing education. All students will participate in simulation and skills labs during their Nursing education. Each course has specific simulation and skills labs requirements. Simulation and lab absences will follow policy on attendance.

### **Attendance: Clinicals**

In Nursing courses with clinical experiences, students are required to sign in and attend all assigned clinical days for each clinical course. Any missed clinical time must be reported to the clinical instructor at least one hour prior to the start of the clinical and be reported to the lead instructor immediately, if unavailable, the Director of Nursing or Assistant Director of Nursing should be notified.

More than one missed clinical day will result in failure of the course. Absences due extenuating circumstances may require verifiable documents to be considered excused. Unexcused missed clinical experience is grounds for immediate dismissal from the program. A student who arrives more than fifteen (15) minutes late to clinical will be dismissed and it will count as a clinical absence.

NOTE: Students are not guaranteed clinical make-up opportunities as availability and resources may be limited. In the event clinical make-up hours are not available by the last day of the course, the student will receive a grade of “Unsatisfactory” for the entire clinical experience and a grade of “F” for the didactic component. The didactic, lab and clinical/simulation components of the course must be repeated.

**\*\*NOTE: Failure of any clinical rotation component will result in a failure of the course and the student will not progress.**

### **Clinical Experience – Request for Removal of Student (if applicable)**

Should a clinical site request removal of a scheduled student due to the student’s inability or unwillingness to abide by the program and/or clinical site’s policies and procedures, the student will be placed on Academic Warning provided there is an alternative clinical site as an option.

Upon removal from the clinical site, the program will attempt to re-assign the student to a different clinical site. However, should a second incident occur during the *same* clinical rotation/course in which a clinical site requests the removal of the student, the program will immediately remove the student from the site and provide no further clinical re-assignments. This action will result in the student receiving a failing grade for the clinical rotation/course and subsequently not permitted to advance to the next level.

The student may wish to apply for re-entry to the program when the course re-sequences. However, re-entry to the program is contingent upon: a) the program not exceeding maximum program capacity; and b) a review of events leading up to the dismissal with a student action plan designed by the program director addressing professional behavior expectations.

If a student has been re-assigned to a clinical education site due to a request for removal from a previously assigned clinical site based on unprofessional behavior, and similar unprofessional behavior occurs in a *subsequent* clinical rotation/course, the student will not be re-assigned for clinical placement and will be permanently dismissed from the program.

It should be noted that if the cause for removing a student from a clinical site is deemed by the Director of Nursing as extreme unprofessional behavior and violates the School or ANA's code of conduct, the student might be immediately dismissed from the program.

Regular class attendance is essential to proper academic progress and is expected.

## Program Attendance Policy

The Nursing Program has established a programmatic attendance policy that will help facilitate the learning of required knowledge, technical skills and patient care vital to success in the Nursing profession. The program acknowledges that emergency circumstances (i.e., funeral, deaths, and serious illnesses of immediate family) can occur; such events will be taken under advisement by the Program Director. However, students must provide the Program Director with documentation supporting their reason for being late and/or absent. It is required that students call their instructor ahead of time if they will not be able to attend class/clinical or will be arriving late (refer to Proper Notification for Lateness/Absence). Students are permitted to withdraw from a didactic or clinical course within the first two weeks of a course.

### ADMINISTRATIVE ACTIONS FOR ATTENDANCE ISSUES

Repeat patterns of poor attendance (a maximum of three Written Warnings throughout the duration of the program) can result in the student being dismissed from the program.

## Proper Notification for Lateness/Absence

**Class/lab:** Students are expected to contact the lead instructor, ADON via e-mail or leave a phone message with the HCI receptionist before the start of the class if they will not be able to attend or will be arriving late. The message should include the reason (e.g., illness, family emergency).

**If a student is late for a test/exam, no additional time is given.**

If a student is absent on the day of a test/exam, it is to be made up in a timely fashion at the discretion of the lead instructor. Make-up exams are modified from the original; there is an **automatic 10% grade deduction**.

All lab experiences missed must be made up within **5 business days** of the missed experience.

**Clinical:** Students are expected to notify their clinical instructor **at least 60 minutes in advance** of the clinical start time if they will not be able to attend clinical **or anticipate a late arrival of more than 10 minutes**. A documented emergency will be taken under consideration.

Failing to use proper notification procedures (“no call – no show”) for clinical absence/tardiness will be cause for administrative action. **A pattern** of this unprofessional behavior may result in course failure and/or dismissal from the program.

**NOTE: Asking a classmate to inform the instructor that you will be late/absent does NOT constitute proper notification.**

## Administrative Actions

1. Written Warning – 1st offense of “no call – no show” during core didactic courses
2. Final Written Warning – 2nd offense of “no-call – no show” during core didactic courses
3. Program Dismissal – 3rd offense of ‘no call – no show” during core didactic courses

## Completion of Missed Work Due to Absence

If a student is absent from any learning activity, s/he is responsible for completing missed work at the discretion of the instructor. Students who are absent from laboratory experiences may not be permitted to participate in certain clinical activities for safety reasons, due to lack of practice of Nursing skill sets. Students who are absent from their clinical education site are required to make up missed time in order to achieve the standards of clinical education established by the instructor. Clinical make-up time will be scheduled by the instructor and could occur after the final examination due to instructor availability.

## Course and Program Evaluation

Students are provided opportunities to evaluate the quality and appropriateness of classroom, skills laboratory, and clinical instruction. HCI requests students’ completion of course evaluation forms every term. These evaluations are scheduled in advance. Additionally, students are asked to complete Nursing Program specific course and program evaluations upon the completion of each course, as well as clinical site

evaluations. The results of such evaluations are compiled, analyzed, and utilized to improve the quality of academics and services provided to the student.

## Student Grievances

If HCI is forced to take action against a student, it still believes strongly that every student has a right to procedural due process in which a student has notice and an opportunity to be heard. If the administration has to take disciplinary measures against a student or other action related to a student, the student may appeal the decision to the Academic Administration.

Students are encouraged to resolve problems through normal administrative channels. Prior to filing a grievance, the student is encouraged to contact his/her instructor first, then the Assistant Director of Nursing, and finally the Nursing Program Director to determine if resolution can be achieved within the department. Refer to HCI Catalog page 23 for Grievance Policy.

## Student Services

Please refer to the HCI Catalog for the full spectrum of student services.

## Orientation

The orientation program held prior to the first day of each term is designed to facilitate the transition to HCI and to assist the student in planning the academic schedule. During orientation, students are acquainted with the mission and traditions of the HCI, rules and regulations, study techniques, academic standards, and counseling.

## American Nurses Association Code of Ethics

1. The nurse, in all professional relationships, practices with compassion and respect for the inherent dignity, worth, and uniqueness of every individual, unrestricted by considerations of social or economic status, personal attributes, or the nature of the health problems.
2. The nurse's primary commitment is to the patient, whether an individual, family, group or community.
3. The nurse promotes, advocates for and strives to protect the health, safety and rights of the patient.
4. The nurse is responsible and accountable for individual Nursing practice and determines the appropriate delegation of tasks consistent with the nurse's obligation to provide optimum patient care.
5. The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence and to continue personal and professional growth.

6. The nurse participates in establishing, maintaining and improving health care environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession through individual and collective action.
7. The nurse participates in the advancement of the profession through contributions to practice, education, administration and knowledge development.
8. The nurse collaborates with other health professionals and the public in promoting community, national and international efforts to meet health needs.
9. The profession of Nursing, as represented by associations and their members, is responsible for articulating Nursing values for maintaining the integrity of the profession and its practice, and for shaping social policy.

*From American Nurses Association: Code for nurses with interpretive statements, © 2016, American Nurses Association, Washington, DC.*

<http://Nursingworld.org/MainMenuCategories/EthicsStandards/CodeofEthicsforNurses>

## Classroom/Lab/Simulation Etiquette

1. Students must arrive on time and stay the entire scheduled session.
2. Late students may not be allowed to enter the classroom/lab/sim.
3. Turn-off cell phone and other electronic devices. The student will be asked to leave class if seen using a cell phone or texting.
4. Use laptop computers/tablets only for class work: Students are encouraged to use their laptop computers/tablets during class only as learning aids as approved by faculty.
5. No class may be recorded without the expressed consent of the instructor
6. Students are expected to remain engaged in the activities until the session ends.
7. Be respectful to your peers and professor. This includes talking out of turn, interrupting discussions, being late to class or leaving early.
8. Students are expected to participate in class discussions when appropriate and respect the opinions of all class participants and to dialog in a professional and respectful manner.
9. Students are required to refrain from using offensive or foul language in class.
10. Students are not permitted to bring either children or pets to class.
11. No eating or drinking is allowed in the classrooms, computer labs or skills lab. Students are provided with breaks for this purpose.
12. Student must be in uniform with ID name badge at all times when on campus, skills lab, simulation, and clinical rotations and are accountable to uphold the HCI Nursing Program Dress Code Policy
13. Students are expected to follow all aspects of the school's conduct policy located in the catalog.

## Nursing Student Policies

All Nursing students are responsible for the information contained in the Nursing Student Handbook.



Appendix A

The 2017 Florida Statutes 464.018 Disciplinary actions

**464.018** Disciplinary actions.—

<sup>1</sup>(1) The following acts constitute grounds for denial of a license or disciplinary action, as specified in s. 456.072(2):

(a) Procuring, attempting to procure, or renewing a license to practice nursing by bribery, by knowing misrepresentations, or through an error of the department or the board.

(b) Having a license to practice nursing revoked, suspended, or otherwise acted against, including the denial of licensure, by the licensing authority of another state, territory, or country.

(c) Being convicted or found guilty of, or entering a plea of nolo contendere to, regardless of adjudication, a crime in any jurisdiction which directly relates to the practice of nursing or to the ability to practice nursing.

(d) Being found guilty, regardless of adjudication, of any of the following offenses:

1. A forcible felony as defined in chapter 776.
2. A violation of chapter 812, relating to theft, robbery, and related crimes.
3. A violation of chapter 817, relating to fraudulent practices.
4. A violation of chapter 800, relating to lewdness and indecent exposure.
5. A violation of chapter 784, relating to assault, battery, and culpable negligence.
6. A violation of chapter 827, relating to child abuse.
7. A violation of chapter 415, relating to protection from abuse, neglect, and exploitation.
8. A violation of chapter 39, relating to child abuse, abandonment, and neglect.

(e) Having been found guilty of, regardless of adjudication, or entered a plea of nolo contendere or guilty to, any offense prohibited under s. 435.04 or similar statute of another jurisdiction; or having committed an act which constitutes domestic violence as defined in s. 741.28.

(f) Making or filing a false report or record, which the licensee knows to be false, intentionally or negligently failing to file a report or record required by state or federal law, willfully impeding or obstructing such filing or inducing another person to do so. Such reports

or records shall include only those which are signed in the nurse's capacity as a licensed nurse.

(g) False, misleading, or deceptive advertising.

(h) Unprofessional conduct, as defined by board rule.

(i) Engaging or attempting to engage in the possession, sale, or distribution of controlled substances as set forth in chapter 893, for any other than legitimate purposes authorized by this part.

(j) Being unable to practice nursing with reasonable skill and safety to patients by reason of illness or use of alcohol, drugs, narcotics, or chemicals or any other type of material or as a result of any mental or physical condition. In enforcing this paragraph, the department shall have, upon a finding of the State Surgeon General or the State Surgeon General's designee that probable cause exists to believe that the licensee is unable to practice nursing because of the reasons stated in this paragraph, the authority to issue an order to compel a licensee to submit to a mental or physical examination by physicians designated by the department. If the licensee refuses to comply with such order, the department's order directing such examination may be enforced by filing a petition for enforcement in the circuit court where the licensee resides or does business. The licensee against whom the petition is filed shall not be named or identified by initials in any public court records or documents, and the proceedings shall be closed to the public. The department shall be entitled to the summary procedure provided in s. 51.011. A nurse affected by the provisions of this paragraph shall at reasonable intervals be afforded an opportunity to demonstrate that she or he can resume the competent practice of nursing with reasonable skill and safety to patients.

(k) Failing to report to the department any person who the licensee knows is in violation of this part or of the rules of the department or the board. However, a person who the licensee knows is unable to practice nursing with reasonable skill and safety to patients by reason of illness or use of alcohol, drugs, narcotics, chemicals, or any other type of material, or as a result of a mental or physical condition, may be reported to a consultant operating an impaired practitioner program as described in s. 456.076 rather than to the department.

(l) Knowingly violating any provision of this part, a rule of the board or the department, or a lawful order of the board or department previously entered in a disciplinary proceeding or failing to comply with a lawfully issued subpoena of the department.

(m) Failing to report to the department any licensee under chapter 458 or under chapter 459 who the nurse knows has violated the grounds for disciplinary action set out in the law under which that person is licensed and who provides health care services in a facility licensed under chapter 395, or a health maintenance organization certificated under part I of chapter 641, in which the nurse also provides services.

(n) Failing to meet minimal standards of acceptable and prevailing nursing practice, including engaging in acts for which the licensee is not qualified by training or experience.

(o) Violating any provision of this chapter or chapter 456, or any rules adopted pursuant thereto.



Appendix B

**435.04 Level 2 screening standards.—**

[http://www.leg.state.fl.us/Statutes/index.cfm?App\\_mode=Display\\_Statute&Search\\_String=&URL=0400-0499/0435/Sections/0435.04.html](http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0400-0499/0435/Sections/0435.04.html)

**435.04 Level 2 screening standards.—**

(1)(a) All employees required by law to be screened pursuant to this section must undergo security background investigations as a condition of employment and continued employment which includes, but need not be limited to, fingerprinting for statewide criminal history records checks through the Department of Law Enforcement, and national criminal history records checks through the Federal Bureau of Investigation, and may include local criminal records checks through local law enforcement agencies.

(b) Fingerprints submitted pursuant to this section on or after July 1, 2012, must be submitted electronically to the Department of Law Enforcement.

(c) An agency may contract with one or more vendors to perform all or part of the electronic fingerprinting pursuant to this section. Such contracts must ensure that the owners and personnel of the vendor performing the electronic fingerprinting are qualified and will ensure the integrity and security of all personal information.

(d) An agency may require by rule that fingerprints submitted pursuant to this section must be submitted electronically to the Department of Law Enforcement on a date earlier than July 1, 2012.

(e) Vendors who submit fingerprints on behalf of employers must:

1. Meet the requirements of s. [943.053](#); and
2. Have the ability to communicate electronically with the state agency accepting screening results from the Department of Law Enforcement and provide the applicant's full first name, middle initial, and last name; social security number or individual taxpayer identification number; date of birth; mailing address; sex; and race.

(2) The security background investigations under this section must ensure that no persons subject to the provisions of this section have been arrested for and are awaiting final disposition of, have been found guilty of, regardless of adjudication, or entered a plea of nolo contendere or guilty to, or have been adjudicated delinquent and the record has not been sealed or expunged for, any offense prohibited under any of the following provisions of state law or similar law of another jurisdiction:

- (a) Section 393.135, relating to sexual misconduct with certain developmentally disabled clients and reporting of such sexual misconduct.
- (b) Section 394.4593, relating to sexual misconduct with certain mental health patients and reporting of such sexual misconduct.
- (c) Section 415.111, relating to adult abuse, neglect, or exploitation of aged persons or disabled adults.
- (d) Section 777.04, relating to attempts, solicitation, and conspiracy to commit an offense listed in this subsection.
- (e) Section 782.04, relating to murder.
- (f) Section 782.07, relating to manslaughter, aggravated manslaughter of an elderly person or disabled adult, or aggravated manslaughter of a child.
- (g) Section 782.071, relating to vehicular homicide.
- (h) Section 782.09, relating to killing of an unborn child by injury to the mother.
- (i) Chapter 784, relating to assault, battery, and culpable negligence, if the offense was a felony.
- (j) Section 784.011, relating to assault, if the victim of the offense was a minor.
- (k) Section 784.03, relating to battery, if the victim of the offense was a minor.
- (l) Section 787.01, relating to kidnapping.
- (m) Section 787.02, relating to false imprisonment.
- (n) Section 787.025, relating to luring or enticing a child.
- (o) Section 787.04(2), relating to taking, enticing, or removing a child beyond the state limits with criminal intent pending custody proceedings.
- (p) Section 787.04(3), relating to carrying a child beyond the state lines with criminal intent to avoid producing a child at a custody hearing or delivering the child to the designated person.
- (q) Section 790.115(1), relating to exhibiting firearms or weapons within 1,000 feet of a school.

- (r) Section 790.115(2)(b), relating to possessing an electric weapon or device, destructive device, or other weapon on school property.
- (s) Section 794.011, relating to sexual battery.
- (t) Former s. 794.041, relating to prohibited acts of persons in familial or custodial authority.
- (u) Section 794.05, relating to unlawful sexual activity with certain minors.
- (v) Chapter 796, relating to prostitution.
- (w) Section 798.02, relating to lewd and lascivious behavior.
- (x) Chapter 800, relating to lewdness and indecent exposure.
- (y) Section 806.01, relating to arson.
- (z) Section 810.02, relating to burglary.
- (aa) Section 810.14, relating to voyeurism, if the offense is a felony.
- (bb) Section 810.145, relating to video voyeurism, if the offense is a felony.
- (cc) Chapter 812, relating to theft, robbery, and related crimes, if the offense is a felony.
- (dd) Section 817.563, relating to fraudulent sale of controlled substances, only if the offense was a felony.
- (ee) Section 825.102, relating to abuse, aggravated abuse, or neglect of an elderly person or disabled adult.
- (ff) Section 825.1025, relating to lewd or lascivious offenses committed upon or in the presence of an elderly person or disabled adult.
- (gg) Section 825.103, relating to exploitation of an elderly person or disabled adult, if the offense was a felony.
- (hh) Section 826.04, relating to incest.
- (ii) Section 827.03, relating to child abuse, aggravated child abuse, or neglect of a child.

- (jj) Section 827.04, relating to contributing to the delinquency or dependency of a child.
  - (kk) Former s. 827.05, relating to negligent treatment of children.
  - (ll) Section 827.071, relating to sexual performance by a child.
  - (mm) Section 843.01, relating to resisting arrest with violence.
  - (nn) Section 843.025, relating to depriving a law enforcement, correctional, or correctional probation officer means of protection or communication.
  - (oo) Section 843.12, relating to aiding in an escape.
  - (pp) Section 843.13, relating to aiding in the escape of juvenile inmates in correctional institutions.
  - (qq) Chapter 847, relating to obscene literature.
  - (rr) Section 874.05, relating to encouraging or recruiting another to join a criminal gang.
  - (ss) Chapter 893, relating to drug abuse prevention and control, only if the offense was a felony or if any other person involved in the offense was a minor.
  - (tt) Section 916.1075, relating to sexual misconduct with certain forensic clients and reporting of such sexual misconduct.
  - (uu) Section 944.35(3), relating to inflicting cruel or inhuman treatment on an inmate resulting in great bodily harm.
  - (vv) Section 944.40, relating to escape.
  - (ww) Section 944.46, relating to harboring, concealing, or aiding an escaped prisoner.
  - (xx) Section 944.47, relating to introduction of contraband into a correctional facility.
  - (yy) Section 985.701, relating to sexual misconduct in juvenile justice programs.
  - (zz) Section 985.711, relating to contraband introduced into detention facilities.
- (3) The security background investigations under this section must ensure that no person subject to this section has been found guilty of, regardless of adjudication, or entered a plea of nolo contendere or guilty to, any offense that constitutes domestic

violence as defined in s.[741.28](#), whether such act was committed in this state or in another jurisdiction.



**Nursing Student Handbook  
Receipt Acknowledgement Form**

My signature on this document certifies that I have received the **Nursing Student Handbook**. I understand that it is my responsibility to review it in its entirety and seek clarification on any questions, concerns or points in which I need clarification. I further understand that it may be amended and/or changed during my enrollment. By signing this acknowledgement, I understand that it is my responsibility to follow all policies and procedures as outlined.

In the event of any change or amendment, I will receive notification of the changes. I understand that it is my responsibility to review the changes and/or amendments in their entirety. I will seek clarification on any questions, concerns or points for which I do not understand.

I understand if I fail to adhere to the requirements, I may be withdrawn or receive a failure for the course.

\_\_\_\_\_

*Printed Name*

\_\_\_\_\_

*Date*

\_\_\_\_\_

*Student Signature*